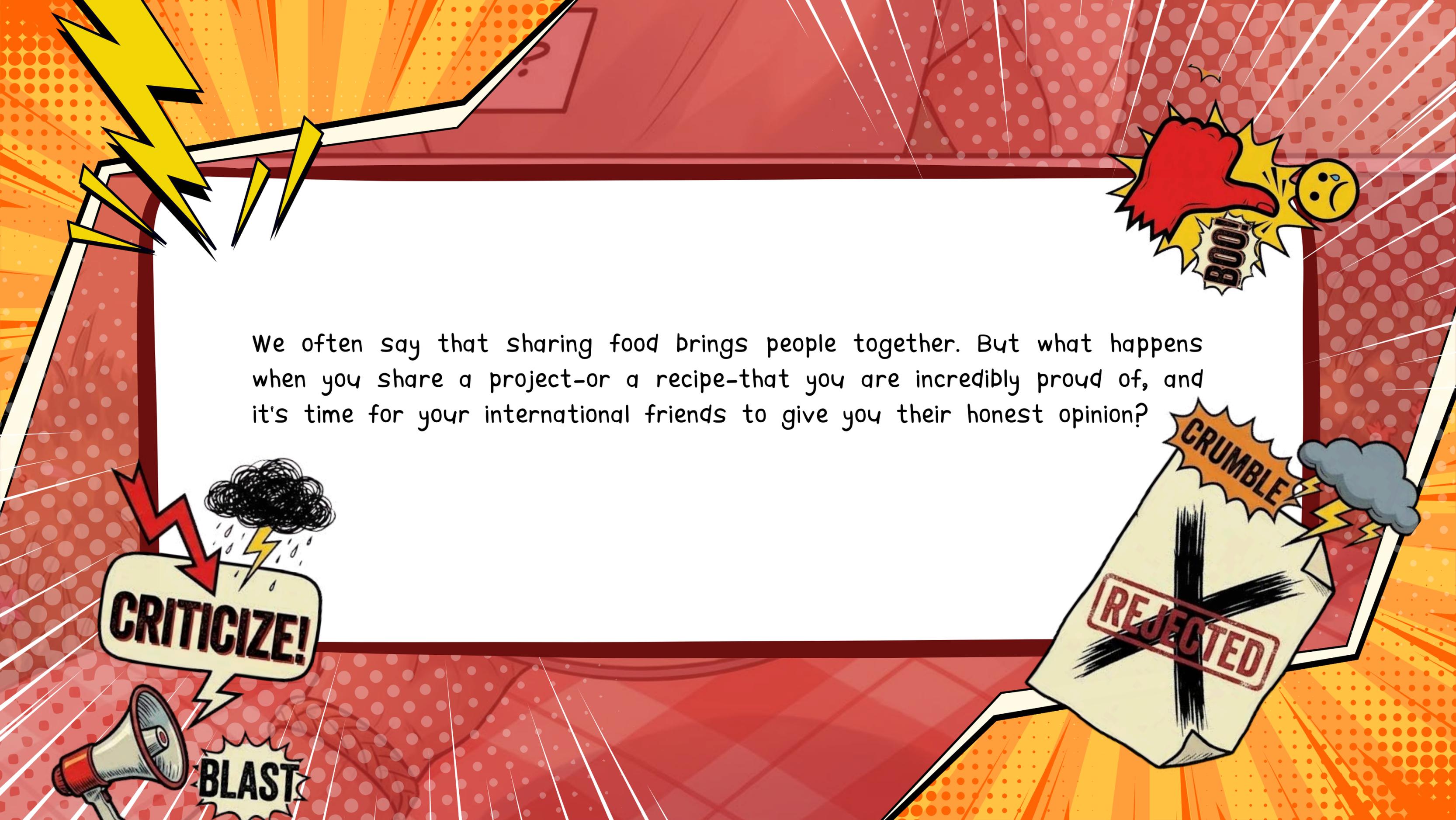


**NEGATIVE
FEEDBACK**

**THE UNIVERSAL
LANGUAGE?**



**GROUP 4
PROJECT!!!**



We often say that sharing food brings people together. But what happens when you share a project-or a recipe-that you are incredibly proud of, and it's time for your international friends to give you their honest opinion?

CRITICIZE!

BLAST

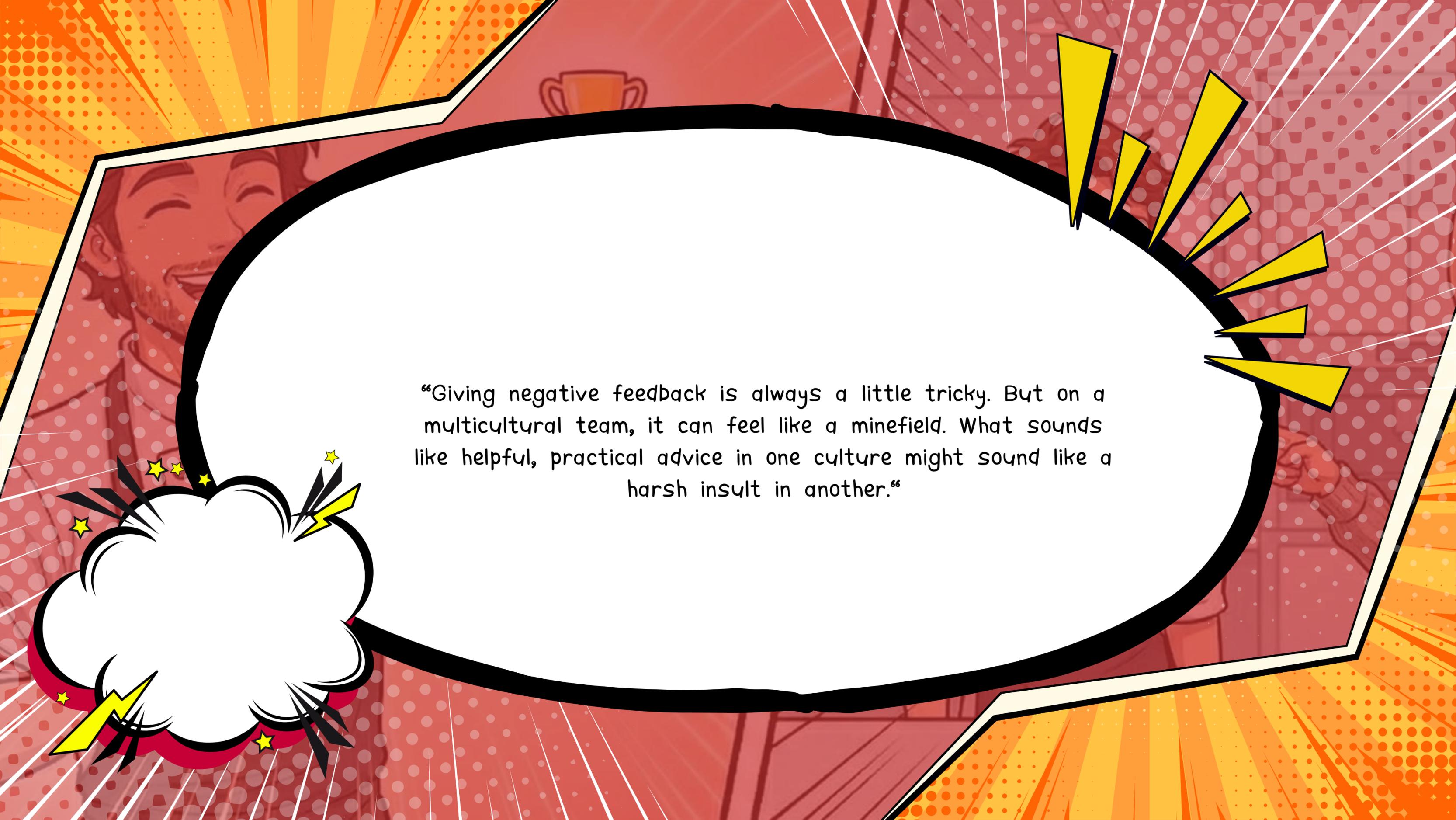
REJECTED

CRUMBLE

BOOI

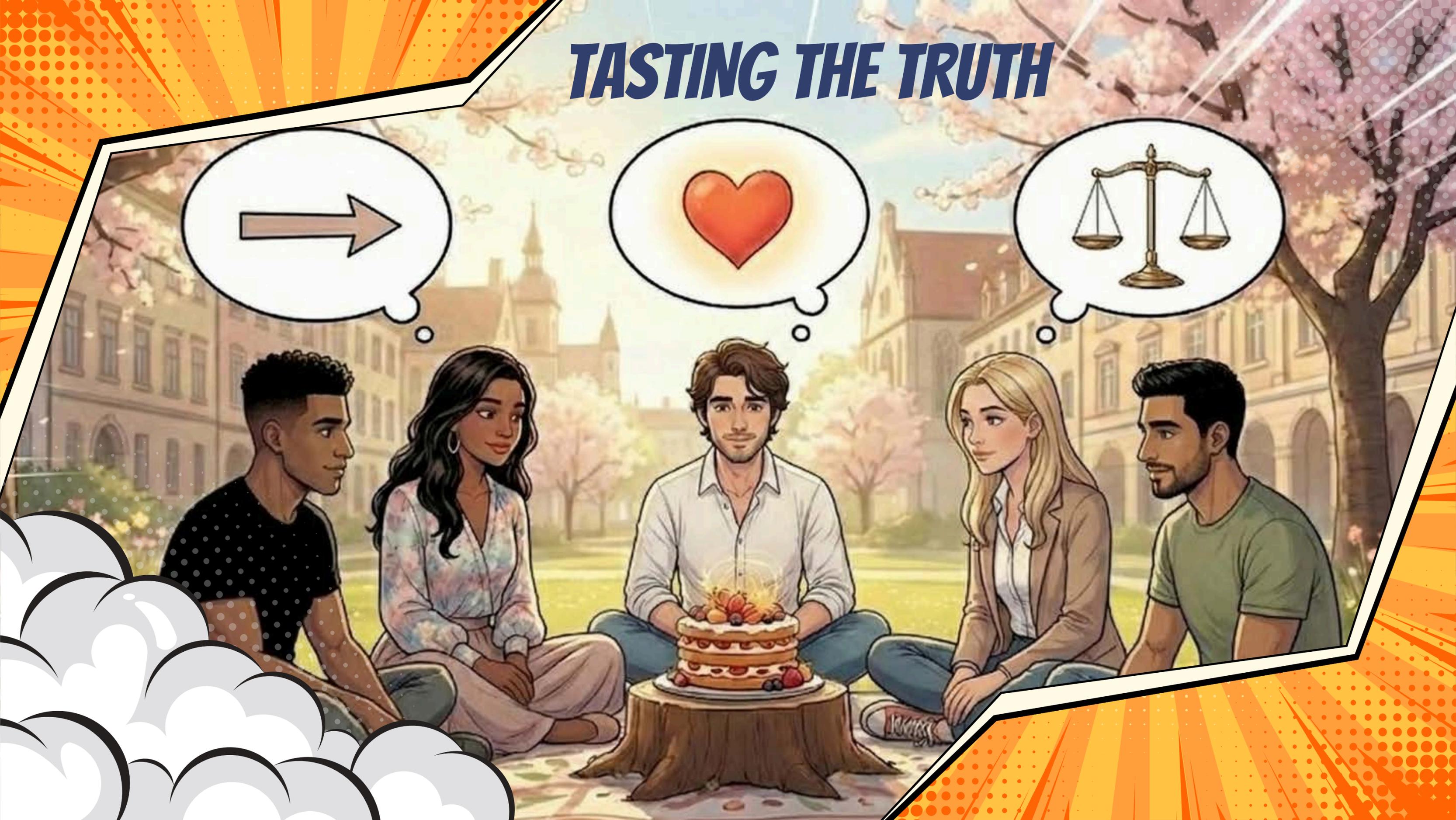
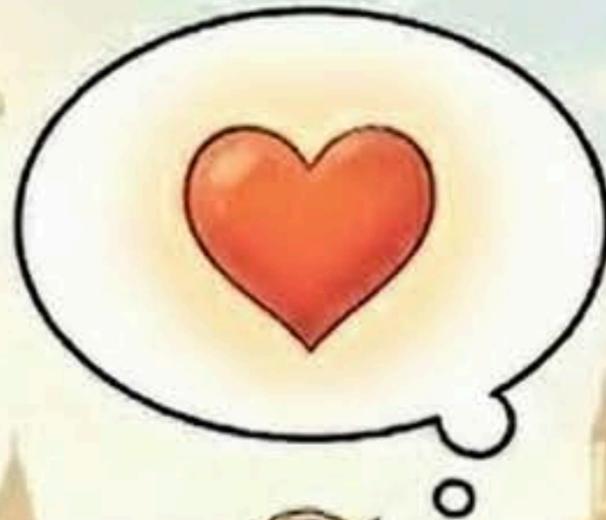
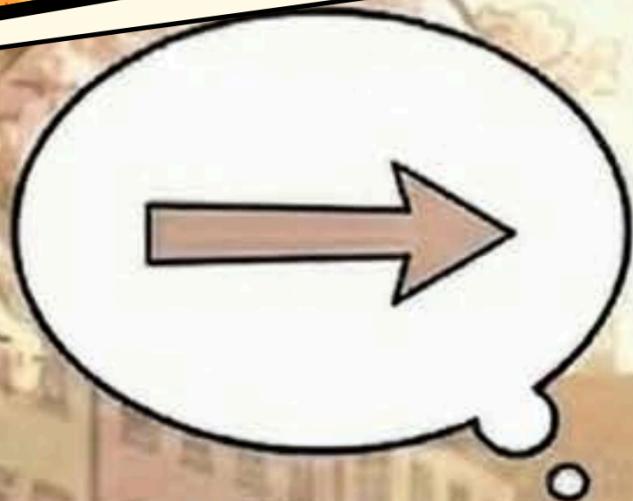
A RECIPE FOR MISCOMMUNICATION.

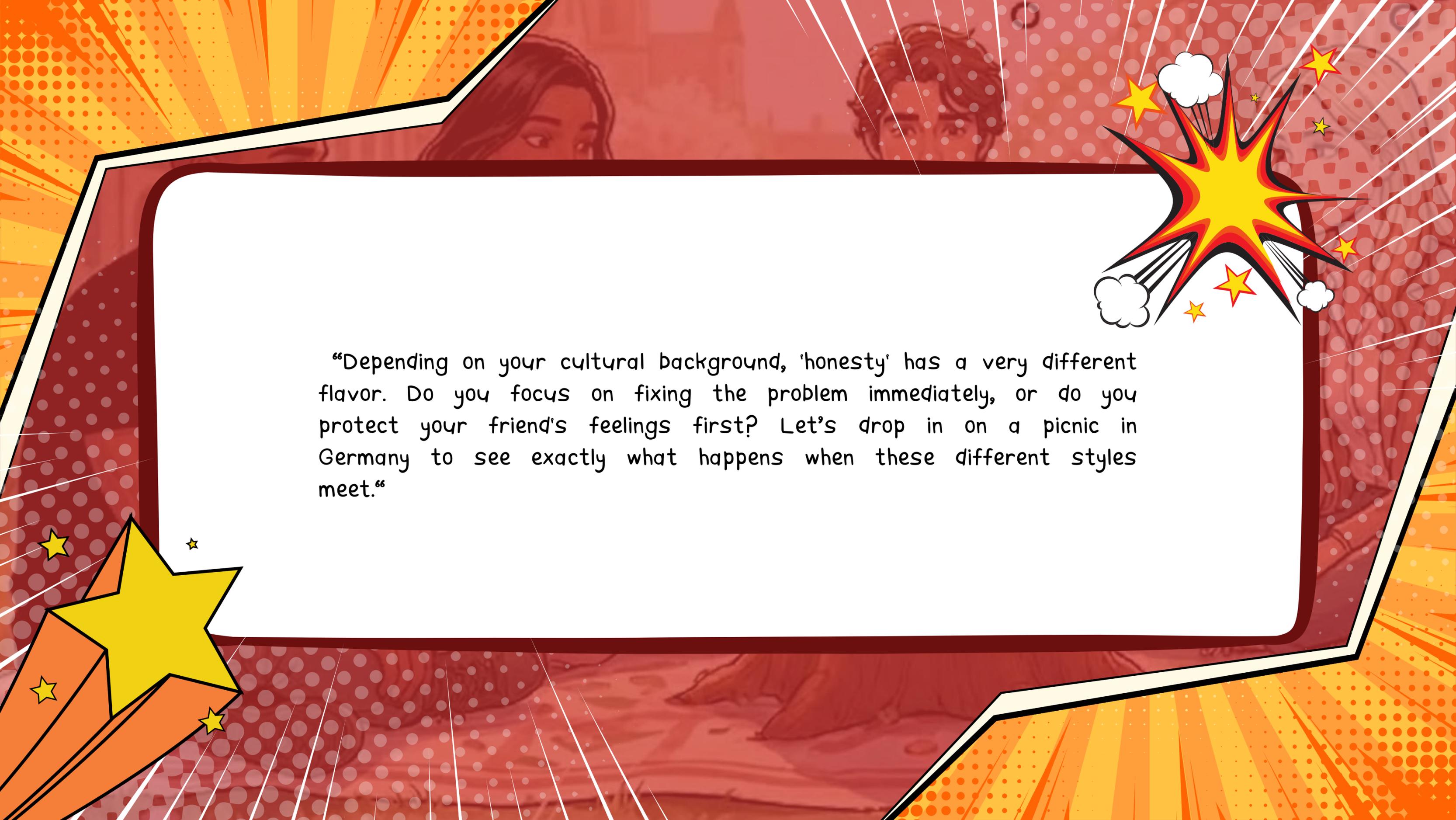




“Giving negative feedback is always a little tricky. But on a multicultural team, it can feel like a minefield. What sounds like helpful, practical advice in one culture might sound like a harsh insult in another.”

TASTING THE TRUTH



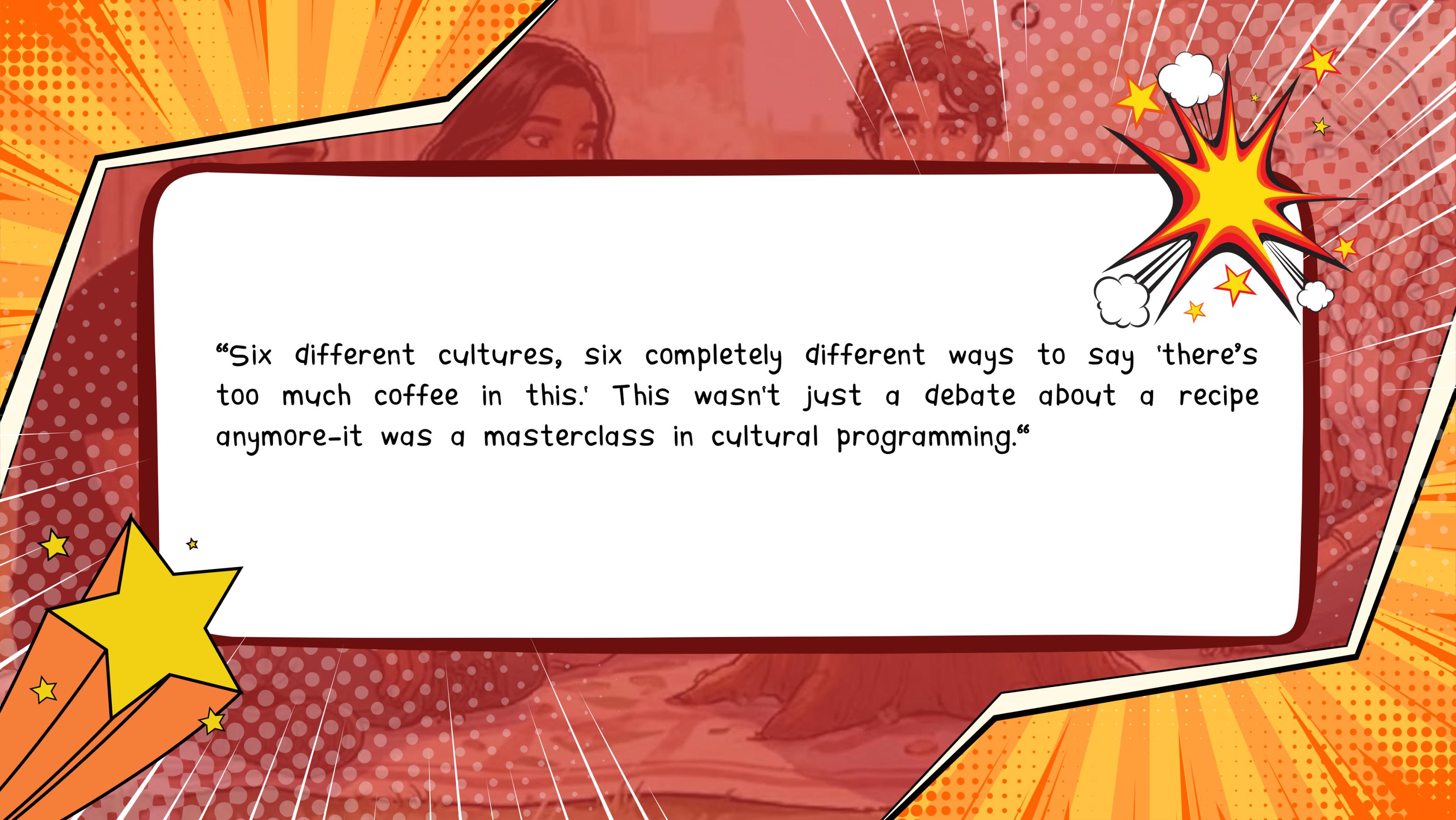


“Depending on your cultural background, ‘honesty’ has a very different flavor. Do you focus on fixing the problem immediately, or do you protect your friend’s feelings first? Let’s drop in on a picnic in Germany to see exactly what happens when these different styles meet.”

***THE PICNIC OF HONEST
FLAVORS***

THE TIRAMISU TEST





“Six different cultures, six completely different ways to say ‘there’s too much coffee in this.’ This wasn’t just a debate about a recipe anymore—it was a masterclass in cultural programming.”

THE FEEDBACK SPECTRUM

Needs more coffee flavor.

Texture is too soft.

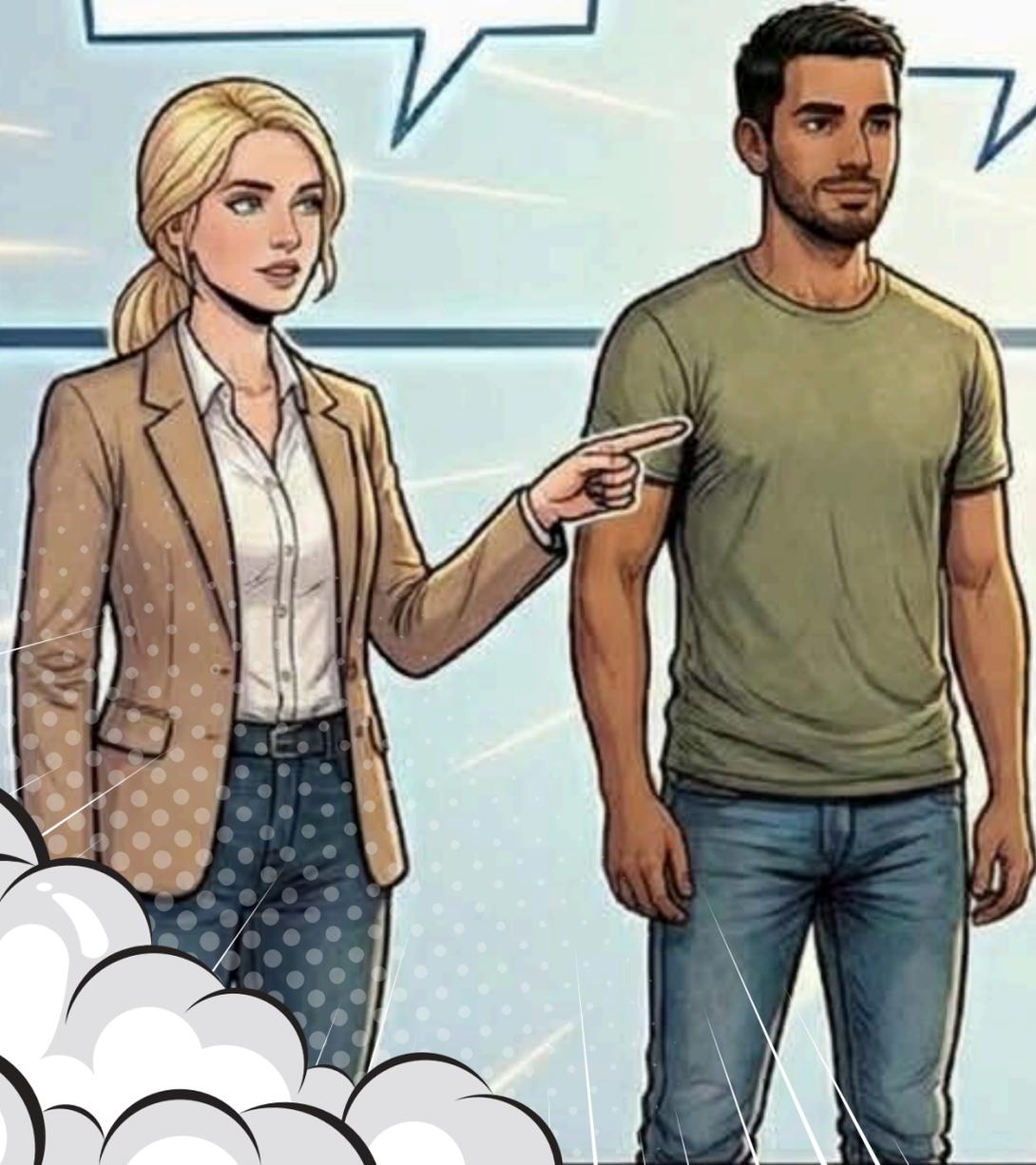
It's a lovely effort, maybe a bit more espresso next time?

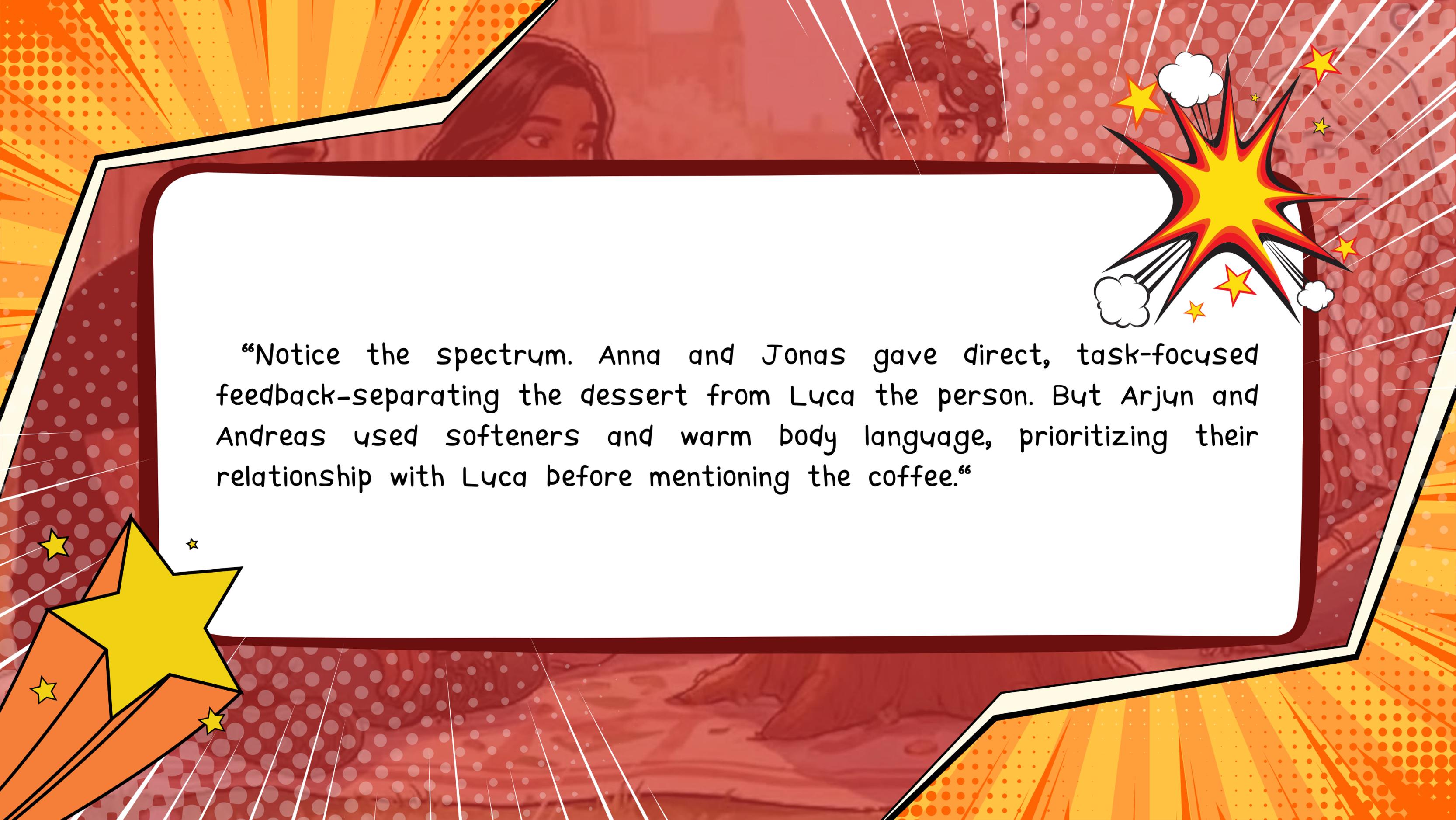
Very sweet, I can taste the care. Perhaps let it set a little longer?

Luca's tiramisu

DIRECT FEEDBACK

INDIRECT FEEDBACK

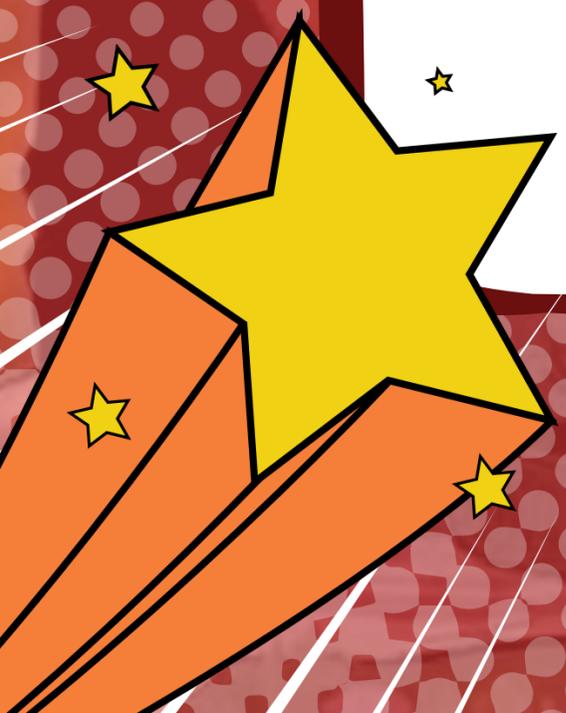
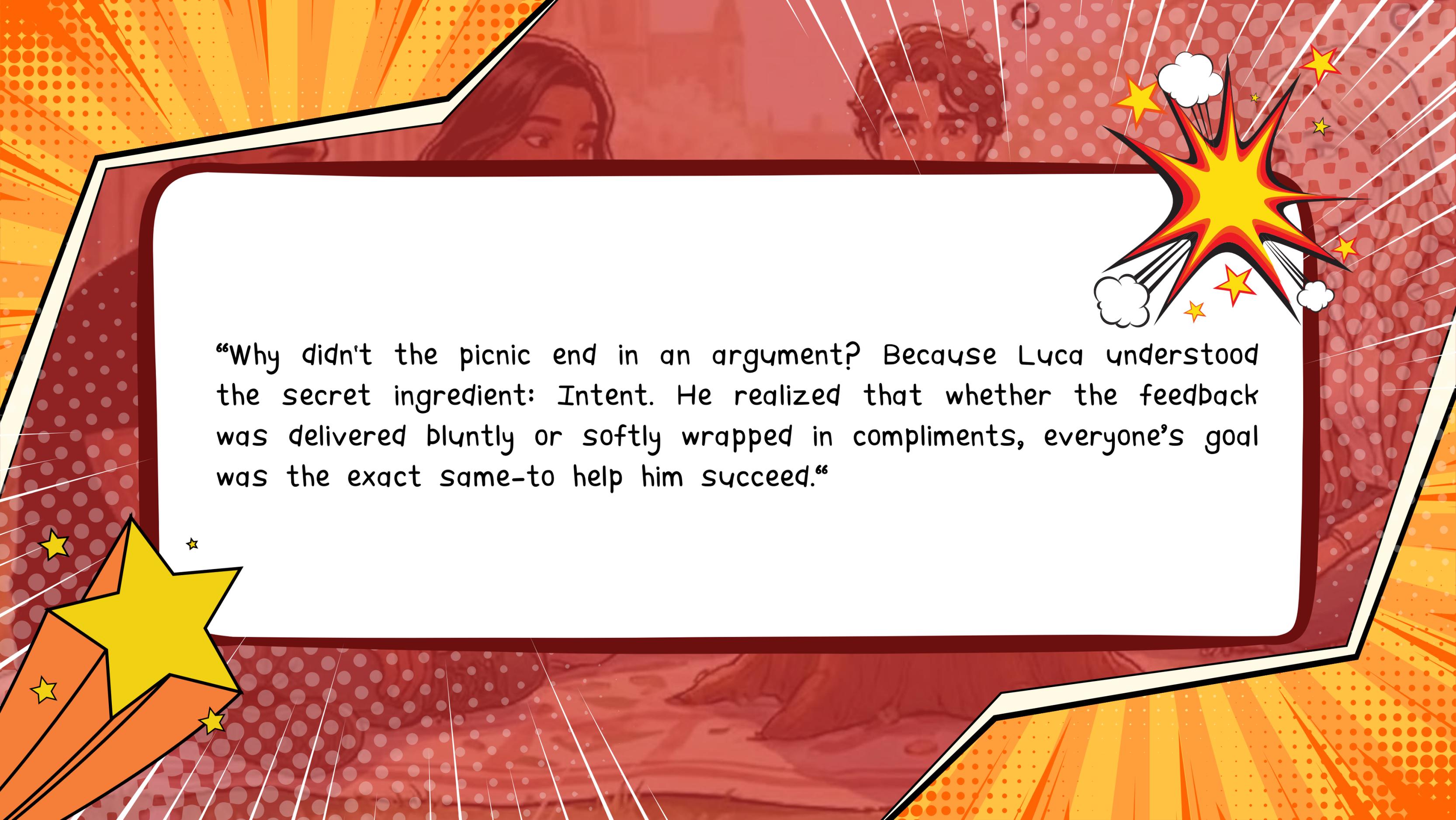




“Notice the spectrum. Anna and Jonas gave direct, task-focused feedback—separating the dessert from Luca the person. But Arjun and Andreas used softeners and warm body language, prioritizing their relationship with Luca before mentioning the coffee.”

THE SECRET INGREDIENT: INTENT



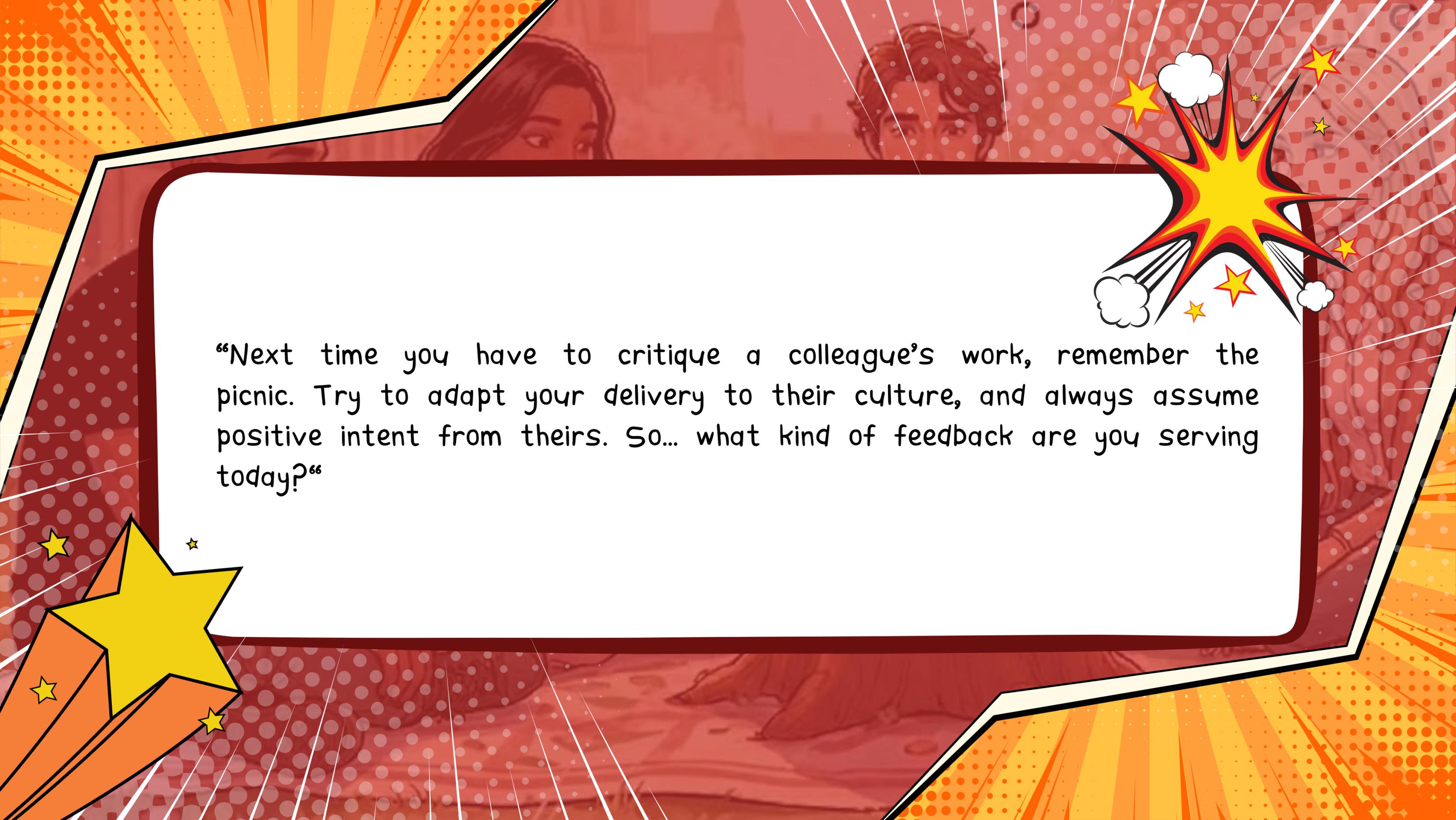


“Why didn't the picnic end in an argument? Because Luca understood the secret ingredient: *Intent*. He realized that whether the feedback was delivered bluntly or softly wrapped in compliments, everyone's goal was the exact same—to help him succeed.”



**WHAT ARE YOU
SERVING?**

FEEDBACK
NOTES



“Next time you have to critique a colleague’s work, remember the picnic. Try to adapt your delivery to their culture, and always assume positive intent from theirs. So... what kind of feedback are you serving today?”

MARIA GRAZIA RICCI - UNICAS

KYRIAKOS LAMPIDONITIS - CUT

KIANA ASSARIAN - H-DA

MARIA PAVLOVA - TUS

ELENI KYRIAKOU - CUT

RAGHAV JOSHI - RTU

LEYLA (LILY) N. JAMI - H-DA

MARTIN BEKOV - TUS

**THANK
YOU**

