10 YEARS IN THE US. 5 YEARS IN INDIA.

5 differences that might surprise you.

Number 5 decides how far you go.

Free cheat sheet inside. Save this.



Sagar
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Swipe →

DIFFERENCE 1 OF 5

Disagreeing with your boss

US

You push back in the room. Silence reads as "no opinion".

India

You disagree after the meeting, in private. The room only sees agreement.

MY TAKE

The room needs your disagreement, not just your agreement. Say it there: "I see it differently. Here's why."



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DIFFERENCE 2 OF 5

What "yes" really means

US

"No" is a complete answer. "Yes" is a deadline.

India

"Yes" often means "I'll try". The real answer shows up on the due date.

MY TAKE

A vague yes is worse than an honest no. Give a date: "Yes, by Thursday" or "Not Thursday. Friday works. Is that okay?"



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DIFFERENCE 3 OF 5

Hours vs results

US

Nobody asks how long it took. They ask what changed.

India

Commitment is shown in time. People stay late for the team, and that loyalty is real.

MY TAKE

Effort is not a result. Lead with the number: "Shipped the fix. Failures dropped 40%."



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DIFFERENCE 4 OF 5

How feedback works

US

Frequent and direct, wrapped in praise. Miss the one real point and the review surprises you.

India

Often saved for the review, so it arrives late. The best managers here mentor closely and give it often.

MY TAKE

Waiting for feedback is a career risk. Ask every two weeks: "What is one thing I should do differently?"



DIFFERENCE 5 OF 5 · THE BIG ONE

Who speaks for your work

US

You speak for your own work. If leaders did not hear it, it did not happen.

India

Good work is expected to speak for itself. In a big organization, it rarely does.

MY TAKE

Your work does not speak for itself. You do. Send your manager one win a week: what you did, the result, the number. Not bragging. Reporting.

Next: the free cheat sheet (slides 7 to 10) →



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CHEAT SHEET · PART 1 OF 4

6 lines to speak up

When...	Say this
You disagree	"I see it differently. Here's why."
You don't know	"I don't have that yet. I'll confirm by end of day."
The ask is unclear	"To confirm: you want X by Friday. Right?"
The deadline is at risk	"This is at risk because of X. Option A or B?"
You can't say no	"I can do A or B this week. Which matters more?"
You want the work	"I'd like to take this on. Here's what I need."

RULE OF THUMB

Never leave a call with a vague yes. Leave with a date.



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CHEAT SHEET · PART 2 OF 4

Answer first, every time

The 3-line update

ANSWER	"The report will be ready Thursday."
WHY	"Finance sends the last data Wednesday."
ASK	"I need your approval on scope today."

Avoid: a long background first, with the answer in minute five. US leaders stop listening by then.

TRY THIS TODAY

Before your next update, write your first sentence. If it is not the answer, rewrite it.



CHEAT SHEET · PART 3 OF 4

Emails and escalation

Email rules

- Subject = the action: "Approval needed by Friday."
- First line = the answer. Five lines max.
- Ask on its own line, with a date.
- Write times with the zone: "3 PM ET."

Escalate early, in three colours

YELLOW · At risk. "Heads up: this may slip. My plan is X."

ORANGE · Will slip. "This slips two days. Impact is Y. I need your call: A or B."

RED · Missed or blocked. Call them the same day. Do not email.

REMEMBER

Yellow is cheap. Red is expensive. Move early.



CHEAT SHEET · PART 4 OF 4

Make your wins visible

Weekly win tracker (2 minutes, every Friday)

Date	What I did	Result	Who saw it
_____	_____	_____	_____
_____	_____	_____	_____

Review line: *"Here is what I delivered, the result it created, and what I want to take on next."*

GOLDEN RULE

Never surprise your manager. Bad news early, with a plan. Good news weekly, with a number.

Comment "US" and I'll send you all 10 slides in one PDF.

Save this before your next US call.



Sagar

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