

November 2025

# News Letter

Success, Relationship and Career Transition Talk

## Navigating Performance Reviews Abroad:

Success, Emotions and Year Round Reflections

As the year winds down, many of us are preparing for performance review season — that annual mix of nerves, numbers, and narratives. Whether you're an expat adjusting to a new company culture, a professional redefining your success story, or a leader delivering feedback, November often brings emotions to the surface.

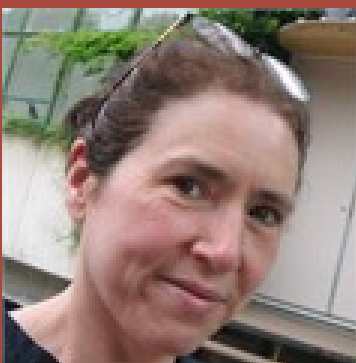
Performance reviews can trigger more than metrics — they stir identity, validation, and belonging. We wonder: Did I do enough? Was I seen? Do they really understand what I contribute? It's natural. Our sense of success is deeply tied to how we feel recognized. Tip: before your review, take 10 minutes to journal about three moments you're proud of this year and why they mattered to you, not just to the company.

### The Practical & Political Layers

Beyond the emotions lies the practical — deadlines, deliverables, and the sometimes-unspoken office politics. Performance reviews are not only about what you did but how your story fits the company's current priorities. Be prepared to connect your achievements to wider goals, show awareness of shifting team dynamics, and gently frame your future contributions as aligned but evolving.

### Culture & Ethics in Global Workplaces

If you work across borders, cultural nuances play a big role. In Dutch workplaces, for example, direct feedback and humility are often valued; in U.S. or U.K. settings, self-advocacy and personal branding might carry more weight. Ethically, balance honesty with diplomacy — advocate for yourself without crossing into self-promotion that feels inauthentic.



Amsterdam,  
The Netherlands



## **Celebrating Thanksgiving Abroad**

While friends and family in the U.S. gather for turkey and football, many of us abroad spend that Thursday... working!

Finding turkey in Amsterdam might take a small quest (or a creative substitution). Still, Thanksgiving can be a wonderful reminder to pause and express gratitude — perhaps with a reflection, a message to a mentor, or a mini gratitude list before logging off.

## **The Fun Side: Black Friday Frenzy**

It's also that time when sales fever sweeps through inboxes — from New York to Amsterdam.

In the U.S., we picture the midnight shoppers, the lines, the chaos.

In the Netherlands, we've imported the korting (discounts), thankfully without the stampedes! Use it as a lighthearted reminder: not all "bargains" are worth your peace of mind — whether in shopping or in life decisions.

## **Reflection Prompt**

"Where do I want to invest my energy and attention as I close this year — and what's no longer worth the emotional cost?"

Take five quiet minutes this weekend to write your answer.

Awareness precedes reinvention — and this season is the perfect moment to begin both.

This newsletter was produced by Dr. Barbara L. Ciccarelli Coaching and Consulting.  
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