

5

Relationship-building

Major Competency

IEPs possess well-developed relationship-building skills, both social/personal and professional.

Core Competency

- 5.1** Socializing skills: The IEPs socialize harmoniously and productively with host nationals and co-workers.

Behavioural Indicators

5.1 Interculturally Effective Persons:

- socialize with host nationals individually and at the community level, by:
 - attending cultural or community events (sports, dance, music, church, festivals etc.)
 - avoiding the temptation to fall into an “expatriate ghetto” which isolates foreigners from the local population
- show a capacity to initiate conversations in cross-cultural situations, by:
 - speaking and understanding increasing amounts of the local language, ranging from the ability to greet, to survival language, to limited social exchange, to fluency
- win the confidence and trust of local people, by being:
 - recognized as a person who fits in well in the local workplace and community
 - described by local colleagues as being genuinely interested in their work and lives
 - referred to by local people in a warm and friendly manner
 - easily approached by locals for advice and support
 - helped by local colleagues to establish relationships in the community