

KNOWLEDGE OF SELF

Core Competency

- 6.4** IEPs have an understanding of their own personal management or work style.

Behavioural Indicators

6.4 Interculturally Effective Persons:

- can articulate their styles and the work implications in the following areas:
 - personality type (according to some well-known theories and personality tests)
 - communication style (such as authoritarian vs. democratic)
 - learning (or information-gathering) style
 - leadership style (such as authoritarian vs. consensus-building, charismatic vs. bureaucratic)
 - supervisory style (such as directive vs. delegatory, controlling vs. empowering)
- have strategies to increase the probability of compatibility with co-workers despite different natural management styles, for example by:
 - experimenting with the predominant management style of the host country in order to assess whether a shift in that direction would enhance work objectives
 - exploring with local colleagues what management styles would be comfortable for all concerned and still conducive to enhancing work objectives