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Daniel J. Kealey has spent much of his career in international development. He has lived and studied abroad and has undertaken extensive research on the adaptation and effectiveness of advisors posted to developing countries. He obtained his doctorate at Queen's University in social and cultural psychology. Currently, he is president of People in Development, a consulting firm specializing in cross-cultural research and international personnel selection. His publications include *Cross-Cultural Effectiveness: A Study of Canadian Technical Advisors Overseas* (1990); *Overseas Screening and Selection: A Survey of Current Practice and Future Trends* (1994); and several related journal articles.

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