

Surprisingly, only about 20% of international managers perform effectively overseas, according to research conducted over the past 40 years. Although most of them are considered technically competent, they lack the intercultural skills needed for effective international performance. That is why the Centre for Intercultural Learning at DFAIT and Daniel Kealey, PhD, developed an on-line test — the Intercultural Living and Working Inventory — to help people assess their intercultural effectiveness skills and their readiness for undertaking an international assignment. For more information, visit the Centre's Web site ([www.dfait-maeci.gc.ca/cfsi-icse/cil-cai/personnel-en.asp](http://www.dfait-maeci.gc.ca/cfsi-icse/cil-cai/personnel-en.asp)) or call 1 800 852-9211 (in Canada) or (819) 997-1197.

The next step will be to look for opportunities on the Internet, in newspapers or magazines, or with placement agencies. Local newspapers not only contain job listings, but can also help you appreciate the cultural and political environment of your destination. Find them on the Web at [www.ipl.org/div/news](http://www.ipl.org/div/news), or check a university or public library, newsagent, or the closest embassy or consulate of that country.

If you are unsure about the length of time you want to work abroad, you might consider looking for short-term projects, such as youth exchanges, internships, professional exchanges, work-and-learn programs or working holidays. A short-term placement may give you the experience and background you need to decide whether you want to work abroad for an extended period.

### **DFAIT Youth Initiatives**

DFAIT coordinates two initiatives to assist young Canadians in securing employment abroad: Young Professionals International (YPI) and International Youth Programs. YPI provides youth with a first paid career-related international work experience that also furthers the objectives of Canada's foreign policy. You can obtain further information by calling 1 800 559-2888 (in Canada) or (613) 944-2415 or by consulting [www.dfait-maeci.gc.ca/yipi-jpi](http://www.dfait-maeci.gc.ca/yipi-jpi).

International Youth Programs enable young Canadians to obtain skills and training to help them compete in the global economy and broaden their exposure to foreign cultures. Some of these programs are managed by Canadian embassies, high commissions or consulates in the host countries, while others are administered by private sector Canadian organizations. For more details,