

each other in ways conducive to effective skills acquisition. This takes considerable energy, conviction, and skills on the part of both partners. What follows is a description of the core skills needed for partnership-building. They are a mix of personal skills and qualities, as well as interpersonal and relational abilities.

Openness to others

This is the ability to be genuinely open to the behaviour and ideas of others. It entails an effort to understand the attitudes, perceptions, and values of people of another culture, and a willingness to consider views that conflict with one's own. A component of this skill is respect and empathy for other people. Showing respect is to respond to others in a way that helps them feel valued and demonstrates concern about their needs and feelings. Empathy is the capacity to "put yourself in another person's shoes", which is important for both partners since there will be many cases of differing priorities and interests between them. Rigidity, not being able to compromise, and difficulty in listening are characteristics which are associated with the absence of this skill.

Relationship building

A belief in the importance of building and maintaining relationships, as well as a trusting, friendly and cooperative demeanor are critical qualities for effective collaboration across cultures. Relationship-building is an ability to bring people together in a way that all feel part of something they believe in and are committed to working towards goals together. An ease in socializing and a strong desire for social interaction are associated with this ability.

Motivation and drive

Successful N-S collaborators demonstrate a strong commitment to their profession and are challenged by their desire to contribute to improving conditions in a developing