

## INTRODUCTION

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### **A summary of the intercultural effective person (IEP)**

For ease of reference, a quick summary of the intercultural effectiveness profile without the detailed behavioural indicators has been provided on the following five pages.

The comprehensive profile begins on page 21 and lists major competencies, core competencies, and behavioural indicators.

In reviewing the profile, readers will note the frequent and interchangeable use of terms such as “can” or “is able to.” Their meaning should be taken to be “if called upon to do so, this person will express, behave, or otherwise engage in an observable behaviour of the following sort.” We are employing this terminology in the interests of using a more natural form of English. In comparing two behavioural indicators, “is able to describe local management practices” and “describes local management practices,” the latter would be theoretically and grammatically more behavioural than the former, yet suggests that the person spontaneously describes local management practices without being prompted to do so – which, of course, no normal person would do!

## **1** Adaptation skills

### **Major Competency**

**Interculturally Effective Persons (IEPs) have the ability to cope personally, professionally, and in their family context with the conditions and challenges of living and working in another culture.**

### **Core Competencies**

- 1.1** IEPs are able to cope with the stress of culture shock and the ongoing challenges of living in another culture.
- 1.2** Beyond coping, IEPs actually enjoy an enriching experience in the host culture.
- 1.3** Without abandoning their ideals, IEPs behave in some ways differently in the host culture than at home in order to enhance acceptance in the new culture.