

- Personal and family difficulties in adapting to Egypt
- Interpersonal and cultural barriers to working effectively with Egyptians
- Specific habits and practices of Canadians which interfere with establishing cooperative relationships with Egyptians
- Specific habits and practices of Egyptians which interfere with establishing cooperative relationships with Canadians
- Customs, traditions, and behaviour, both personal and professional, which promote effective and cooperative working relationships between Egyptians and Canadians
- CEA personnel (headquarter managers and field advisors and spouses)
- Egyptian Project Staff and Managers
- Consultant personnel, such as, Auditors, Monitors, and Evaluators

Testing and Appraisal

An effort was made to identify advisors in Egypt who were highly effective and who had succeeded in establishing good relations with Egyptians, and also to identify a number who were not very effective in Egypt. In addition to interviewing these advisors, they were also tested in order to establish a data basis for developing an empirical profile of success in Egypt. A new screening tool, the Overseas Effectiveness Inventory (Kealey, D., 1993) was administered. This inventory attempts to measure personal, social, and cultural skills and knowledge associated with development success. In order to identify successful and unsuccessful personnel, performance ratings were obtained (on a completely confidential basis) from CIDA officers, Egyptian managers, and other selected people.

Interviews

(see Appendix B for list of interviewees)

Interviews to discuss issues related to living and working effectively in Egypt were conducted with the following groups:

- CIDA managers and sector specialists
- GOE personnel
- Embassy personnel