

INTRODUCTION

A profile of the interculturally effective person

What is an interculturally effective person?

By our definition, it is someone who is able to “live contentedly and work successfully in another culture.” This profile will outline the broad competencies – the skills, knowledge and attitudes – and the more specific behavioural traits possessed by an interculturally effective person (IEP).

The result of a project initiated in May 1998 by the Canadian Foreign Service Institute’s Centre for Intercultural Learning, our profile goes beyond the more common general description of intercultural competency traits. It provides a comprehensive and behaviour-based outline of the skills, knowledge, attitudes and other characteristics required or desirable for living and working in another culture.

This profile can be used as a guide for designing pre-departure training programs, for improving selection procedures for international personnel, and for evaluating their performance on assignment. It can also be used for composing job descriptions, in project planning, and as a self-development guide.

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