

## ORGANIZATIONAL SKILLS

---

### Core Competency

- 8.5** IEPs possess a degree of political astuteness such that they are able to assess realistically the balance of competing forces in an organization and its environment.

### Behavioural Indicators

**8.5** Interculturally Effective Persons are:

- keen observers of sometimes subtle changes in power relations between people and institutions, as evidenced by:
  - demonstrating a willingness to observe and make inquiries in order to understand the organizational culture and social system and its environment
  - being able to identify the informal system of rewards and sanctions in the host organization
  - maintaining affable relations with people whom they may not really like or think highly of, but who are necessary to the furtherance of assignment goals
  - being prepared at times to compromise some of their less essential principles or preferences in order to achieve the assignment's overarching goals
  - being able to resolve interpersonal conflicts in a way that is acceptable to local colleagues (as well as expatriates)