

## RELATIONSHIP-BUILDING

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- behaving in ways that do not undermine the respect accorded to their position or title
- finding a balance between a process orientation (paying attention to how things are done) and a task orientation (getting the job done) that is appropriate to the host culture
- exercising culturally acceptable negotiating skills
- behaving and living in a style that does not alienate other members of the team (e.g. avoiding extreme ostentation or social non-conformity)

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**Interculturally Effective Persons  
have insight into the sources  
of their cultural conditioning.**

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