

- (3) Where on the ladder would you say you stood during the first month in this country? Step no. \_\_\_\_\_
- (4) Where on the ladder would you say you stood 2-4 months after arrival in this country? Step no. \_\_\_\_\_
- (5) Where on the ladder would you say you stood 4-6 months after arrival? Step no. \_\_\_\_\_
- (6) Where on the ladder would you say you stood 6 months after arrival? Step no. \_\_\_\_\_

**13. Overseas jobs vary in the constraints that interfere with effectiveness on the job. Possible constraining factors are listed below. Indicate how much you think each of the factors constrains your effectiveness on the job.**

**Scale: 1 - completely 2 - a great deal 3 - quite a bit 4 - to some extent 5 - hardly at all**

- (a) 1) How constraining is the lack of clearly defined objectives?
- 2) How constraining is the lack of realistic objectives?
- 3) How constraining is the lack of commitment from others?
- 4) How constraining is the lack of support staff?
- 5) How constraining is the lack of facilities?
- 6) How constraining is the lack of equipment?
- 7) How constraining is the lack of clear terms of reference (i.e., in the job description)?
- (b) 1) Does dissatisfaction on your spouse's part affect your performance?
- 2) Does dissatisfaction on your children's part affect your performance?
- 3) Does poor leadership/management on the project affect your performance?
- 4) Does difficulty communicating with nationals affect your performance?
- 5) Do difficulties between Canadian staff affect your performance?