

guages, whereas this is unlikely for the local diplomatic corps. And in the second place, this profile of the model cross-cultural collaborator is comprehensive in nature and one cannot realistically expect that every collaborator will possess, especially prior to taking pre-posting training programs, all or even almost all of the desirable qualities outlined above. Research has shown that well-conceived training programs can assist outgoing collaborators greatly in acquiring the needed adaptation, cross-cultural, and partnership skills. Therefore, while prospective collaborators need not feel inadequate about their areas of weakness, through training programs and effort on their part it should be possible for most to approximate the model collaborator profiled here.