

# EXPATRIATE ASSESSMENT

## **RATING SHEET**

**Name of the Candidate for Expatriation:**

**Date :** \_\_ (DD) \_\_ (MM) \_\_\_\_ (YYYY).

**Interviewer :** \_\_\_\_\_

Performance Skill:	NO Very Strong	NO Strong	YES Some	YES Strong	YES Very Strong	? Lack Proof
1. Deal with Stress.						
2. Manage Ambiguity.						
3. Manage Conflicts.						
4. Manage Networks.						
5. Flexibility.						
6. Respect Cultural Values.						

**CANDIDATE FOR EXPATRIATION:**

**YES**

**NO**

Notes (elements that support your final evaluation):

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**Dealing with Stress:**

Able to maintain a business focus while dealing with interpersonal conflict, culture shock, discrimination, or time demands.

**NO**

Very Strong

Strong

Some

Strong

**YES**  
Very Strong

----- x ----- x ----- x ----- x ----- x -----

Quickly angry

Angry only with provocation

Difficult to get angry

It's always someone else's fault

Solution oriented

Condemns easily

Focuses on learning

<b>Behavioral Probe :</b>	<b>Interpretive Guide:</b>
<p>Give us an example of a time when another person would have got most people really angry by trying their patience. How did you handle the situation?</p>	<p><i>Did the candidate show control instead of getting angry, understanding, or objectivity? Was there an expression of negative feelings, nonproductive conflict, or physical aggression?</i></p>
<p>It is not unusual to be in a physically demanding setting at work. Tell us about a time when you were able to do a job in spite of difficult conditions.</p>	<p><i>Was there a lack of preparation, or a failure to notice an important change in conditions?</i></p>
<p>When have you had to cope with the anger or hostility of another person? Be specific.</p>	<p><i>Did the candidate respond in a problem-solving manner and with positive feelings? Was there overt aggression or a negative response which substantially interfered with problem solving?</i></p>