DQ# Wk4

Your Name (First M. Last)

School or Institution Name (University at Place or Town, State)

**Analyze the effective of the pre-departure training for expatriates:**

One of the common trends that have been observed for quite a long time is that pre-departure training for the expatriates would be very helpful as it is going to let an expatriate know how to behave and act in a new environment. People when move to other countries for the sake of work or any other concern like education that should be guided well so that they could survive in an environment that would be new for him/her. Effectiveness of the pre-departure could be seen as the expats is going to have all the necessary information about the foreign country (Hou,et,al,2018). Pre-departure training would teach them about the importance of language that they have to use so that they would be able to minimize the language barrier. Expats are going to know before-hand how to cope with certain situation. To find a solution of the issues about one has already been guided would be easy to cater. Guidance and pre training would help them in understanding the behavior of the native people. One would have an idea about how to talk and what to say and in which manner. Any training tells expatriates about how to mold his personality for adjusting in a new society would give them, self-confidences that they know how to avoid unhealthy communication and interaction.

Pre-departure training would teach the expatriates how to be focused on their careers. During the training the expatriates are taught how to stay focused and professional despite knowing the fact that one is not in his own country (Celaya,et,al,2006). Effectiveness of the training could be seen when the expatriates are being made familiar with the reality that they are not going to have to life that would a kind of bed of roses for them. Instead they have to struggle hard. They are made mentally prepared for all the things that may be an expatriate is going to face in a foreign country (Waxin,et,al,2005). Travelling to some other country and living their looks as an exciting thing but for that one must make up his mind before reaching in the host country that nothing is going to be the same as he was having a life before in his own. No one finds it easy to be thrown into new culture. Gender difference is another thing that would be a positive point that one would learn from the training (Caligiuri,et,al,2001). Not one is going to find a similar culture everywhere so expatriates should learn to opt a flexible personality that would be helpful for them. It has been seen that people who got some pre-departure training feels being familiar with the culture where they are moving to and does not feel much differences in their cultures (Kang,et,al,2017). An expatriate learns a lot of necessary aspects that can help an individual to stay in a foreign place with same calmness and peace. The education regarding facts and figures such as tradition, customs and norms will allow an individual to interact with the environment in a positive way. Training allows an individual to get an insight into the living standards that are mandatory to sustain a living.

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