



VGCAT VIRTUAL CULTURAL AWARENESS TRAINER



Leader Engagements - Afghanistan, Pashto

GREETING AND RAPPORT

- Shake hands or place your hand over your heart when greeting the same gender.
- When greeting the opposite gender. Your counterpart may avoid shaking hands and place their hand over their heart instead. Follow their lead.
- Don't skip small talk, even for brief interactions. Always ask about their family's well-being.
- After building rapport over several meetings, handholding and hugs between men are common.

HOSPITALITY

- Hospitality is very important in Afghanistan.
- Food and tea is common at meetings. Not accepting these offers is considered rude.
- Use your right hand for eating and passing dishes.
- Thank your counterparts for their hospitality, and compliment the food or tea.



COMMUNICATION

- Learn to pronounce your counterpart's name, key phrases and greetings.
- Don't worry about making mistakes, your counterpart will appreciate the effort.
- Always assume your counterpart understands English to avoid embarrassment.
- Your counterpart may avoid direct answers with "inshallah," a term which expresses uncertainty.

WORKING WITH LEADERS

- In rural areas, authority can be held by elected, religious, or elder leaders.
- Urban areas are more bureaucratic with authority held by ranked or elected officials.
- Support leaders in taking the lead on projects, and offer input and resources where necessary.
- Maintain relationships by visiting counterparts to see if you can assist on any collaborative projects.
- In Afghanistan's relationship-oriented society, being trustworthy is important. Never commit to anything you aren't sure you can deliver.



KEY PHRASES

ENGLISH	PASHTO
Hello.	salaam aaleykum.
Hello to you, too.	waaleykum asalaam.
What is your name?	staase noom tse dey?
My name is (Frank Gill).	zmaa noom (Frank Gill) dey.
I'm glad to meet you.	ze staase de lidelo tsekha khoshaala shwem.
Thank you.	manana.
Please, sit.	hila kawem, kesheyney.
Drink some tea.	chaay wetsekey.
Eat some food.	dodey wekhrey.
Goodbye.	khodaay pe amaan.