



# VGCAT VIRTUAL CULTURAL AWARENESS TRAINER



## Leader Engagements - Pakistan

### BUILDING RAPPORT

- Building rapport is a key aspect of developing working relationships. Always spend time making small talk, and wait for your counterpart to bring up business.
  - Good conversation topics include your counterpart's health, family, and travel experience, and your positive impressions of Pakistan.
  - Avoid talking about politics, religion, ethnicity, and female family members.
- Elders are highly respected in Pakistan. In meetings, greet elders first, but don't address them by their first names. At meals, elders should be the first to start eating.



### HOSPITALITY

- Hospitality is very important in Pakistan. It is important to accept offers of tea and food.
- At meals, accept as much as you can eat, and finish all of the food on your plate.

### GENDER AND RELIGION

- Observant Muslims don't touch people of the opposite gender. Men should not initiate handshakes with women. Never stare at someone of the opposite gender.
- If counterparts interrupt a meeting to pray, don't delay or disturb them.
- During the month of Ramadan, don't eat, drink, or smoke in public during the day. Try to schedule fewer or shorter meetings during this month.

### WORKING IN PAKISTAN

- Tension between ethnic groups is common. When meeting with locals, try to bring along cultural advisers from their same region or ethnic group.
- For your safety, don't wear military uniforms off base. Modest business casual clothing is generally appropriate.
- Pakistani service members are often very punctual, but civilians may have a more relaxed sense of time. Don't call attention to a counterpart's tardiness if they arrive late.

### GAINING LOCAL SUPPORT

- Always get direction from locals before addressing local issues.
- To avoid the effects of corruption, document everything, involve as many locals as possible, and include both civilian and military representatives.
- If your counterpart requests something that is not feasible, don't directly reject their request. However, don't make any promises. It's best to underpromise and overdeliver.
- If you need to deliver criticism, do so privately and politely.

### KEY PHRASES

ENGLISH	URDU
Hello	asalaamo 'aleykum
Hello (response)	wa 'aleykum asalaam
Yes	jee haan
No	jee nahin
Please	bur-aaye mehurbaani.
Thank you.	shukriah
Excuse me	memuaaf kijiya
Goodbye.	khudaa haafiz