REPATRIATE INTERVIEW QUESTIONS

The purpose of the interview (and the course assignment) is to better understand what expatriates learn overseas, what happens when they are repatriated, and what helps or hinders them from transferring that knowledge.

Name: ____________________________
How many international assignments have you had? _____

The following questions relate to your last assignment.
1. Where did your last international assignment take place? ____________________?
2. How long were you there? From ________ to _________?
3. What was your position? ____________________
4. Was your position: __ more technical (engineer, programmer, etc.)
   __ more managerial/administrative (HR, dept. manager, project coordinator, etc.)
   __ both (equally technical and managerial)
5. Why did the company select you for the assignment?
6. What was the company’s reason for sending an expatriate to do this job?
7. What kind of knowledge did you acquire during your expatriate assignment?
   (This knowledge can be job-related as well as knowledge relating to the culture, history, etc. of the other country and self-knowledge.)

These questions relate to the repatriation.
8. Please think about your return home. How long have you been back? _____ months
9. What was it like to come back to your/this country?
10. What was it like to return to your workplace?
11. Did you return to the same work unit? (for example, the same department)
    _____ yes _____ no
12. Was the assignment you were given upon reentry a natural follow-up in terms of capitalizing on what you experienced and learned in the international assignment?
    _____ yes _____ no
    If so, in what way?
13. Can you think of a specific decision or situation in your work unit where you have made an important impact that was primarily a result of a capability/perspective you gained during your international experience? If yes, what happened?
14. Do you try to share the knowledge you acquired overseas with your work unit.
   _____ yes _____ no _____ It depends
   Why?

15. If you have tried to share your overseas knowledge at work, what were the
    reactions to these attempts?

16. Based on your observations of other repatriates, what obstacles prevent repatriates
    in general from attempting to transfer overseas knowledge to their work unit?

17. Do people at work ever come to you with questions or requests for help related to
    what you learned in your international assignments(s)? If yes, what, specifically, do
    they seek you out for?

18. Does your work unit actively take advantage of your repatriate knowledge? Do they
    have formal mechanisms for harvesting overseas knowledge from expatriates?

19. Does your company actively take advantage of repatriates’ knowledge? If no, why
    not? If yes, how?

20. What status do expatriates and repatriates have in your company?

21. What suggestions do you have for companies to facilitate repatriate knowledge
    transfer?

22. What suggestions do you have for work unit managers to facilitate repatriate
    knowledge transfer?

23. What suggestions do you have for repatriates about transferring their knowledge?

Thank you!

**Integrative Questions**

1. What surprised you most in the interview?
2. What was the most significant thing you learned?
3. If you ever manage repatriates, how will you help them transfer their knowledge?