

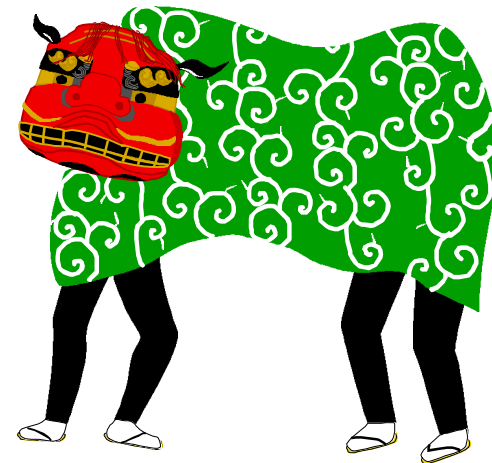
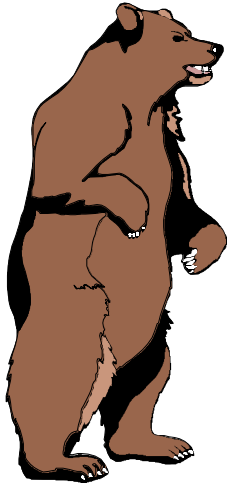
# Cross-cultural Change Process

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**Enthusiasm**



**Disillusionment**



**Reintegration**