Values vs. Practices by Cultural Dimension and Country Cluster Assertiveness **Future Orientation** Gender Egalitarianism 5.0 6.0 5 4.5 5.5 4 4.0 5.0 3.5 -3 4.5 **Country Cluster** 3.5 4.5 3.5 4.5 2.5 3.5 4.0 4.0 3.0 4.0 5.0 3.0 In-group Collectivism Anglo **Humane Orientation** Institutional Collectivism Confucian Asia 6.5 -6.0 5.5 Societal Values Eastern Europe Germanic Europe 6.0 5.0 Latin America 4.5 5.5 Latin Europe Middle East 4.0 -5.0 4.5 Nordic Europe 3.5 4.0 4.5 5.0 3.5 4.0 4.5 5.0 5.5 6.0 6.5 3.5 4.0 4.5 5.0 Southern Asia **Uncertainty Avoidance Performance Orientation Power Distance** Sub-Sahara Africa 6.5 3.5 6.0 3.0 5.5 2.5 5.0 2.0 3.5 4.5 4.0 4.5 5.0 5.5 3.0 3.5 4.5 5.0 4.0 5.0 4.0 **Societal Practices**

Note: Countries with missing country clusters were excluded.