From: **Andres Gvirtz** andres.gvirtz@kcl.ac.uk
Subject: Re: An Appeal for Reference
Date: 21 February 2023 at 15:53
To: James K. He kh672@cantab.ac.uk

Hi James,

TLDR: Realised my e-mail is several pages long (as I also copy pasted paper feedback from Fritz in) so the TLDR version, I am of course I am happy to do whatever I can to help in the visa process, and am outlining the next steps for me to write the most convincing letter, also outlining the next steps for our article. Do you know if they use a certain journal list/ranking system etc? Just to make sure it is under consideration for a journal that matters most for the visa process…

1. Absolutely, if you could set up a draft with elements that should be included, I will make sure to intersect them with previous letters of reference I have written for you (I have a lot of material, so there is no strict need for you to write a full letter etc – just if you sent me pointers/draft of things that are especially relevant for the process, I can make sure to emphasise them even more). Is there a hard cut-off date for the visa application? If it is somewhat flexible, we could try to submit our paper the days before you submit your application – so by the time it is under review at least at a top journal.

2. Fritz also returned our paper with excellent edits based on the new storyline I had written and adding a lot of relevant citations. (They are however not in Zotero yet, but rather manually added, so should be added in the proper Zotero format). You can download the new version [here](#).

I believe when we meet at KCL I introduced the new storyline idea to you, of framing the paper with a focus on establishing courage as a national construct. This would make the paper much more theoretical rich, and is quite promising I believe. Based on this almost the entire introduction is changed, and we are suggesting to trim down the results a lot, and start a relatively long appendix instead. Reason for this is that we need to have one clear narrative, and many analyses are outside of the main scope. So, while they are interesting and important to show how diligent we are, they can be in the appendix (something in the work world we would call backup slides). So specifically, we would only report the fully adjusted models (i.e., both gender and age weighted) in the main paper. The paper is cross-cultural comparison paper, not a methods paper (though Fritz and I would be open to writing a follow-up in the future if there is enough methods arguments to be made).

Fritz rationale for this is:
(1) conceptually it is quite clear that this is the most rigorous approach as it corrects for sampling bias; (2) it actually directly follows prior geo-psychological research, namely: Ebert et al., 2019, Obschonka et al., 2015, 2016:
https://onlinelibrary.wiley.com/doi/10.1111/jopy.12454
https://journals.sagepub.com/doi/10.1177/1948550615608402
https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0129332

We can save SO MUCH space and complexity by simply adding a short paragraph at the beginning of the analytical strategy where we say that following prior cross-cultural personality research, we adjust demographics-based weighting, specifically with respect to age and gender (Ebert et al., 2019; Obschonka et al., 2015, 2016). (There are also more minor details, like I looked into the BCG country scale, and it is terrible quality wise, so we should drop it (more details in comments)).

If we do this (streamlined version), here is how we envision the paper (and I think this can be implemented with relatively little extra effort given where we are right now):

1. Intro:
    a. Brief case for courage and why it is interesting
    b. 3-fold research goals: establishing and mapping cross-cultural courage; situating cross-cultural courage within the conceptual and empirical space of cultural psychological constructs (NB: let's definitely include TL + all Hofstede Dimensions); investigating the societal implications of courage (NB: I would use implications rather than consequences given that that is less causal language)
2. Methods
    a. Ethics Statement

b. Data Sources and Preparation
                        i. Measuring Cultural Courage
                       ii. Dependent Variables
                      iii. Control Variables
                c. Analysis Plan
                        i. Weighting
                       ii. Descriptive Analysis
                      iii. SCA
        3. Results
                a. Descriptive Results
                        i. World Map (only show the fully weighted one)
                       ii. One Correlation Table (fully weighted cultural courage + controls + DVs)
                b. SCA (only with fully weighted cultural courage)
                        i. Other cultural constructs (all Hofstede Dimensions + TL)
                       ii. Innovation
                      iii. Terrorism
        4. Discussion
                a. High-level summary
                        i. Main takeaways: (1) meaningful, strong cultural variation (summarise main pattern again); (2) Cultural courage is its own distinct thing (summarise its associations (or lack thereof) with established key cultural psychological constructs; (3) Cultural courage matters for innovation (replicating region-level research)
                       ii. Limitations: survey only in English, sampling bias due to Harry Potter them and TIME as promotion platform (counter argument: we used weighting to mitigate the impact of this), common issues with cross-national personality comparisons (e.g., reference-group effect (Heine et al., 2002, 2009) -> caution is warranted, conceptual question about terrorism (i.e., terrorist acts are often committed abroad – maybe we can find some citations for that)
                      iii. Future research directions: more work on courage, relation to other constructs (if we want to this would be a great place to note the differences between the weighted and unweighted findings and introduce the idea of young versus old courage and say that future research should check whether this is a meaningful distinction)
                      iv. Brief conclusions

The discussion I haven't touched yet, but I believe that the storyline as developed would flow well, so if you could take a first stab at it, and send it to me soon, I am happy to prioritise this paper, do edits, and then we can send it to Fritz for a final polishing before sending it to PSPB. We are within the word count limit (which don't include figures, tables and the title page; see https://journals.sagepub.com/author-instructions/PSP for details (when I rewrote I kept PSPB in mind, so formatting etc should be correct for them, too)).

Please let me know how this sounds, and happy to jump on a call to clarify anything/assist wherever I can.

Best wishes,

Andrés

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Please note that I often send emails outside of standard working hours - please don't feel urged to respond outside of your working times

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From: James He <james.he@yondercard.com>
Date: Tuesday, 21 February 2023 at 15:20
To: Andres Gvirtz <andres.gvirtz@kcl.ac.uk>
Subject: An Appeal for Reference

Dear Andrés,

It was so nice catching up in London last time, and I look forward to seeing you at the Selwyn Patron's HT on March 14th. I have also made some progress with Yonder's geographic data, and will write separately very soon on preliminary results.

Meanwhile, may I include you as an important reference? This will be for my application to the Global Talent Visa - Exceptional Promise in Digital Technologies, and your support as a Professor of Innovation at KCL would make a significant difference.

As you know, not having a western passport has been a major obstacle for me both privately and professionally. This highly prestigious visa, should my application be successful, will grant 5 years of unconditional residency in the UK along with a fast-track for citizenship afterwards.

One of the criteria for this visa is that I have made academic publications in any ways related to the field that is academically recognised, and I thought a reference from you about our various prior and ongoing work would carry great authority. I can write up an initial draft to help provide materials, should this be possible at all.

Many thanks for considering,
James