

**Quick statistics**

Survey 799412 'Doing business in Germany vs. Ukraine'

Results

Survey 799412

Number of records in this query:	50
Total records in survey:	100
Percentage of total:	50.00%

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Summary for G01Q05

Have you ever worked in Ukraine?

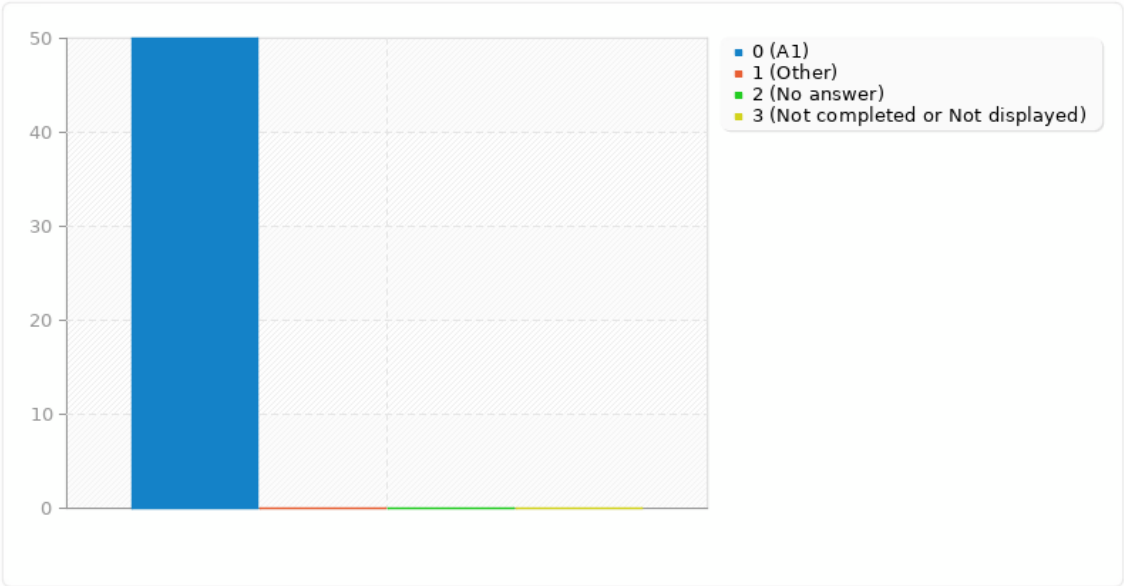
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Answer	Count	Percentage
No (A1)	50	100.00%
Other	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

ID	Response
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Summary for G01Q05

Have you ever worked in Ukraine?



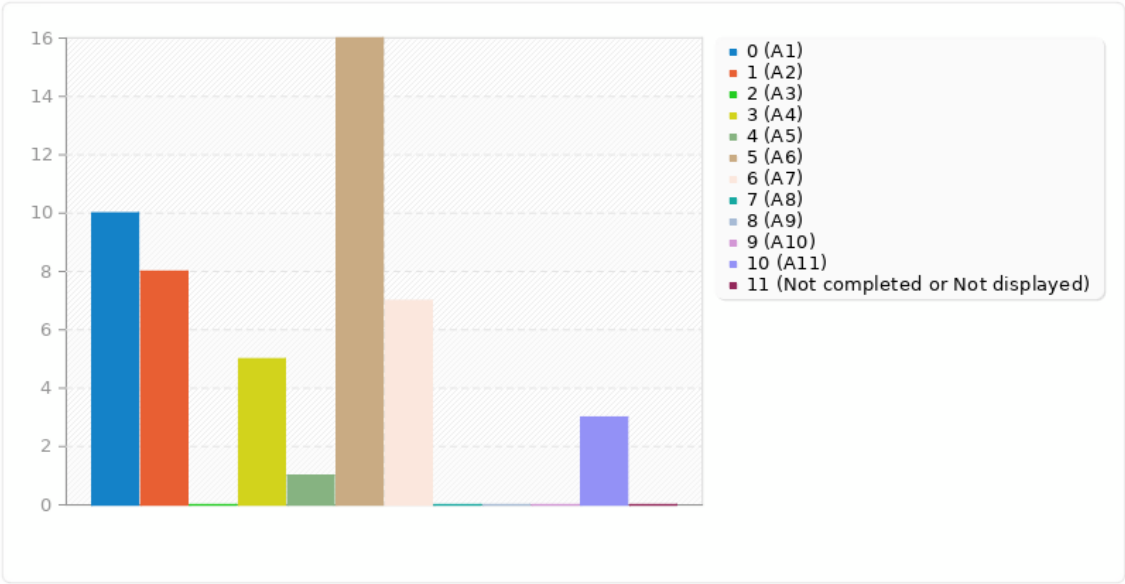
## Summary for G03Q14 [1]

Rank these job related motivation factors from highest to lowest[Ranking 1]

Answer	Count	Percentage
Full appreciation of work done (A1)	10	20.00%
Feeling of being part of decision-making (A2)	8	16.00%
Sympathetic help with personal problems (A3)	0	0.00%
Job security (A4)	5	10.00%
Good wages (A5)	1	2.00%
Interesting work (A6)	16	32.00%
Promotion and growth in the organization (A7)	7	14.00%
Best available job (A8)	0	0.00%
Personal or company loyalty to employees (A9)	0	0.00%
Good working conditions (A10)	0	0.00%
Work-life balance (A11)	3	6.00%
Not completed or Not displayed	0	0.00%

Summary for G03Q14 [1]

Rank these job related motivation factors from highest to lowest[Ranking 1]



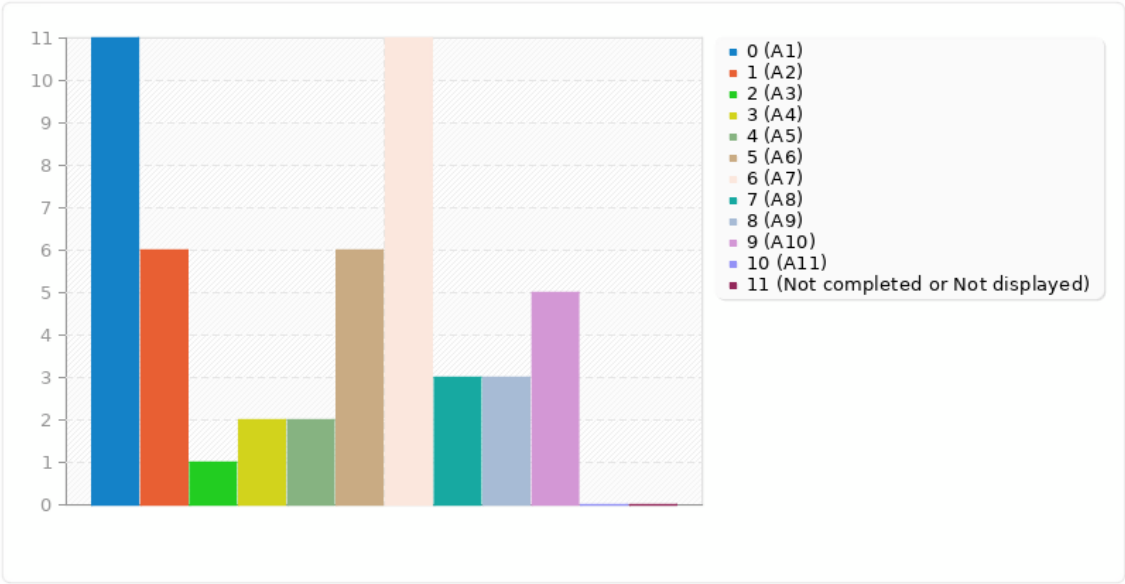
## Summary for G03Q14 [2]

Rank these job related motivation factors from highest to lowest[Ranking 2]

Answer	Count	Percentage
Full appreciation of work done (A1)	11	22.00%
Feeling of being part of decision-making (A2)	6	12.00%
Sympathetic help with personal problems (A3)	1	2.00%
Job security (A4)	2	4.00%
Good wages (A5)	2	4.00%
Interesting work (A6)	6	12.00%
Promotion and growth in the organization (A7)	11	22.00%
Best available job (A8)	3	6.00%
Personal or company loyalty to employees (A9)	3	6.00%
Good working conditions (A10)	5	10.00%
Work-life balance (A11)	0	0.00%
Not completed or Not displayed	0	0.00%

Summary for G03Q14 [2]

Rank these job related motivation factors from highest to lowest[Ranking 2]



## Summary for G03Q14 [3]

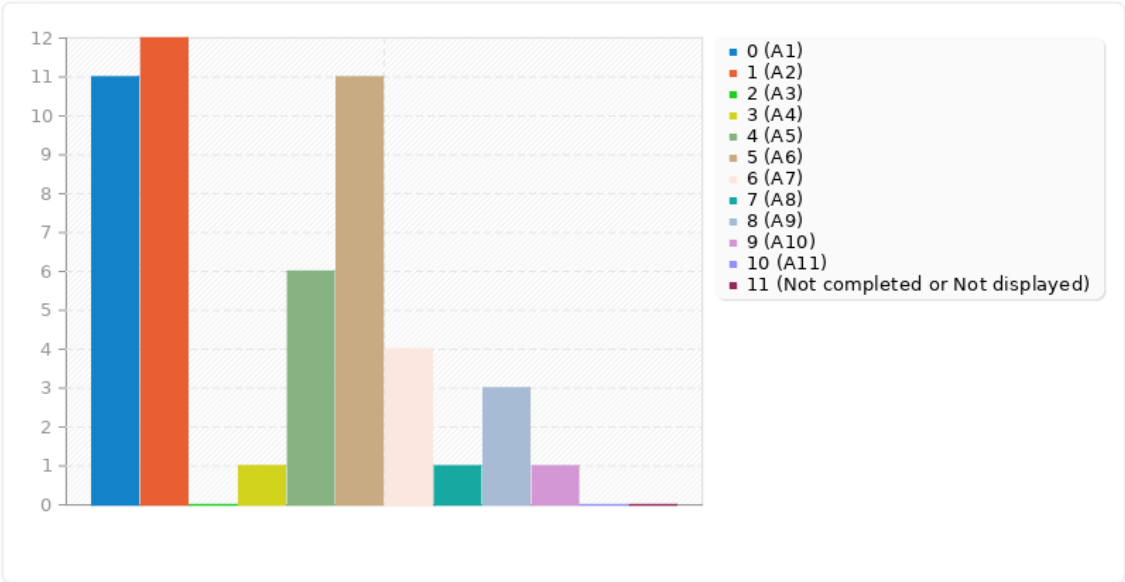
Rank these job related motivation factors from highest to lowest[Ranking 3]

Answer	Count	Percentage
Full appreciation of work done (A1)	11	22.00%
Feeling of being part of decision-making (A2)	12	24.00%
Sympathetic help with personal problems (A3)	0	0.00%
Job security (A4)	1	2.00%
Good wages (A5)	6	12.00%
Interesting work (A6)	11	22.00%
Promotion and growth in the organization (A7)	4	8.00%
Best available job (A8)	1	2.00%
Personal or company loyalty to employees (A9)	3	6.00%
Good working conditions (A10)	1	2.00%
Work-life balance (A11)	0	0.00%
Not completed or Not displayed	0	0.00%



Summary for G03Q14 [3]

Rank these job related motivation factors from highest to lowest[Ranking 3]



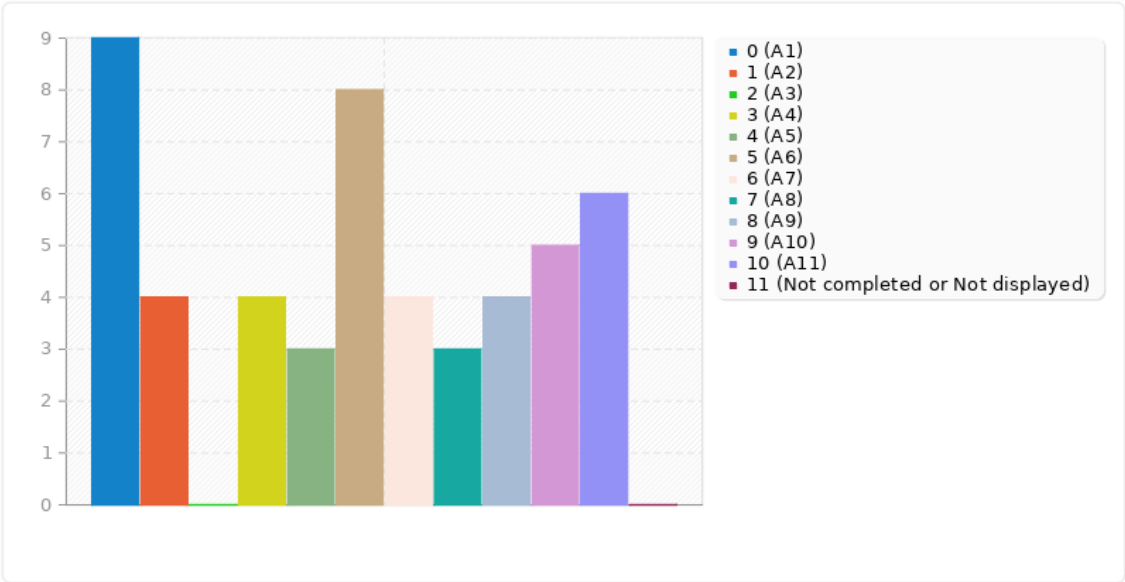
## Summary for G03Q14 [4]

Rank these job related motivation factors from highest to lowest[Ranking 4]

Answer	Count	Percentage
Full appreciation of work done (A1)	9	18.00%
Feeling of being part of decision-making (A2)	4	8.00%
Sympathetic help with personal problems (A3)	0	0.00%
Job security (A4)	4	8.00%
Good wages (A5)	3	6.00%
Interesting work (A6)	8	16.00%
Promotion and growth in the organization (A7)	4	8.00%
Best available job (A8)	3	6.00%
Personal or company loyalty to employees (A9)	4	8.00%
Good working conditions (A10)	5	10.00%
Work-life balance (A11)	6	12.00%
Not completed or Not displayed	0	0.00%

Summary for G03Q14 [4]

Rank these job related motivation factors from highest to lowest[Ranking 4]



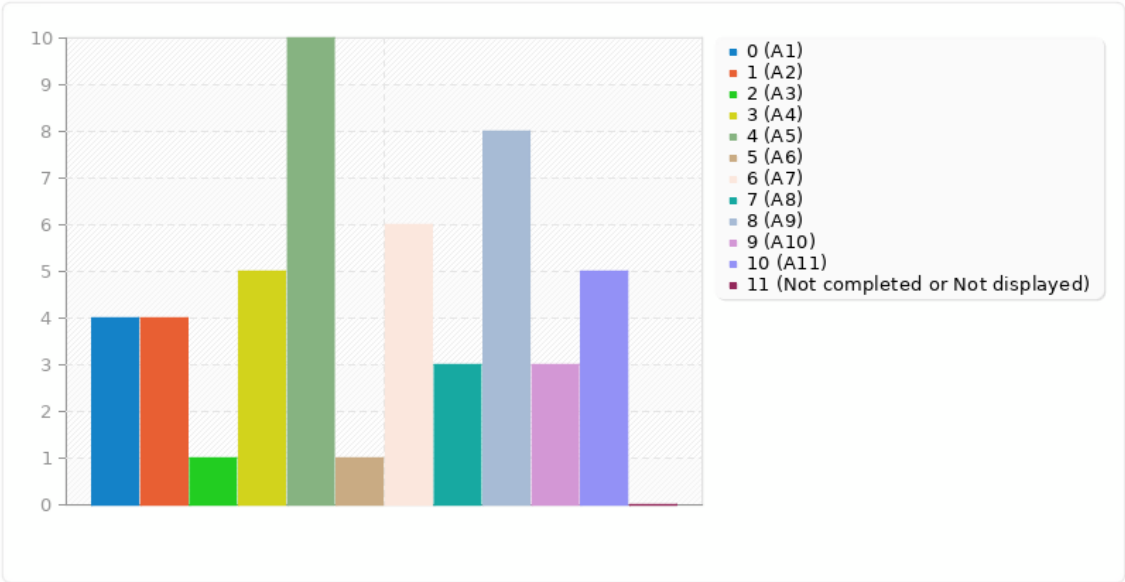
## Summary for G03Q14 [5]

Rank these job related motivation factors from highest to lowest[Ranking 5]

Answer	Count	Percentage
Full appreciation of work done (A1)	4	8.00%
Feeling of being part of decision-making (A2)	4	8.00%
Sympathetic help with personal problems (A3)	1	2.00%
Job security (A4)	5	10.00%
Good wages (A5)	10	20.00%
Interesting work (A6)	1	2.00%
Promotion and growth in the organization (A7)	6	12.00%
Best available job (A8)	3	6.00%
Personal or company loyalty to employees (A9)	8	16.00%
Good working conditions (A10)	3	6.00%
Work-life balance (A11)	5	10.00%
Not completed or Not displayed	0	0.00%

Summary for G03Q14 [5]

Rank these job related motivation factors from highest to lowest[Ranking 5]



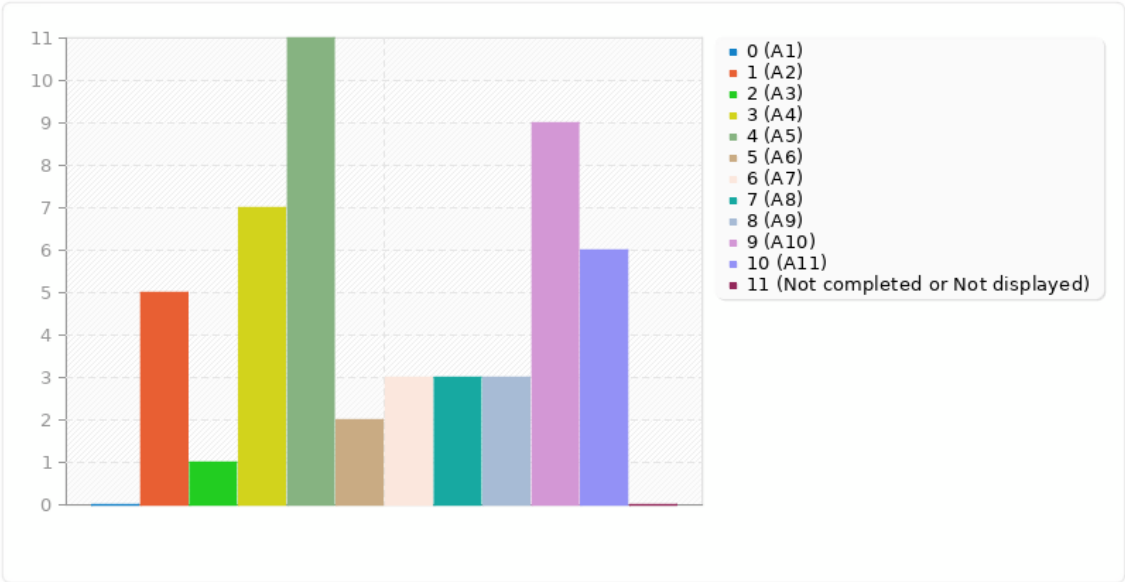
## Summary for G03Q14 [6]

Rank these job related motivation factors from highest to lowest[Ranking 6]

Answer	Count	Percentage
Full appreciation of work done (A1)	0	0.00%
Feeling of being part of decision-making (A2)	5	10.00%
Sympathetic help with personal problems (A3)	1	2.00%
Job security (A4)	7	14.00%
Good wages (A5)	11	22.00%
Interesting work (A6)	2	4.00%
Promotion and growth in the organization (A7)	3	6.00%
Best available job (A8)	3	6.00%
Personal or company loyalty to employees (A9)	3	6.00%
Good working conditions (A10)	9	18.00%
Work-life balance (A11)	6	12.00%
Not completed or Not displayed	0	0.00%

Summary for G03Q14 [6]

Rank these job related motivation factors from highest to lowest[Ranking 6]



## Summary for G03Q14 [7]

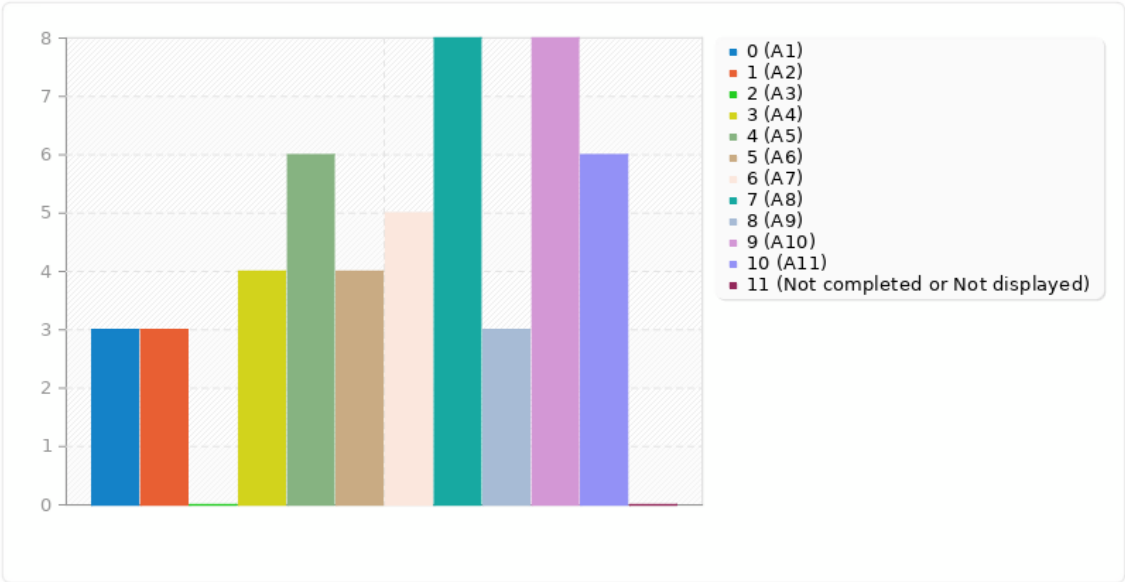
Rank these job related motivation factors from highest to lowest[Ranking 7]

Answer	Count	Percentage
Full appreciation of work done (A1)	3	6.00%
Feeling of being part of decision-making (A2)	3	6.00%
Sympathetic help with personal problems (A3)	0	0.00%
Job security (A4)	4	8.00%
Good wages (A5)	6	12.00%
Interesting work (A6)	4	8.00%
Promotion and growth in the organization (A7)	5	10.00%
Best available job (A8)	8	16.00%
Personal or company loyalty to employees (A9)	3	6.00%
Good working conditions (A10)	8	16.00%
Work-life balance (A11)	6	12.00%
Not completed or Not displayed	0	0.00%



Summary for G03Q14 [7]

Rank these job related motivation factors from highest to lowest[Ranking 7]



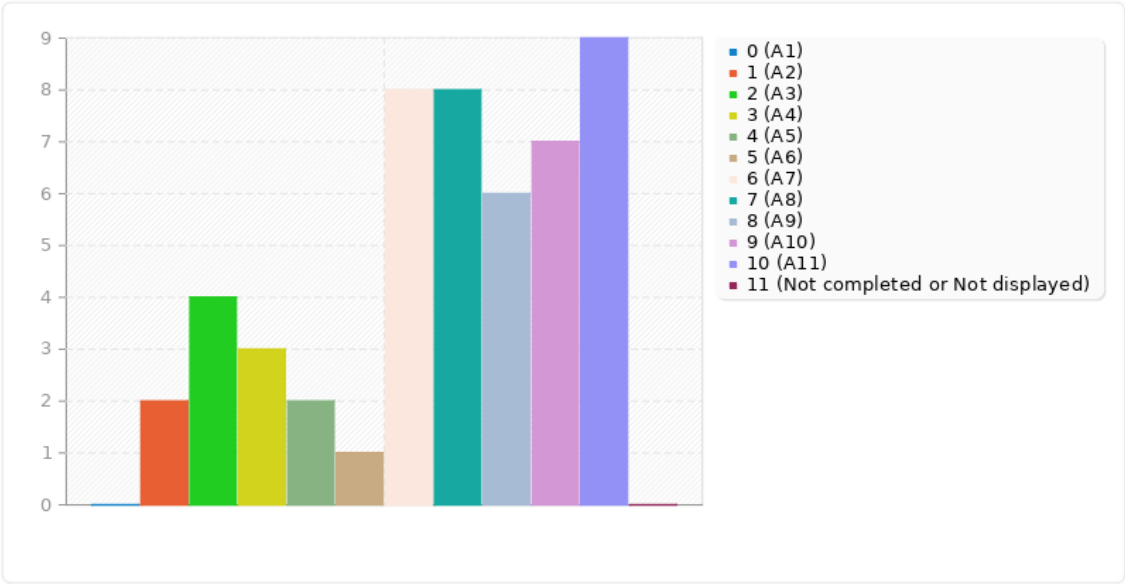
## Summary for G03Q14 [8]

Rank these job related motivation factors from highest to lowest[Ranking 8]

Answer	Count	Percentage
Full appreciation of work done (A1)	0	0.00%
Feeling of being part of decision-making (A2)	2	4.00%
Sympathetic help with personal problems (A3)	4	8.00%
Job security (A4)	3	6.00%
Good wages (A5)	2	4.00%
Interesting work (A6)	1	2.00%
Promotion and growth in the organization (A7)	8	16.00%
Best available job (A8)	8	16.00%
Personal or company loyalty to employees (A9)	6	12.00%
Good working conditions (A10)	7	14.00%
Work-life balance (A11)	9	18.00%
Not completed or Not displayed	0	0.00%

Summary for G03Q14 [8]

Rank these job related motivation factors from highest to lowest[Ranking 8]



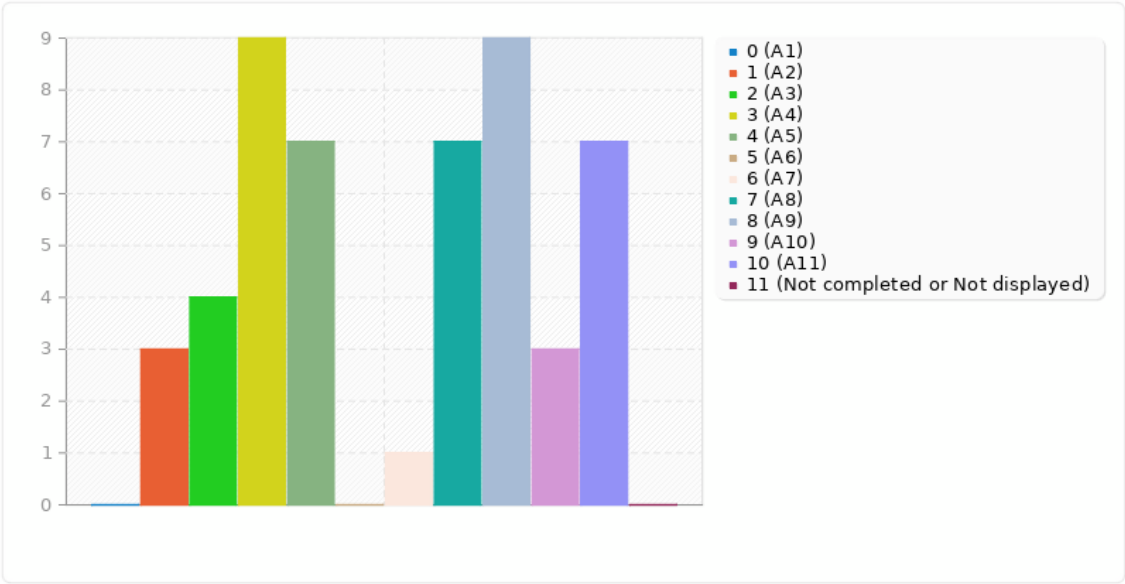
## Summary for G03Q14 [9]

Rank these job related motivation factors from highest to lowest[Ranking 9]

Answer	Count	Percentage
Full appreciation of work done (A1)	0	0.00%
Feeling of being part of decision-making (A2)	3	6.00%
Sympathetic help with personal problems (A3)	4	8.00%
Job security (A4)	9	18.00%
Good wages (A5)	7	14.00%
Interesting work (A6)	0	0.00%
Promotion and growth in the organization (A7)	1	2.00%
Best available job (A8)	7	14.00%
Personal or company loyalty to employees (A9)	9	18.00%
Good working conditions (A10)	3	6.00%
Work-life balance (A11)	7	14.00%
Not completed or Not displayed	0	0.00%

Summary for G03Q14 [9]

Rank these job related motivation factors from highest to lowest[Ranking 9]



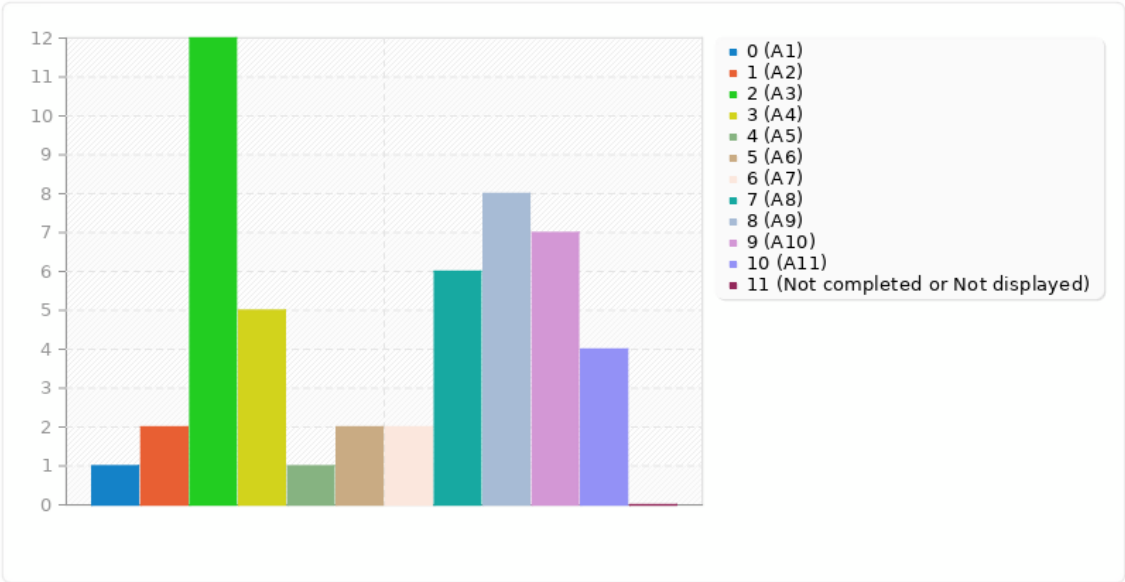
## Summary for G03Q14 [10]

Rank these job related motivation factors from highest to lowest[Ranking 10]

Answer	Count	Percentage
Full appreciation of work done (A1)	1	2.00%
Feeling of being part of decision-making (A2)	2	4.00%
Sympathetic help with personal problems (A3)	12	24.00%
Job security (A4)	5	10.00%
Good wages (A5)	1	2.00%
Interesting work (A6)	2	4.00%
Promotion and growth in the organization (A7)	2	4.00%
Best available job (A8)	6	12.00%
Personal or company loyalty to employees (A9)	8	16.00%
Good working conditions (A10)	7	14.00%
Work-life balance (A11)	4	8.00%
Not completed or Not displayed	0	0.00%

Summary for G03Q14 [10]

Rank these job related motivation factors from highest to lowest[Ranking 10]



## Summary for G03Q14 [11]

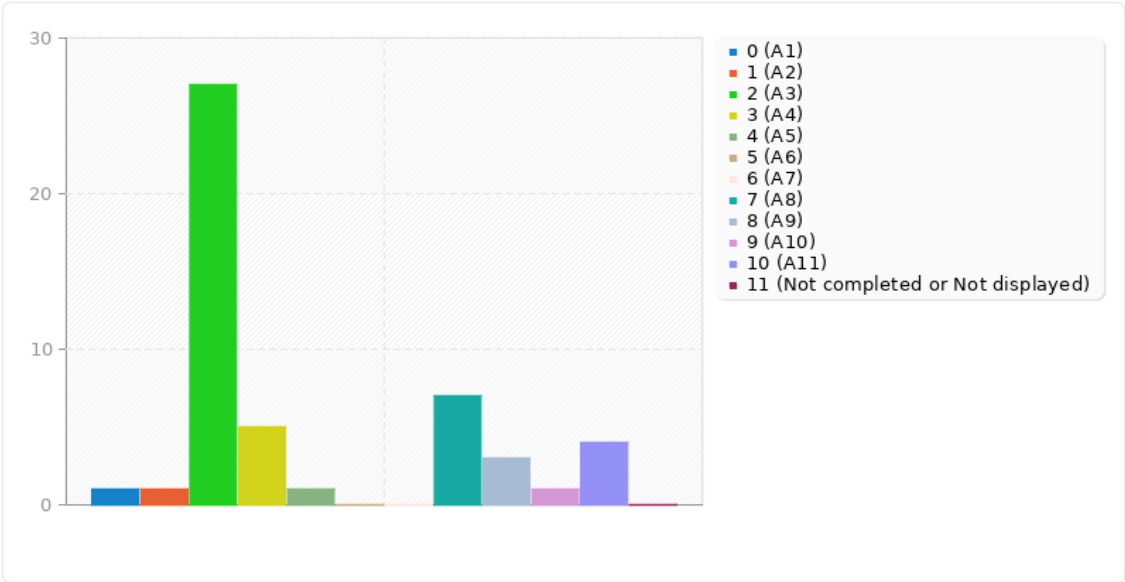
Rank these job related motivation factors from highest to lowest[Ranking 11]

Answer	Count	Percentage
Full appreciation of work done (A1)	1	2.00%
Feeling of being part of decision-making (A2)	1	2.00%
Sympathetic help with personal problems (A3)	27	54.00%
Job security (A4)	5	10.00%
Good wages (A5)	1	2.00%
Interesting work (A6)	0	0.00%
Promotion and growth in the organization (A7)	0	0.00%
Best available job (A8)	7	14.00%
Personal or company loyalty to employees (A9)	3	6.00%
Good working conditions (A10)	1	2.00%
Work-life balance (A11)	4	8.00%
Not completed or Not displayed	0	0.00%



Summary for G03Q14 [11]

Rank these job related motivation factors from highest to lowest[Ranking 11]



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## Summary for G03Q15(SQ001)[Highly ranked positions in the hierarchy have special privileges]

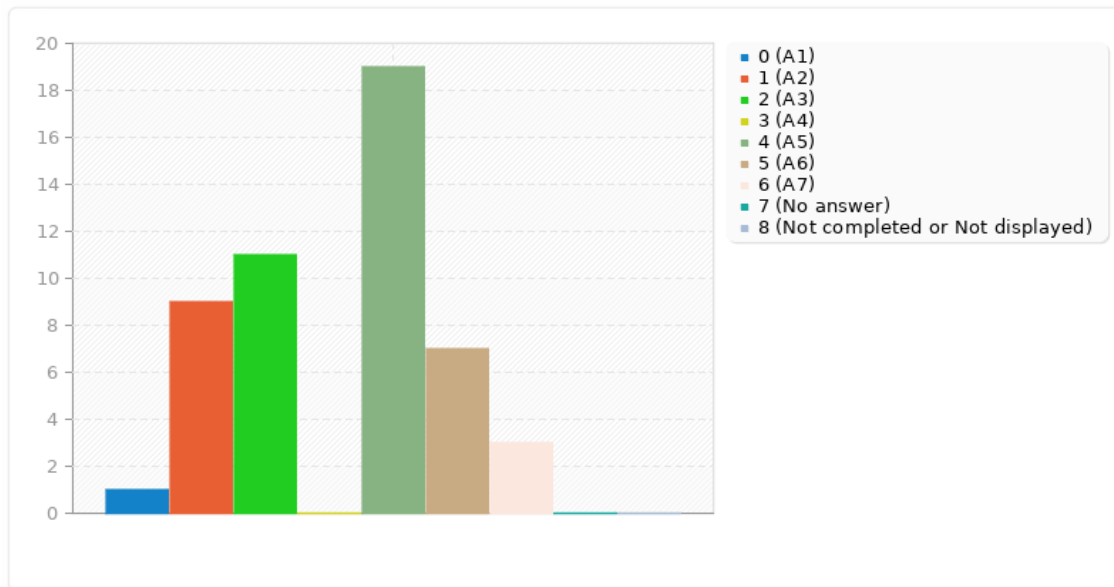
Please indicate the extent to which you agree with the following statements

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Answer	Count	Percentage
Strongly disagree (A1)	1	2.00%
Disagree (A2)	9	18.00%
Somewhat disagree (A3)	11	22.00%
Neither agree nor disagree (A4)	0	0.00%
Somewhat agree (A5)	19	38.00%
Agree (A6)	7	14.00%
Strongly agree (A7)	3	6.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q15(SQ001)[Highly ranked positions in the hierarchy have special privileges]

Please indicate the extent to which you agree with the following statements



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## Summary for G03Q15(SQ002)[Leaders encourage group loyalty even if individual goals suffer]

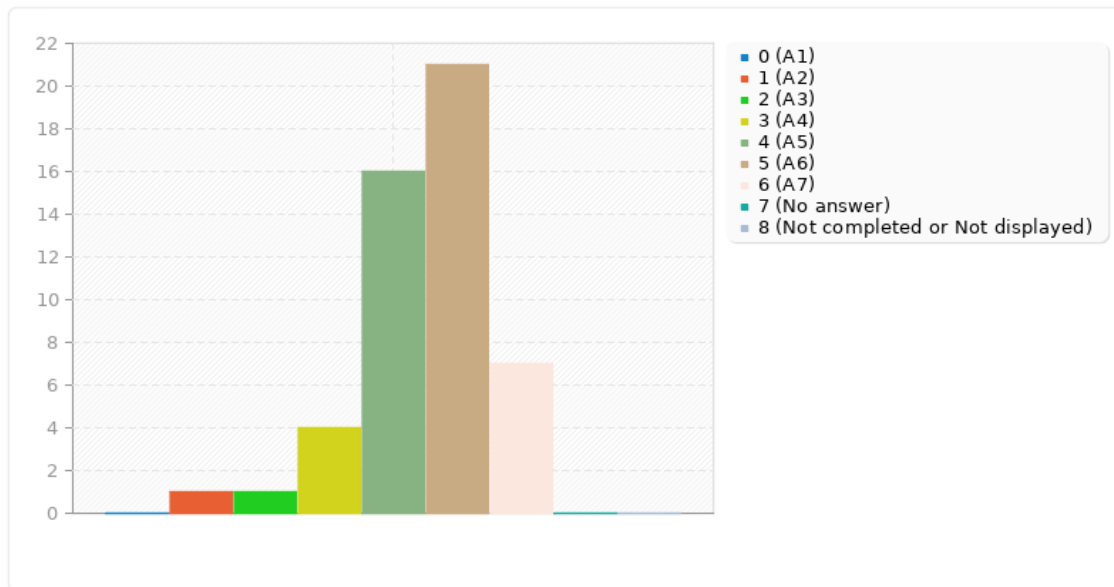
Please indicate the extent to which you agree with the following statements

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Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	1	2.00%
Somewhat disagree (A3)	1	2.00%
Neither agree nor disagree (A4)	4	8.00%
Somewhat agree (A5)	16	32.00%
Agree (A6)	21	42.00%
Strongly agree (A7)	7	14.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q15(SQ002)[Leaders encourage group loyalty even if individual goals suffer]

Please indicate the extent to which you agree with the following statements



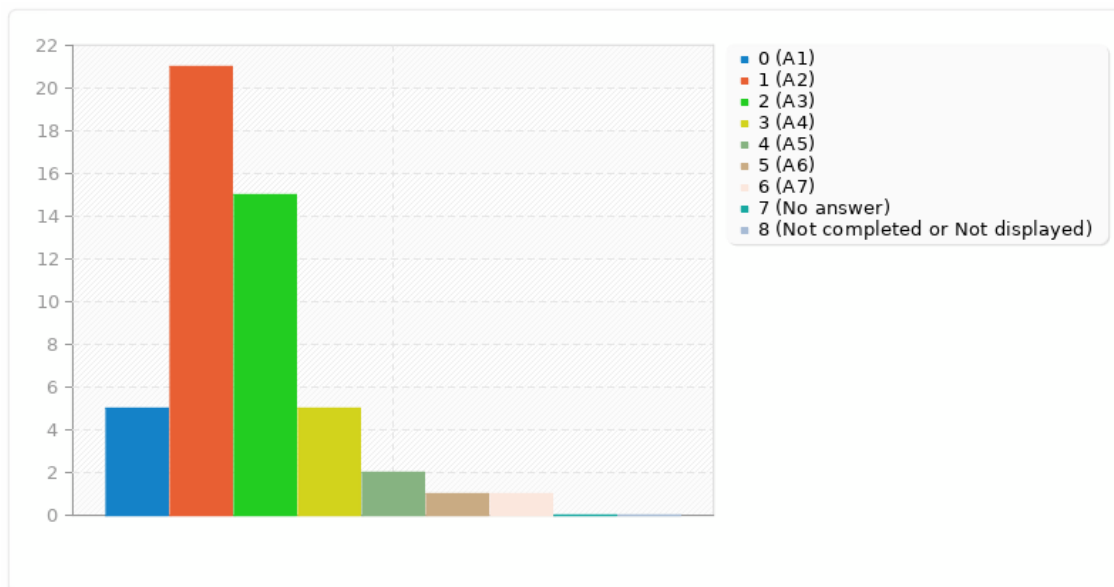
## Summary for G03Q15(SQ003)[Workers generally express their views forcefully]

Please indicate the extent to which you agree with the following statements

Answer	Count	Percentage
Strongly disagree (A1)	5	10.00%
Disagree (A2)	21	42.00%
Somewhat disagree (A3)	15	30.00%
Neither agree nor disagree (A4)	5	10.00%
Somewhat agree (A5)	2	4.00%
Agree (A6)	1	2.00%
Strongly agree (A7)	1	2.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q15(SQ003)[Workers generally express their views forcefully]

Please indicate the extent to which you agree with the following statements



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## Summary for G03Q15(SQ004)[Workers are encouraged to develop their skills and competencies]

Please indicate the extent to which you agree with the following statements

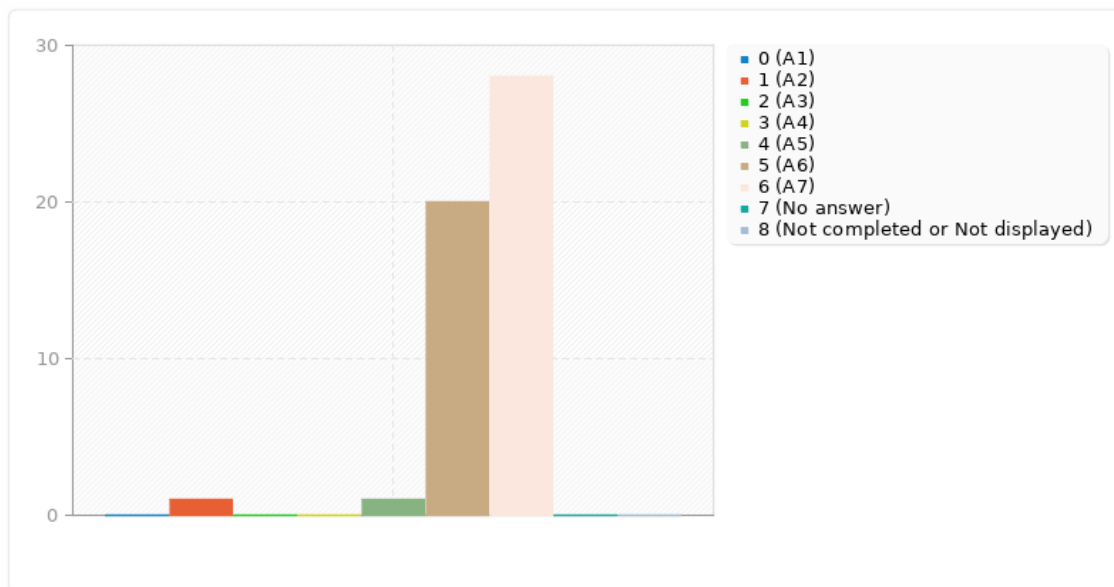
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Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	1	2.00%
Somewhat disagree (A3)	0	0.00%
Neither agree nor disagree (A4)	0	0.00%
Somewhat agree (A5)	1	2.00%
Agree (A6)	20	40.00%
Strongly agree (A7)	28	56.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%



## Summary for G03Q15(SQ004)[Workers are encouraged to develop their skills and competencies]

Please indicate the extent to which you agree with the following statements



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**Summary for G03Q15(SQ005)[Workers need to seek approval for most decisions]**

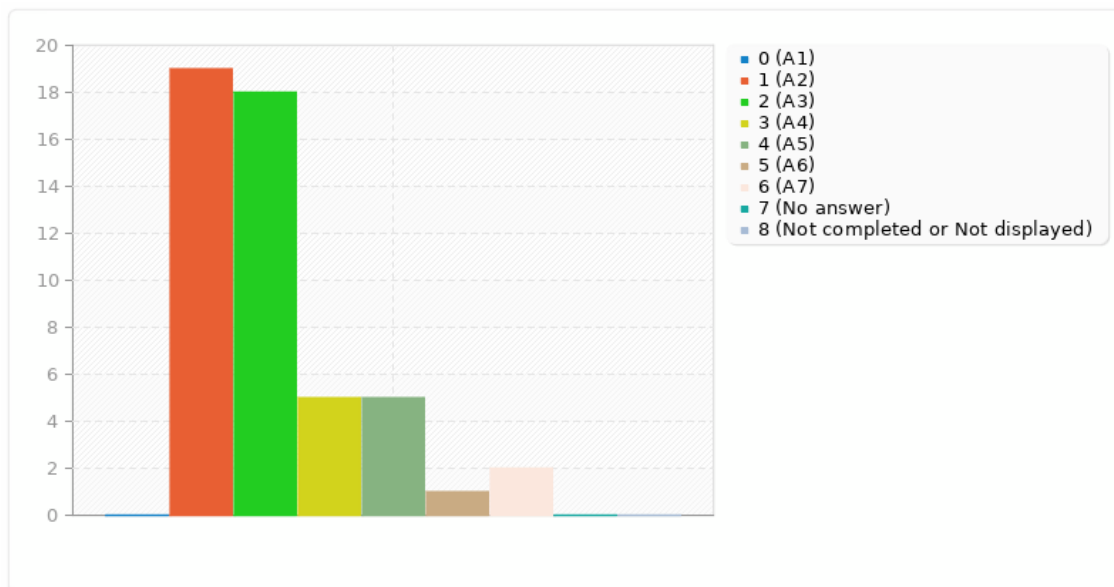
Please indicate the extent to which you agree with the following statements

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Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	19	38.00%
Somewhat disagree (A3)	18	36.00%
Neither agree nor disagree (A4)	5	10.00%
Somewhat agree (A5)	5	10.00%
Agree (A6)	1	2.00%
Strongly agree (A7)	2	4.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q15(SQ005)[Workers need to seek approval for most decisions]

Please indicate the extent to which you agree with the following statements



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## Summary for G03Q15(SQ006)[Being accepted by the other members of a group is very important]

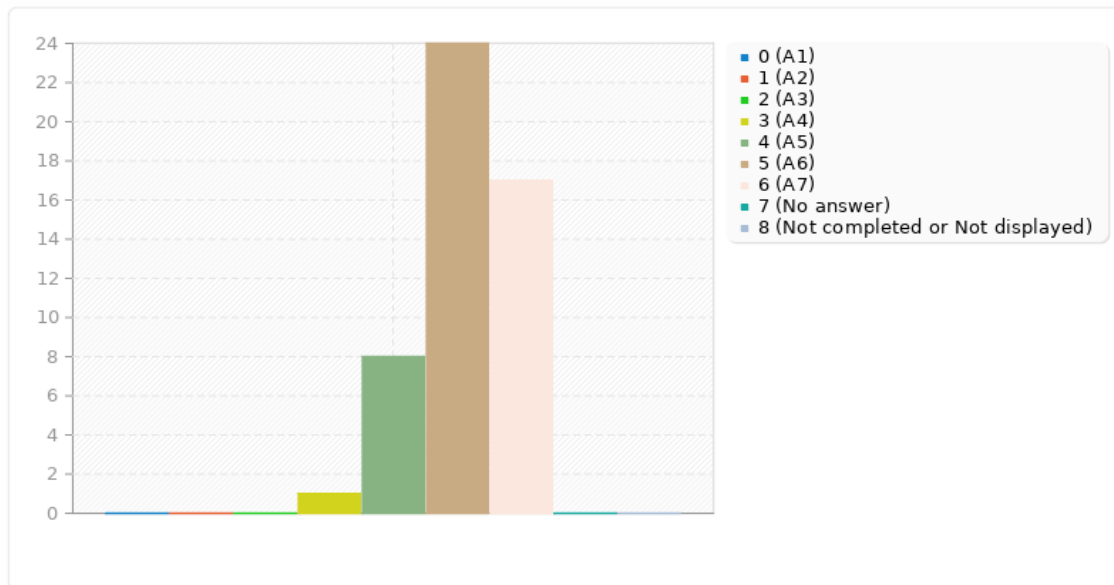
Please indicate the extent to which you agree with the following statements

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Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	0	0.00%
Somewhat disagree (A3)	0	0.00%
Neither agree nor disagree (A4)	1	2.00%
Somewhat agree (A5)	8	16.00%
Agree (A6)	24	48.00%
Strongly agree (A7)	17	34.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q15(SQ006)[Being accepted by the other members of a group is very important]

Please indicate the extent to which you agree with the following statements



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## Summary for G03Q15(SQ007)[People generally do not form close personal relationships with work colleagues]

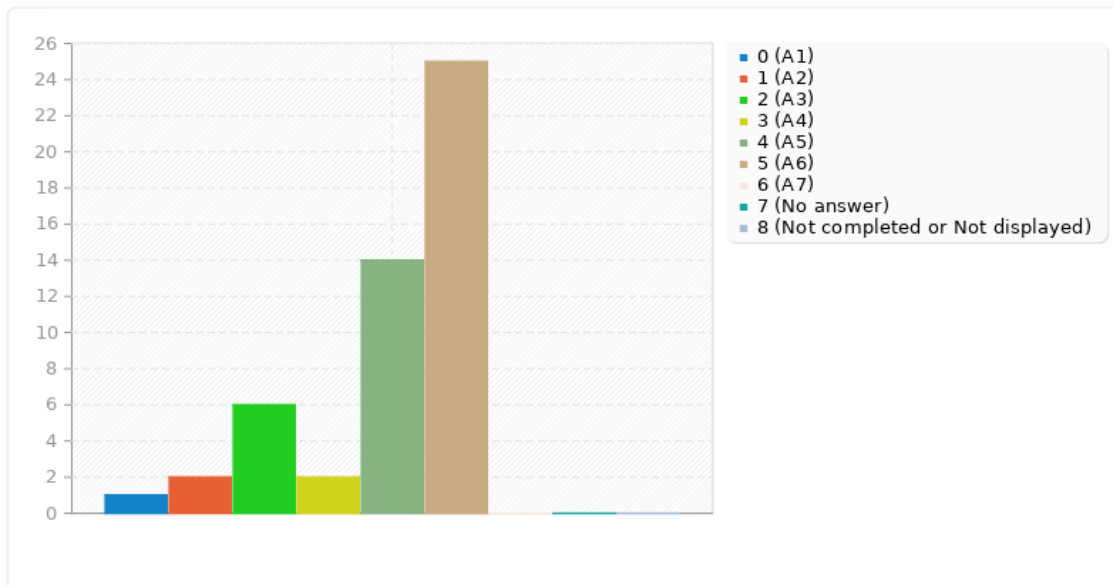
Please indicate the extent to which you agree with the following statements

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Answer	Count	Percentage
Strongly disagree (A1)	1	2.00%
Disagree (A2)	2	4.00%
Somewhat disagree (A3)	6	12.00%
Neither agree nor disagree (A4)	2	4.00%
Somewhat agree (A5)	14	28.00%
Agree (A6)	25	50.00%
Strongly agree (A7)	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q15(SQ007)[People generally do not form close personal relationships with work colleagues]

Please indicate the extent to which you agree with the following statements



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## Summary for G03Q15(SQ008)[Organizations generally use performance as the most important criterion for promoting employees]

Please indicate the extent to which you agree with the following statements

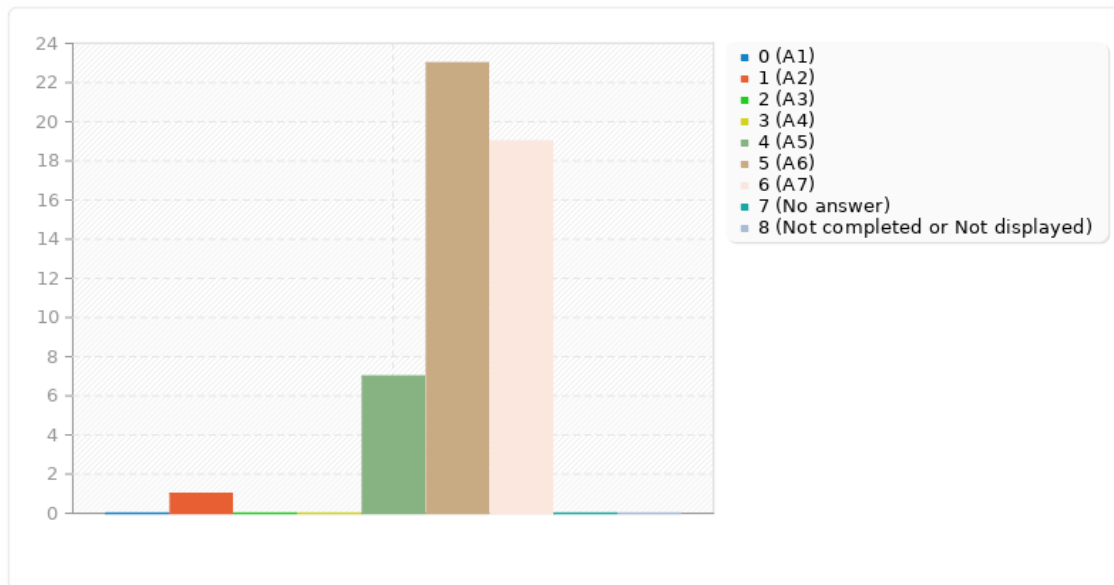
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Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	1	2.00%
Somewhat disagree (A3)	0	0.00%
Neither agree nor disagree (A4)	0	0.00%
Somewhat agree (A5)	7	14.00%
Agree (A6)	23	46.00%
Strongly agree (A7)	19	38.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%



## Summary for G03Q15(SQ008)[Organizations generally use performance as the most important criterion for promoting employees]

Please indicate the extent to which you agree with the following statements



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## Summary for G03Q16(SQ001)[Families support sons and daughters equally in starting new businesses]

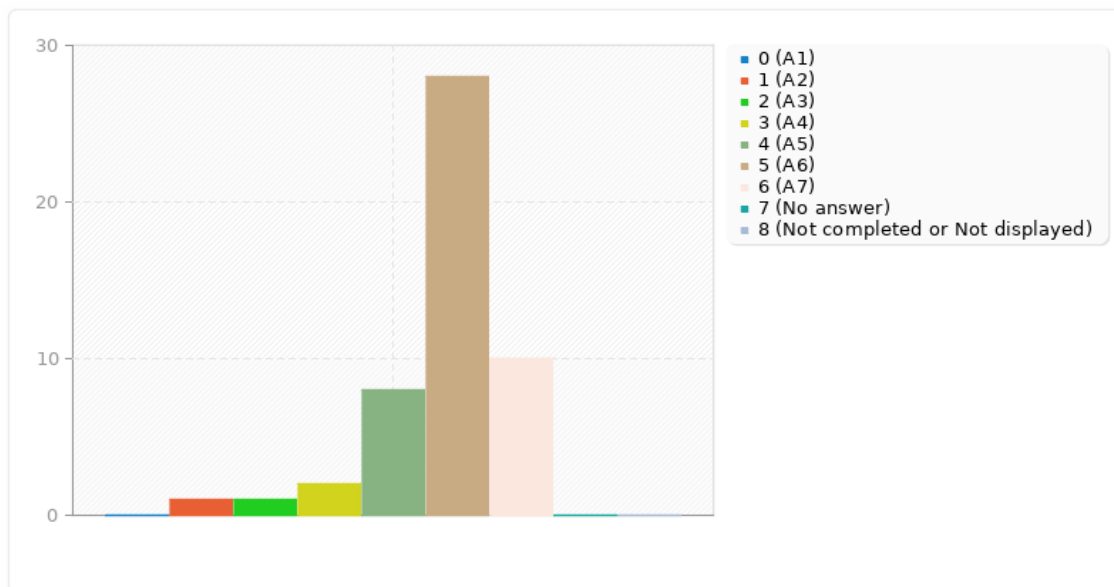
Please indicate the extent to which you agree with the following statements

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Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	1	2.00%
Somewhat disagree (A3)	1	2.00%
Neither agree nor disagree (A4)	2	4.00%
Somewhat agree (A5)	8	16.00%
Agree (A6)	28	56.00%
Strongly agree (A7)	10	20.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q16(SQ001)[Families support sons and daughters equally in starting new businesses]

Please indicate the extent to which you agree with the following statements



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Summary for G03Q16(SQ002)[It is rather unacceptable for a woman to be the primary income-earner in the household]

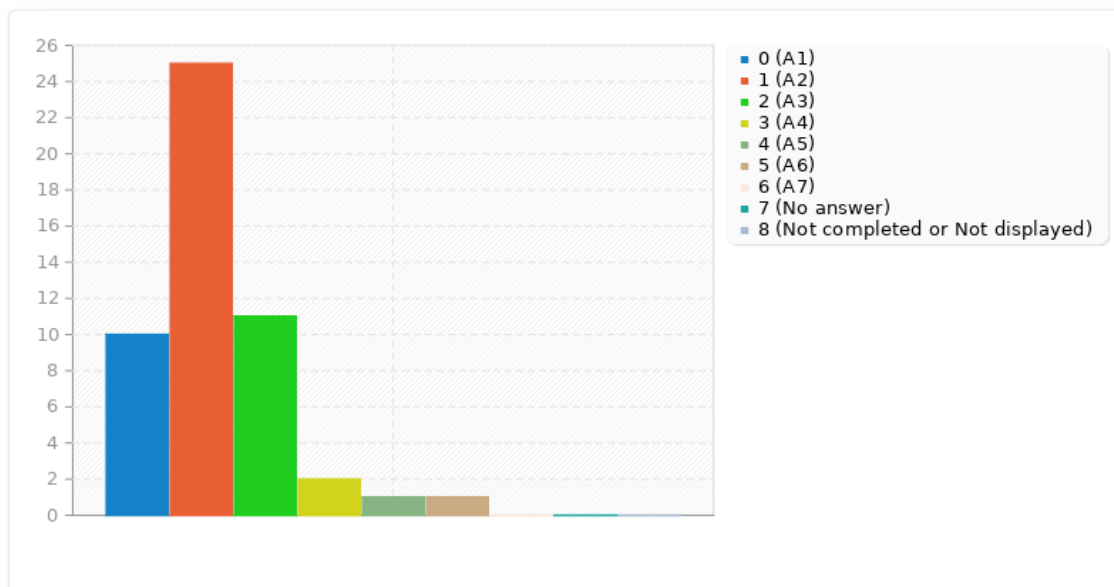
Please indicate the extent to which you agree with the following statements

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Answer	Count	Percentage
Strongly disagree (A1)	10	20.00%
Disagree (A2)	25	50.00%
Somewhat disagree (A3)	11	22.00%
Neither agree nor disagree (A4)	2	4.00%
Somewhat agree (A5)	1	2.00%
Agree (A6)	1	2.00%
Strongly agree (A7)	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q16(SQ002)[It is rather unacceptable for a woman to be the primary income-earner in the household]

Please indicate the extent to which you agree with the following statements



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## Summary for G03Q16(SQ003)[It is equally acceptable for men and women to be senior executives]

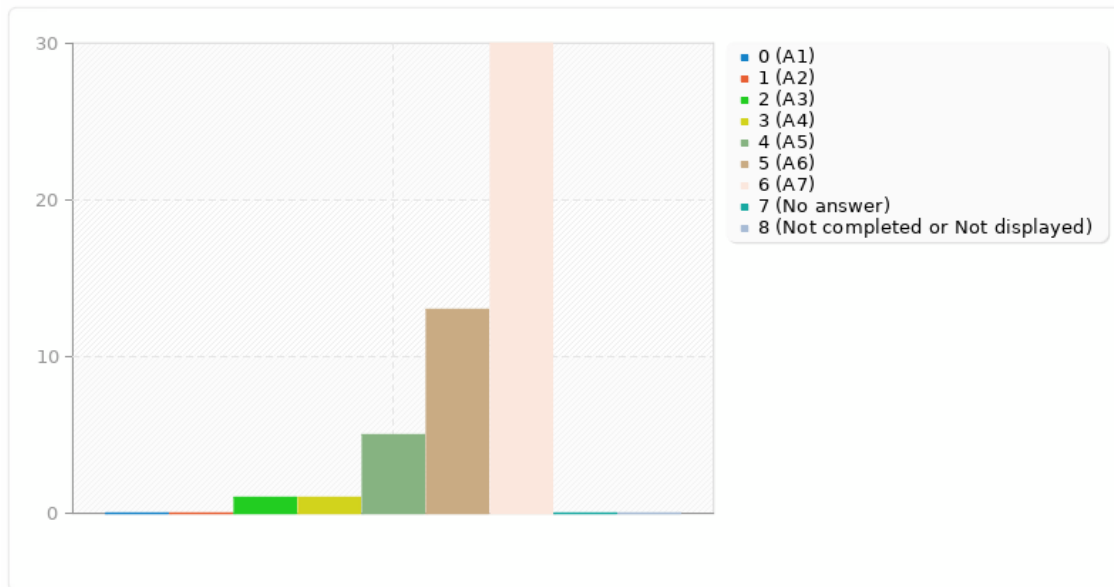
Please indicate the extent to which you agree with the following statements

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Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	0	0.00%
Somewhat disagree (A3)	1	2.00%
Neither agree nor disagree (A4)	1	2.00%
Somewhat agree (A5)	5	10.00%
Agree (A6)	13	26.00%
Strongly agree (A7)	30	60.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q16(SQ003)[It is equally acceptable for men and women to be senior executives]

Please indicate the extent to which you agree with the following statements



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### Summary for G03Q17(SQ001)[Managers are generally]

Please choose the option that best describes the situation below

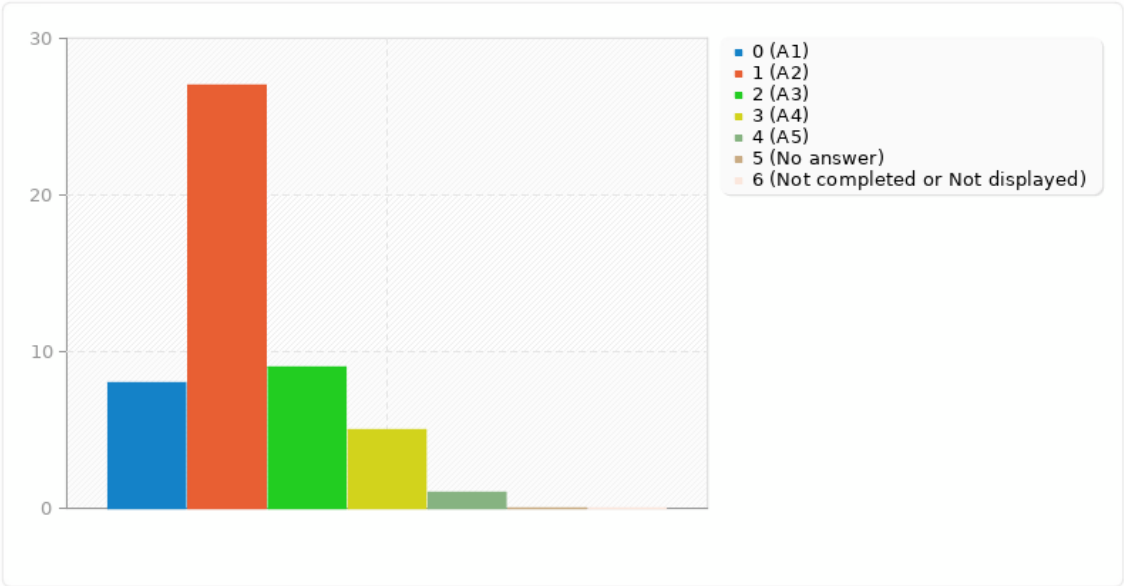
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Answer	Count	Percentage
1- Kind (support open communication, new ideas) (A1)	8	16.00%
2 (A2)	27	54.00%
3 (A3)	9	18.00%
4 (A4)	5	10.00%
5- Tough (bully employees, dwell on past failures) (A5)	1	2.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%



Summary for G03Q17(SQ001)[Managers are generally]

Please choose the option that best describes the situation below



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**Summary for G03Q18(SQ001)[Managers are generally]**

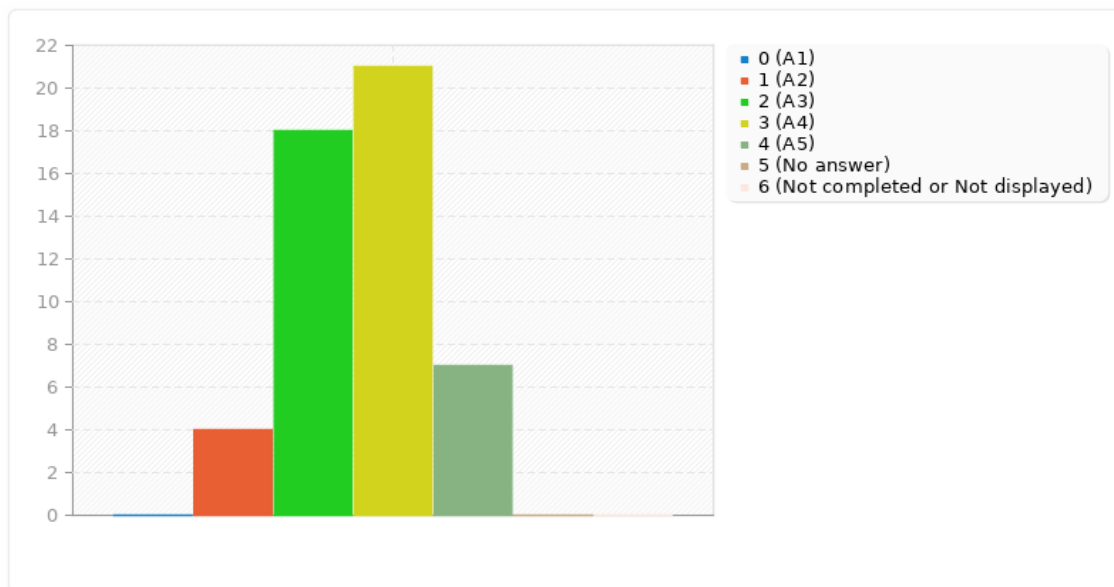
Please choose the option that best describes the situation below

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Answer	Count	Percentage
1- Not at all concerned about others (A1)	0	0.00%
2 (A2)	4	8.00%
3 (A3)	18	36.00%
4 (A4)	21	42.00%
5- Very concerned about others (A5)	7	14.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q18(SQ001)[Managers are generally]

Please choose the option that best describes the situation below



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**Summary for G03Q19(SQ001)[The economic system is designed to maximize]**

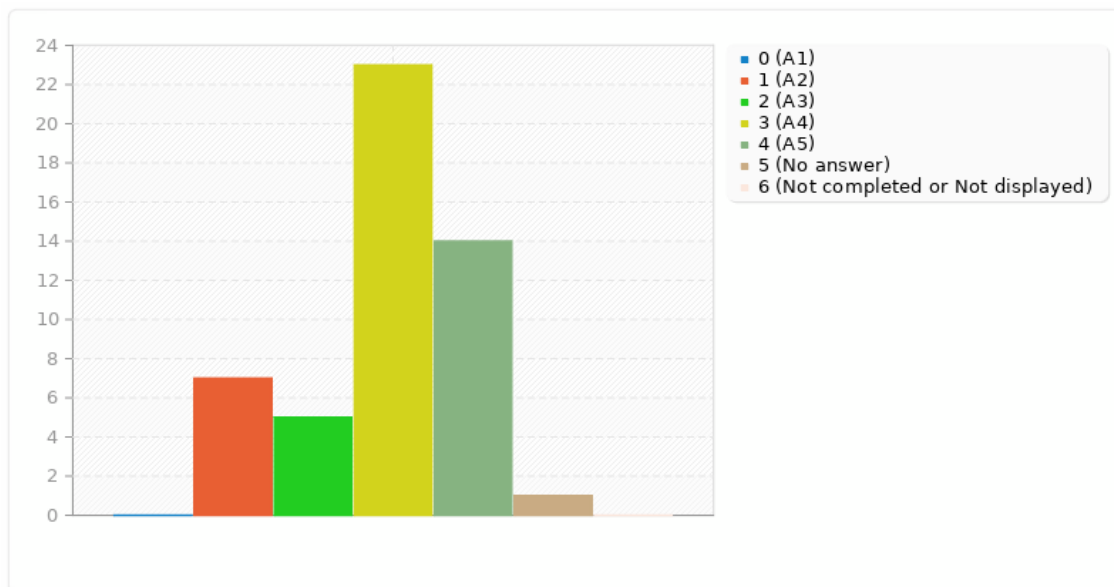
Please choose the option that best describes the situation below

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Answer	Count	Percentage
1- Individual interests (A1)	0	0.00%
2 (A2)	7	14.00%
3 (A3)	5	10.00%
4 (A4)	23	46.00%
5- Collective interests (A5)	14	28.00%
No answer	1	2.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q19(SQ001)[The economic system is designed to maximize]

Please choose the option that best describes the situation below



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**Summary for G03Q20(SQ001)[Power is]**

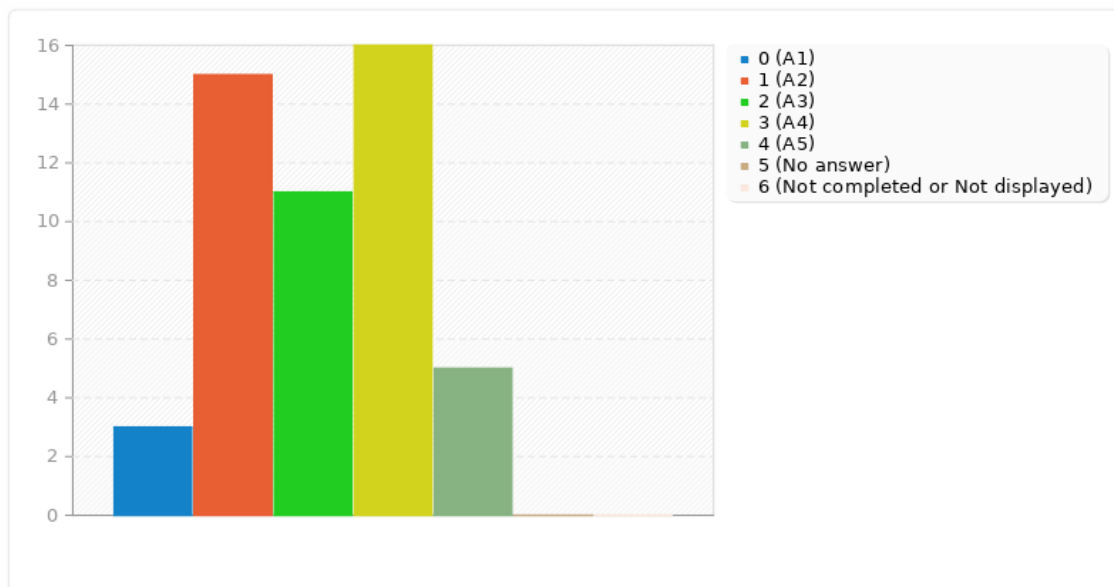
Please choose the option that best describes the situation below

---

Answer	Count	Percentage
1- Shared throughout society (A1)	3	6.00%
2 (A2)	15	30.00%
3 (A3)	11	22.00%
4 (A4)	16	32.00%
5- Concentrated at the top (A5)	5	10.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q20(SQ001)[Power is]

Please choose the option that best describes the situation below



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**Summary for G03Q21 (SQ001)[Major rewards are based on]**

Please choose the option that best describes the situation below

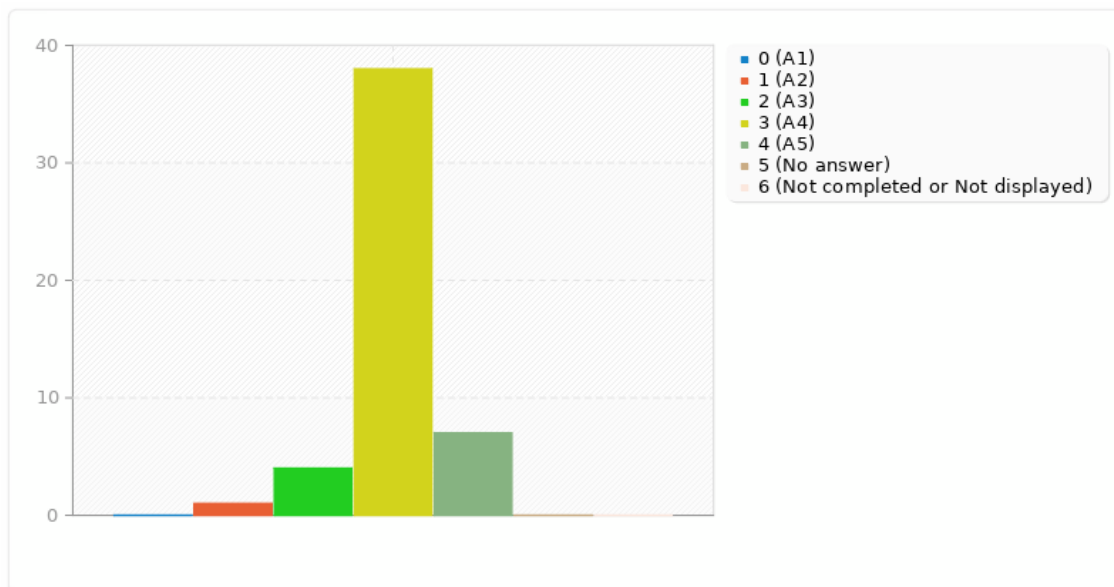
---

Answer	Count	Percentage
1- Factors other than performance (A1)	0	0.00%
2 (A2)	1	2.00%
3 (A3)	4	8.00%
4 (A4)	38	76.00%
5- Only performance (A5)	7	14.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%



## Summary for G03Q21(SQ001)[Major rewards are based on]

Please choose the option that best describes the situation below



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**Summary for G03Q22(SQ001)[The way to be successful is to]**

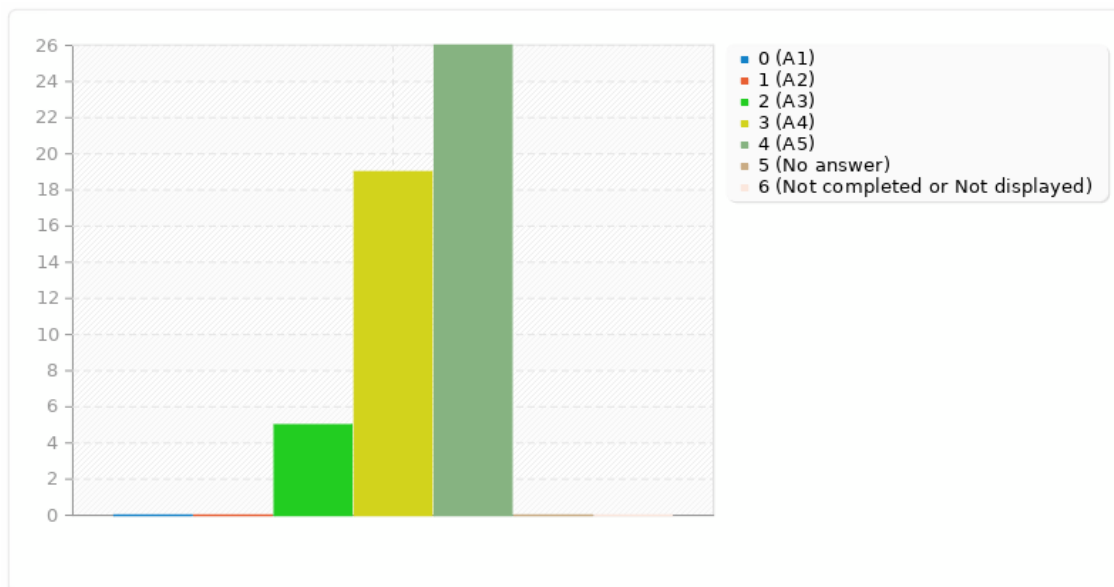
Please choose the option that best describes the situation below

---

Answer	Count	Percentage
1- Take events as they occur (A1)	0	0.00%
2 (A2)	0	0.00%
3 (A3)	5	10.00%
4 (A4)	19	38.00%
5- Plan ahead (A5)	26	52.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G03Q22(SQ001)[The way to be successful is to]

Please choose the option that best describes the situation below



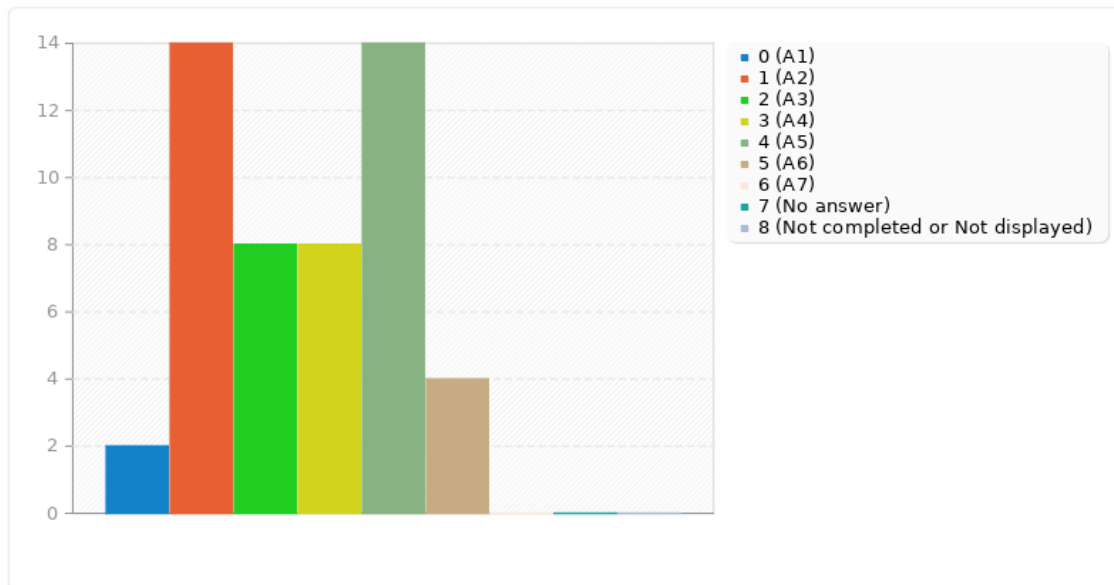
## Summary for G04Q23(SQ001)[The extent to which they are loyal to me no matter what]

How important are the following factors for you to build trust with a new co-worker?

Answer	Count	Percentage
Not at all important (A1)	2	4.00%
Low importance (A2)	14	28.00%
Slightly important (A3)	8	16.00%
Somewhat important (A4)	8	16.00%
Moderately important (A5)	14	28.00%
Very important (A6)	4	8.00%
Extremely important (A7)	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G04Q23(SQ001)[The extent to which they are loyal to me no matter what]

How important are the following factors for you to build trust with a new co-worker?



## Summary for G04Q23(SQ002)[Their age]

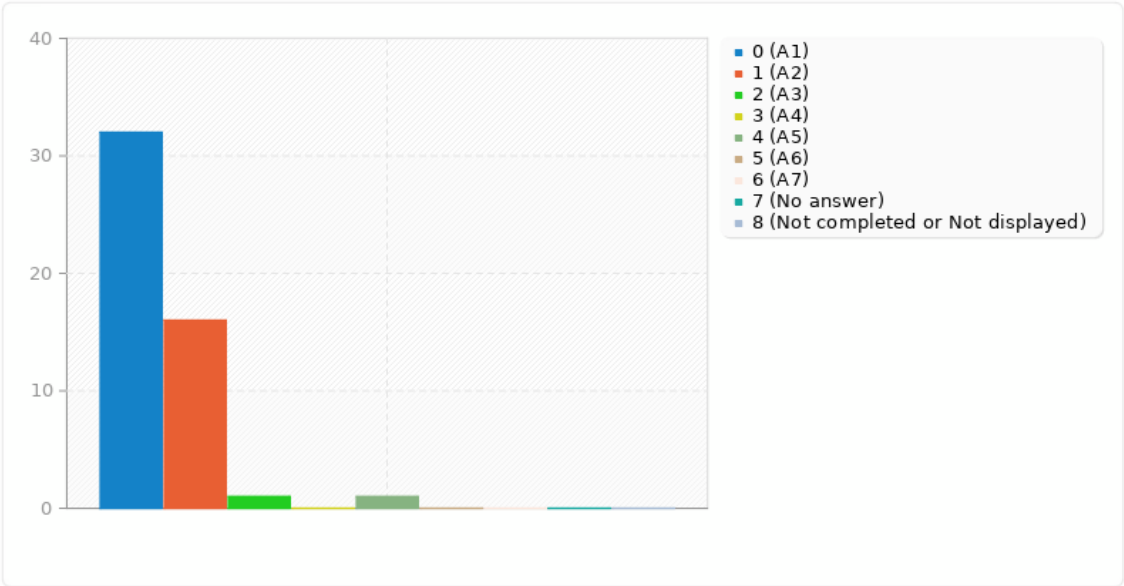
How important are the following factors for you to build trust with a new co-worker?

Answer	Count	Percentage
Not at all important (A1)	32	64.00%
Low importance (A2)	16	32.00%
Slightly important (A3)	1	2.00%
Somewhat important (A4)	0	0.00%
Moderately important (A5)	1	2.00%
Very important (A6)	0	0.00%
Extremely important (A7)	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

Summary for G04Q23(SQ002)[Their age]

How important are the following factors for you to build trust with a new co-worker?

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## Summary for G04Q23(SQ003)[Their performance record]

How important are the following factors for you to build trust with a new co-worker?

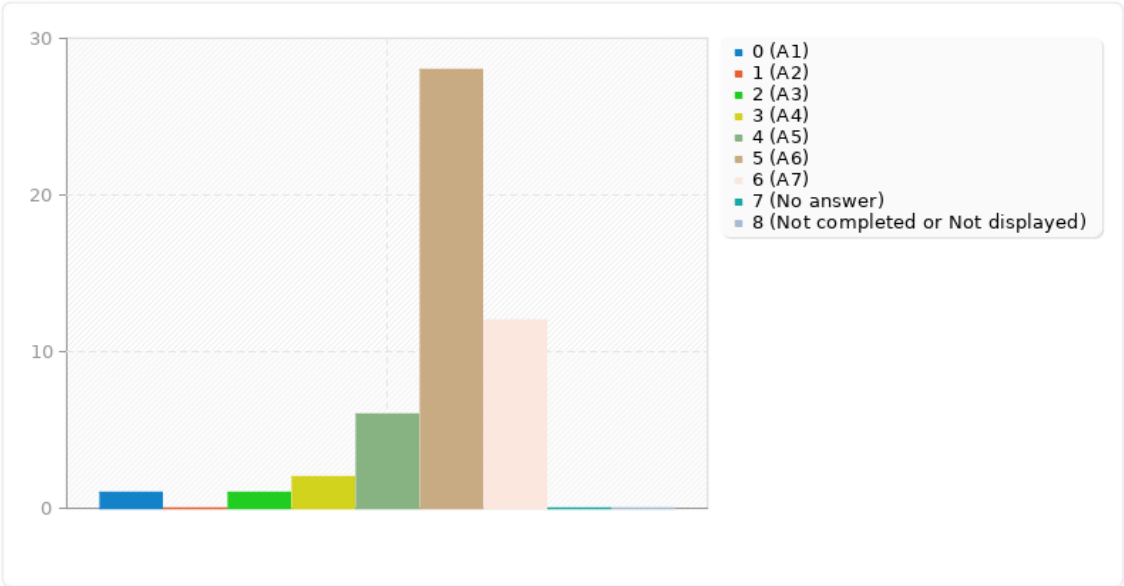
Answer	Count	Percentage
Not at all important (A1)	1	2.00%
Low importance (A2)	0	0.00%
Slightly important (A3)	1	2.00%
Somewhat important (A4)	2	4.00%
Moderately important (A5)	6	12.00%
Very important (A6)	28	56.00%
Extremely important (A7)	12	24.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%



Summary for G04Q23(SQ003)[Their performance record]

How important are the following factors for you to build trust with a new co-worker?

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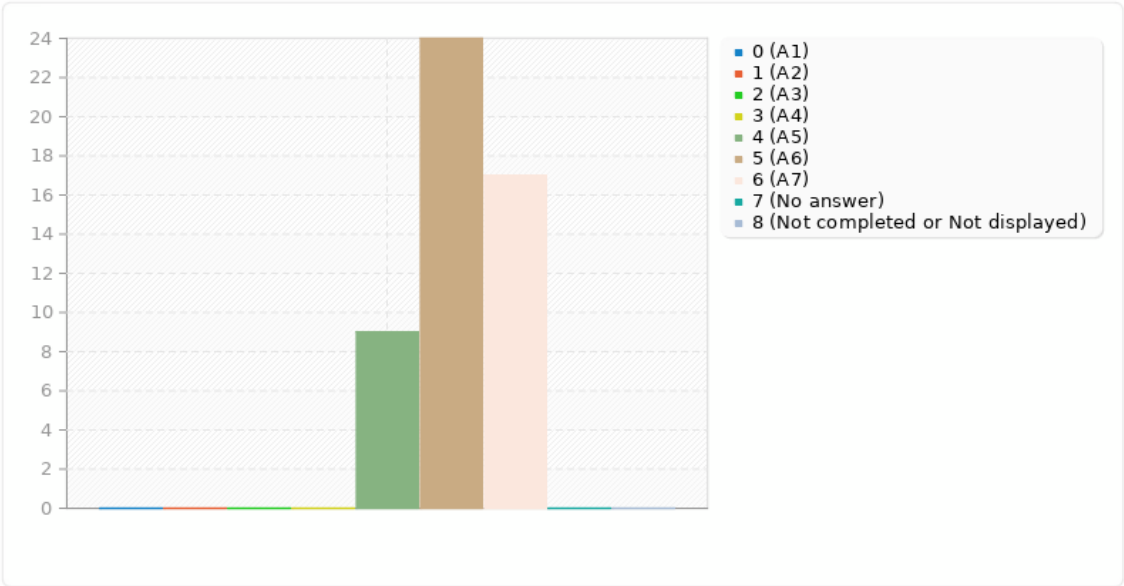
## Summary for G04Q23(SQ004)[Their results - they deliver on their promises]

How important are the following factors for you to build trust with a new co-worker?

Answer	Count	Percentage
Not at all important (A1)	0	0.00%
Low importance (A2)	0	0.00%
Slightly important (A3)	0	0.00%
Somewhat important (A4)	0	0.00%
Moderately important (A5)	9	18.00%
Very important (A6)	24	48.00%
Extremely important (A7)	17	34.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

Summary for G04Q23(SQ004)[Their results - they deliver on their promises]

How important are the following factors for you to build trust with a new co-worker?



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**Summary for G04Q23(SQ005)[How caring, empathetic, and humane they are]**

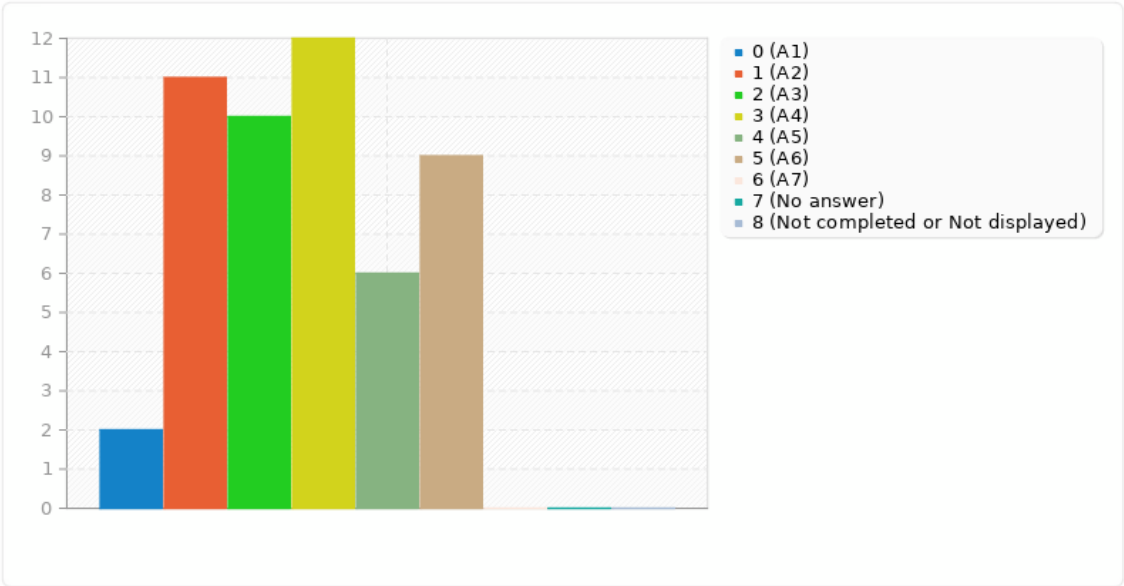
How important are the following factors for you to build trust with a new co-worker?

---

Answer	Count	Percentage
Not at all important (A1)	2	4.00%
Low importance (A2)	11	22.00%
Slightly important (A3)	10	20.00%
Somewhat important (A4)	12	24.00%
Moderately important (A5)	6	12.00%
Very important (A6)	9	18.00%
Extremely important (A7)	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

Summary for G04Q23(SQ005)[How caring, empathetic, and humane they are]

How important are the following factors for you to build trust with a new co-worker?



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**Summary for G04Q23(SQ006)[What we have in common]**

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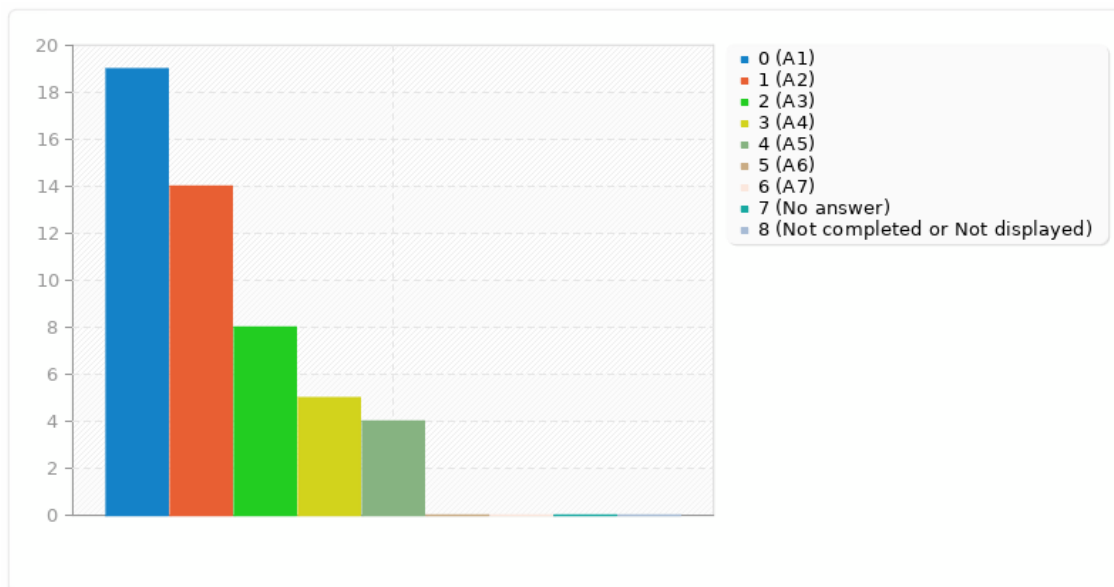
How important are the following factors for you to build trust with a new co-worker?

---

Answer	Count	Percentage
Not at all important (A1)	19	38.00%
Low importance (A2)	14	28.00%
Slightly important (A3)	8	16.00%
Somewhat important (A4)	5	10.00%
Moderately important (A5)	4	8.00%
Very important (A6)	0	0.00%
Extremely important (A7)	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G04Q23(SQ006)[What we have in common]

How important are the following factors for you to build trust with a new co-worker?



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Summary for G04Q23(SQ007)[Socializing and spending time with them outside of work:  
eating, drinking, enjoying time together]

How important are the following factors for you to build trust with a new co-worker?

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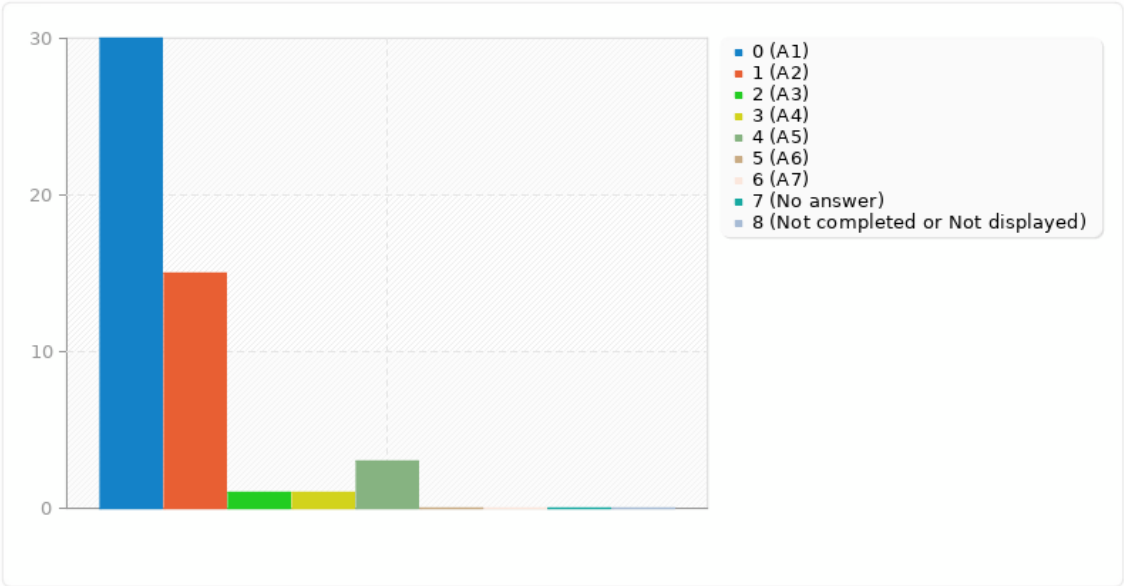
Answer	Count	Percentage
Not at all important (A1)	30	60.00%
Low importance (A2)	15	30.00%
Slightly important (A3)	1	2.00%
Somewhat important (A4)	1	2.00%
Moderately important (A5)	3	6.00%
Very important (A6)	0	0.00%
Extremely important (A7)	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%



Summary for G04Q23(SQ007)[Socializing and spending time with them outside of work:  
eating, drinking, enjoying time together]

How important are the following factors for you to build trust with a new co-worker?

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**Summary for G04Q23(SQ008)[Their abilities and experience]**

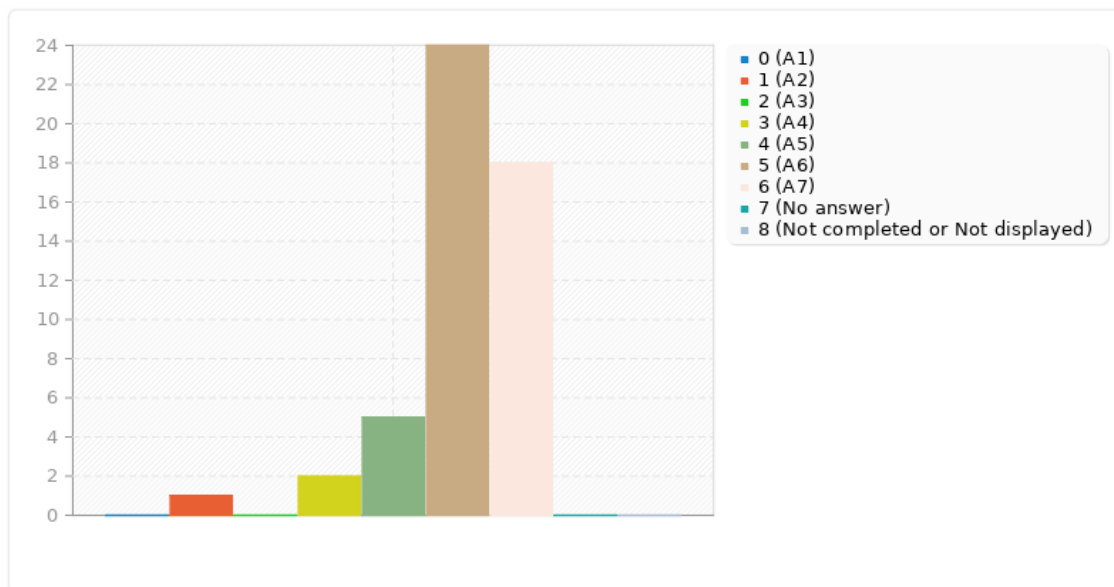
How important are the following factors for you to build trust with a new co-worker?

---

Answer	Count	Percentage
Not at all important (A1)	0	0.00%
Low importance (A2)	1	2.00%
Slightly important (A3)	0	0.00%
Somewhat important (A4)	2	4.00%
Moderately important (A5)	5	10.00%
Very important (A6)	24	48.00%
Extremely important (A7)	18	36.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G04Q23(SQ008)[Their abilities and experience]

How important are the following factors for you to build trust with a new co-worker?



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## Summary for G04Q24(SQ001)[People in higher positions avoid social interaction with people in lower positions]

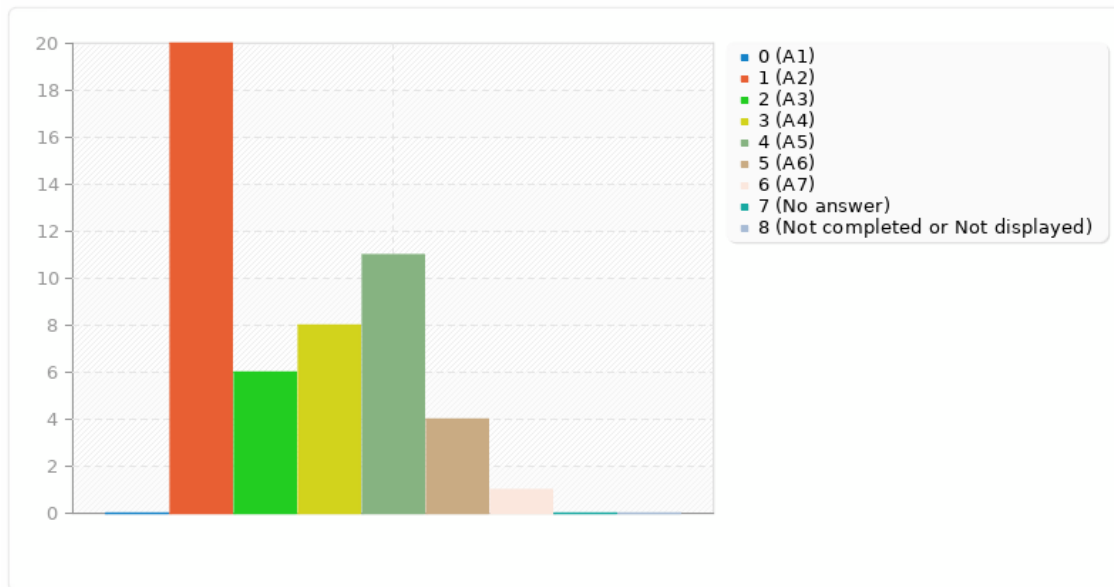
Please indicate the extent to which you agree with the following statements

---

Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	20	40.00%
Somewhat disagree (A3)	6	12.00%
Neither agree nor disagree (A4)	8	16.00%
Somewhat agree (A5)	11	22.00%
Agree (A6)	4	8.00%
Strongly agree (A7)	1	2.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G04Q24(SQ001)[People in higher positions avoid social interaction with people in lower positions]

Please indicate the extent to which you agree with the following statements



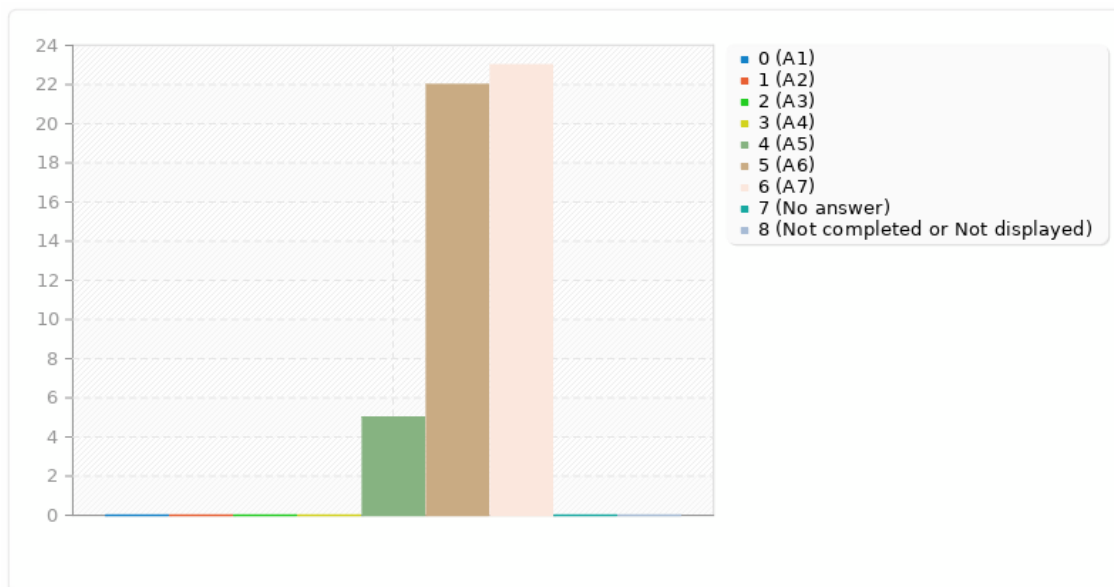
## Summary for G04Q24(SQ002)[People are encouraged to work toward shared goals]

Please indicate the extent to which you agree with the following statements

Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	0	0.00%
Somewhat disagree (A3)	0	0.00%
Neither agree nor disagree (A4)	0	0.00%
Somewhat agree (A5)	5	10.00%
Agree (A6)	22	44.00%
Strongly agree (A7)	23	46.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G04Q24(SQ002)[People are encouraged to work toward shared goals]

Please indicate the extent to which you agree with the following statements



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## Summary for G04Q24(SQ003)[Workers stay stagnant over time and do not develop their skills]

Please indicate the extent to which you agree with the following statements

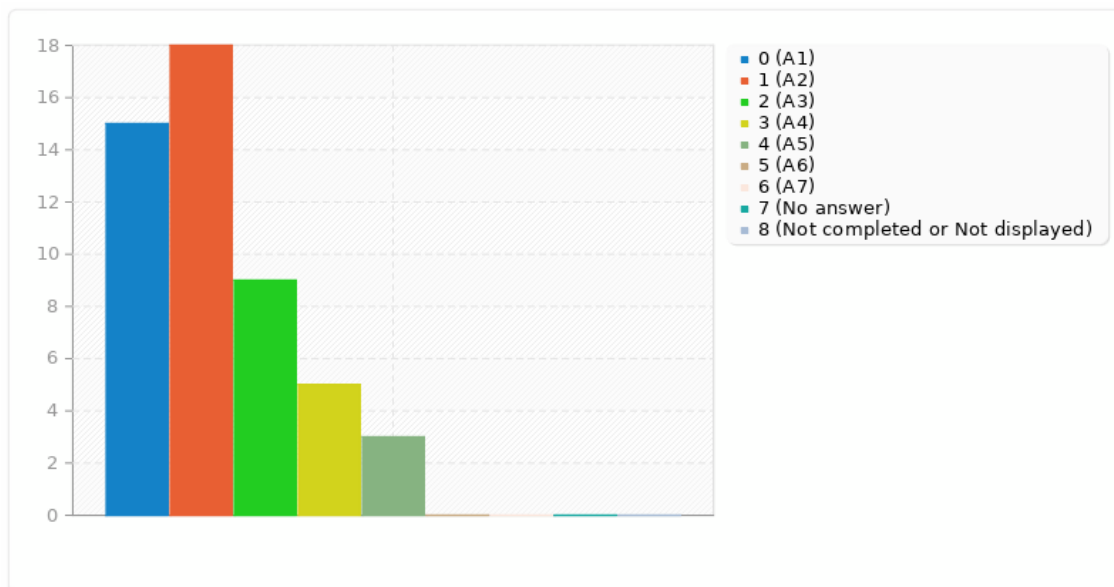
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Answer	Count	Percentage
Strongly disagree (A1)	15	30.00%
Disagree (A2)	18	36.00%
Somewhat disagree (A3)	9	18.00%
Neither agree nor disagree (A4)	5	10.00%
Somewhat agree (A5)	3	6.00%
Agree (A6)	0	0.00%
Strongly agree (A7)	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%



## Summary for G04Q24(SQ003)[Workers stay stagnant over time and do not develop their skills]

Please indicate the extent to which you agree with the following statements



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## Summary for G04Q24(SQ004)[Organizations do not take responsibility for the welfare of all employees]

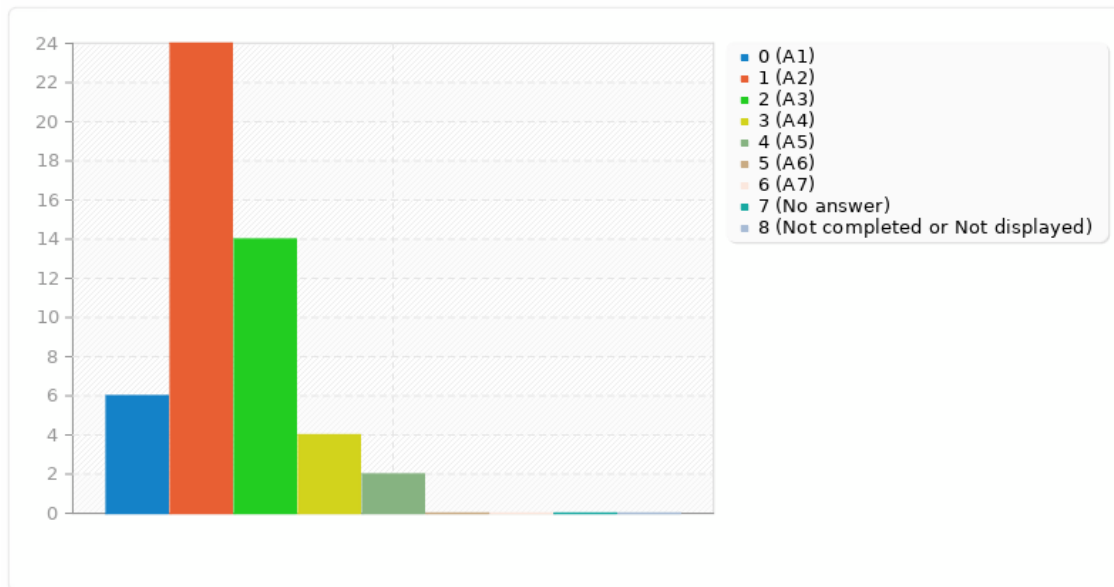
Please indicate the extent to which you agree with the following statements

---

Answer	Count	Percentage
Strongly disagree (A1)	6	12.00%
Disagree (A2)	24	48.00%
Somewhat disagree (A3)	14	28.00%
Neither agree nor disagree (A4)	4	8.00%
Somewhat agree (A5)	2	4.00%
Agree (A6)	0	0.00%
Strongly agree (A7)	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G04Q24(SQ004)[Organizations do not take responsibility for the welfare of all employees]

Please indicate the extent to which you agree with the following statements



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## Summary for G04Q24(SQ005)[Workers communicate openly with others regardless of their position of authority]

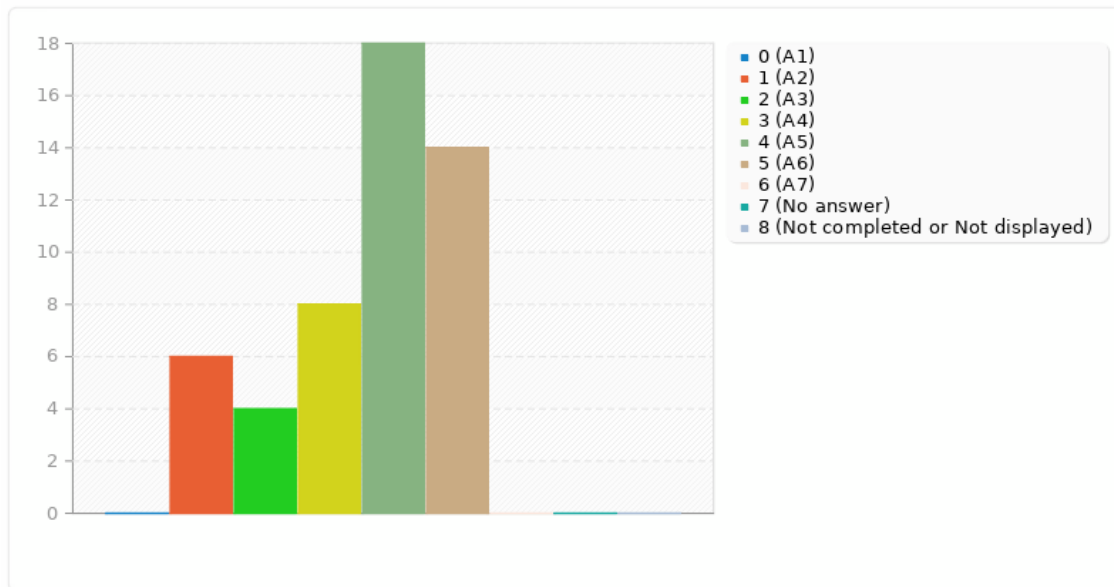
Please indicate the extent to which you agree with the following statements

---

Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	6	12.00%
Somewhat disagree (A3)	4	8.00%
Neither agree nor disagree (A4)	8	16.00%
Somewhat agree (A5)	18	36.00%
Agree (A6)	14	28.00%
Strongly agree (A7)	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G04Q24(SQ005)[Workers communicate openly with others regardless of their position of authority]

Please indicate the extent to which you agree with the following statements



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Summary for G04Q25(SQ001)[If someone in my organization makes a promise, others within the organization will almost always trust that the person will do his or her best to keep the promise]

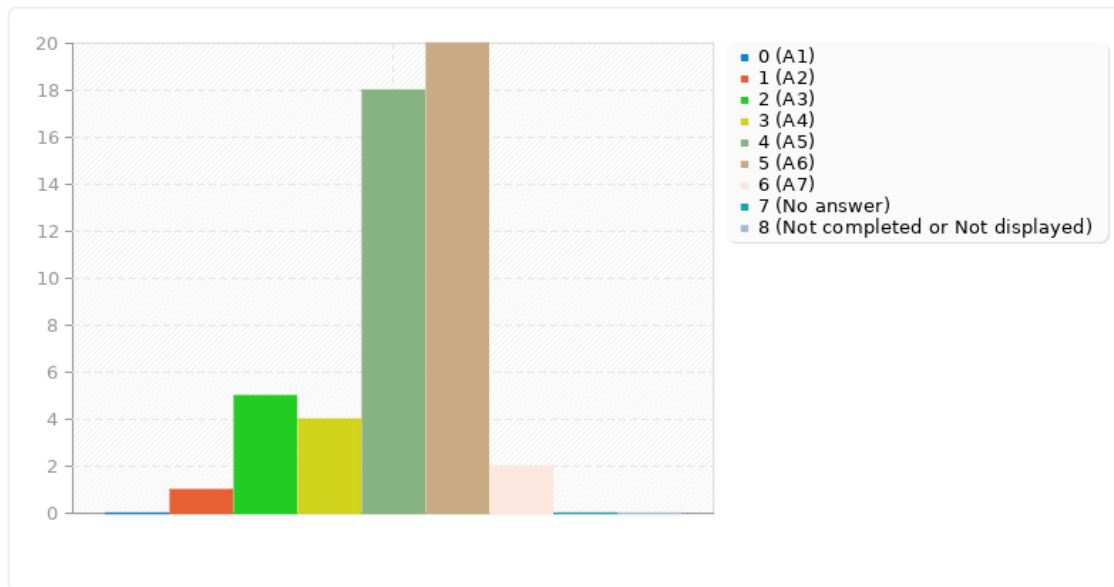
Please indicate the extent to which you agree with the following statements

---

Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	1	2.00%
Somewhat disagree (A3)	5	10.00%
Neither agree nor disagree (A4)	4	8.00%
Somewhat agree (A5)	18	36.00%
Agree (A6)	20	40.00%
Strongly agree (A7)	2	4.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

Summary for G04Q25(SQ001)[If someone in my organization makes a promise, others within the organization will almost always trust that the person will do his or her best to keep the promise]

Please indicate the extent to which you agree with the following statements



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## Summary for G04Q25(SQ002)[Managers in my organization trust their subordinates to make good decisions]

Please indicate the extent to which you agree with the following statements

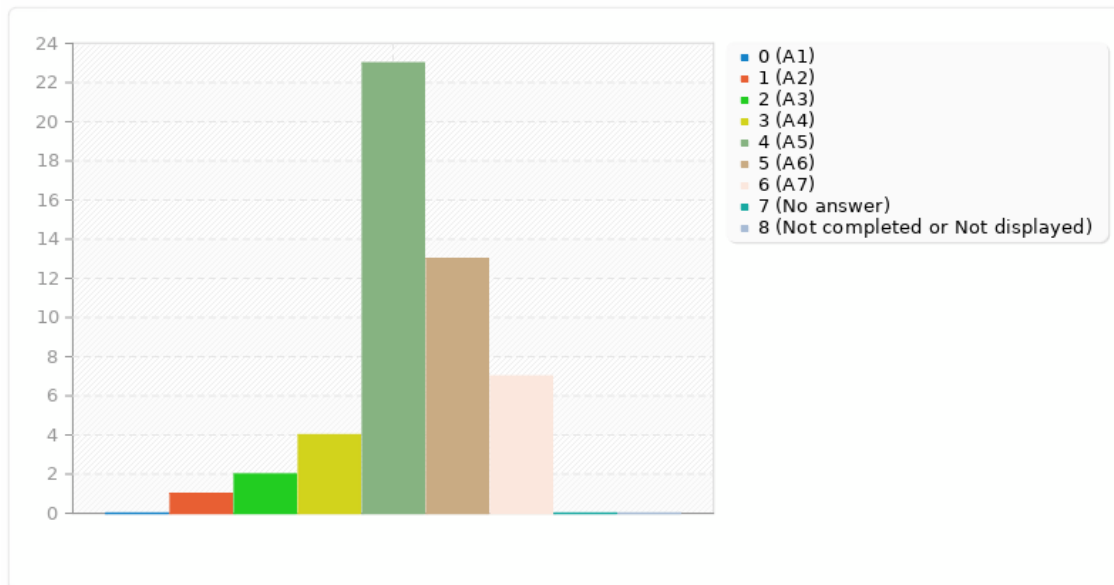
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Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	1	2.00%
Somewhat disagree (A3)	2	4.00%
Neither agree nor disagree (A4)	4	8.00%
Somewhat agree (A5)	23	46.00%
Agree (A6)	13	26.00%
Strongly agree (A7)	7	14.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%



## Summary for G04Q25(SQ002)[Managers in my organization trust their subordinates to make good decisions]

Please indicate the extent to which you agree with the following statements



---

## Summary for G04Q25(SQ003)[In my organization, subordinates have a great deal of trust in managers]

Please indicate the extent to which you agree with the following statements

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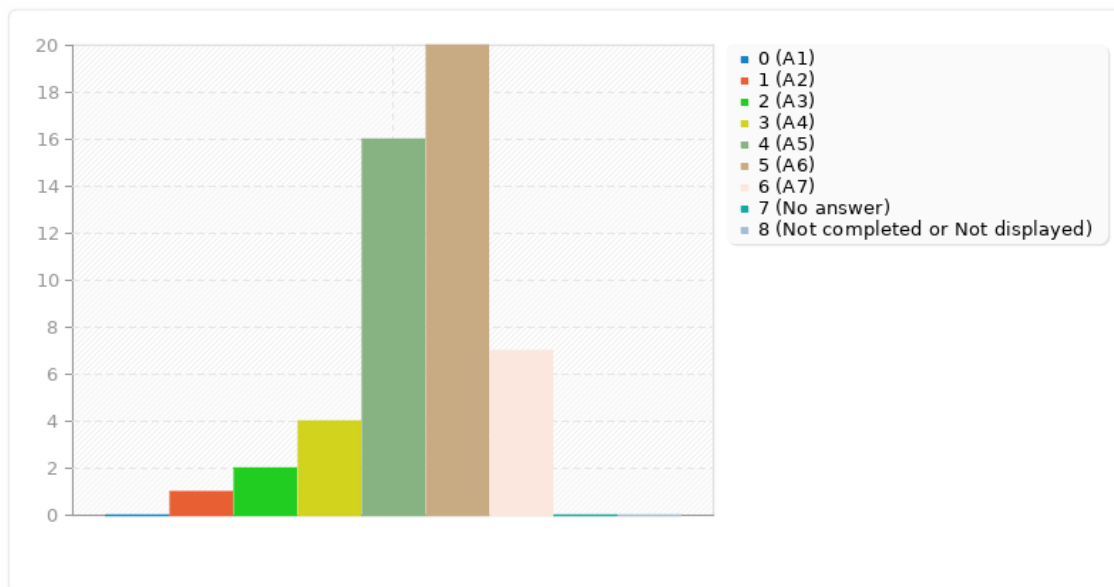
Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	1	2.00%
Somewhat disagree (A3)	2	4.00%
Neither agree nor disagree (A4)	4	8.00%
Somewhat agree (A5)	16	32.00%
Agree (A6)	20	40.00%
Strongly agree (A7)	7	14.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

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## Summary for G04Q25(SQ003)[In my organization, subordinates have a great deal of trust in managers]

Please indicate the extent to which you agree with the following statements

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## Summary for G04Q25(SQ004)[There is a very high level of trust throughout my organization]

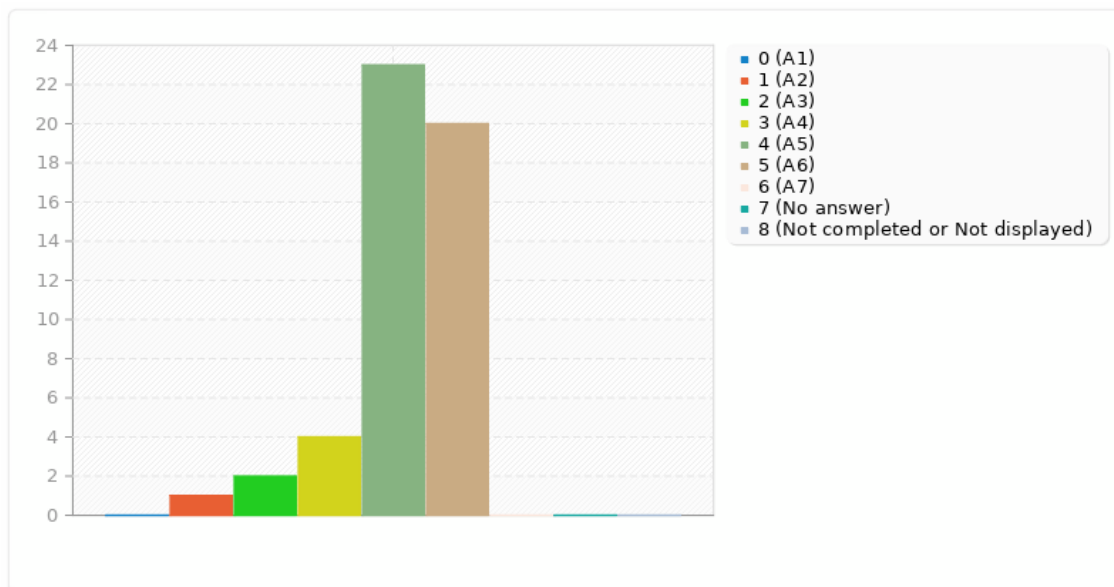
Please indicate the extent to which you agree with the following statements

---

Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	1	2.00%
Somewhat disagree (A3)	2	4.00%
Neither agree nor disagree (A4)	4	8.00%
Somewhat agree (A5)	23	46.00%
Agree (A6)	20	40.00%
Strongly agree (A7)	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G04Q25(SQ004)[There is a very high level of trust throughout my organization]

Please indicate the extent to which you agree with the following statements



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**Summary for G04Q26(SQ001)[People place more emphasis on]**

Please choose the option that best describes the situation below

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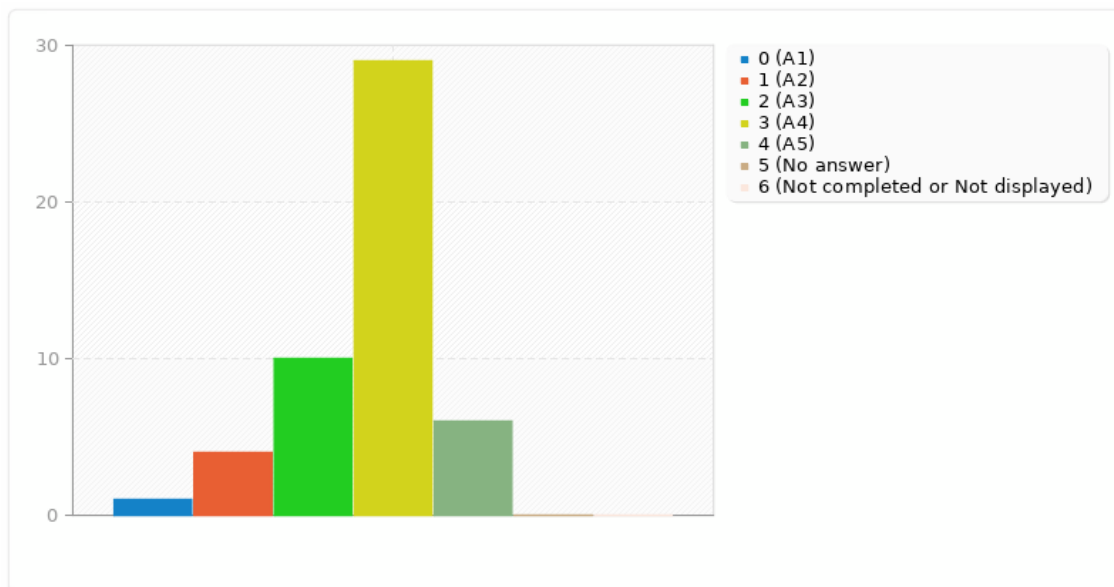
Answer	Count	Percentage
1- Solving current problems (A1)	1	2.00%
2 (A2)	4	8.00%
3 (A3)	10	20.00%
4 (A4)	29	58.00%
5- Planning for the future (A5)	6	12.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

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**Summary for G04Q26(SQ001)[People place more emphasis on]**

Please choose the option that best describes the situation below

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**Summary for G04Q27(SQ001)[What is valued more]**

Please choose the option that best describes the situation below

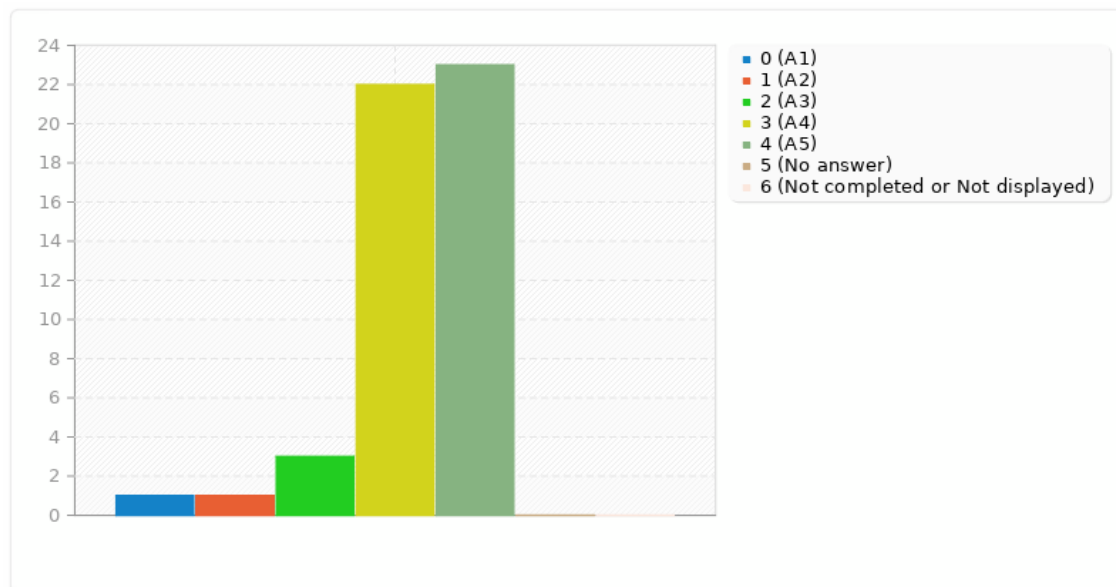
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Answer	Count	Percentage
1- Individualism (A1)	1	2.00%
2 (A2)	1	2.00%
3 (A3)	3	6.00%
4 (A4)	22	44.00%
5- Group cohesion (A5)	23	46.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%



## Summary for G04Q27(SQ001)[What is valued more]

Please choose the option that best describes the situation below



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**Summary for G04Q28(SQ001)[Followers are expected to]**

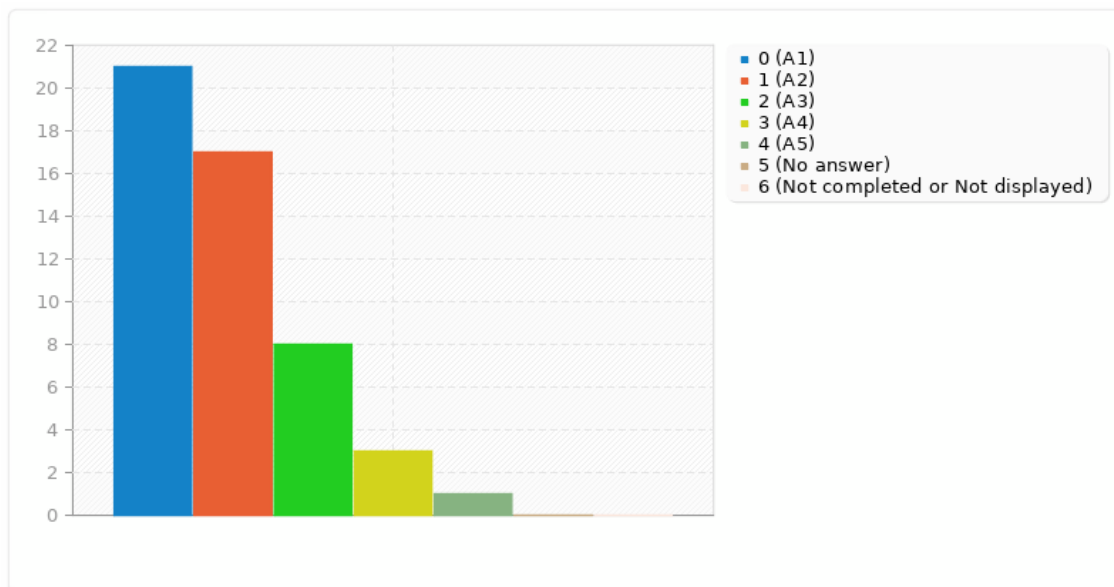
Please choose the option that best describes the situation below

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Answer	Count	Percentage
1- Speak up their mind when in disagreement (A1)	21	42.00%
2 (A2)	17	34.00%
3 (A3)	8	16.00%
4 (A4)	3	6.00%
5- Obey their leaders' orders without question (A5)	1	2.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G04Q28(SQ001)[Followers are expected to]

Please choose the option that best describes the situation below



---

**Summary for G04Q29(SQ001)[Being innovative to improve performance is generally]**

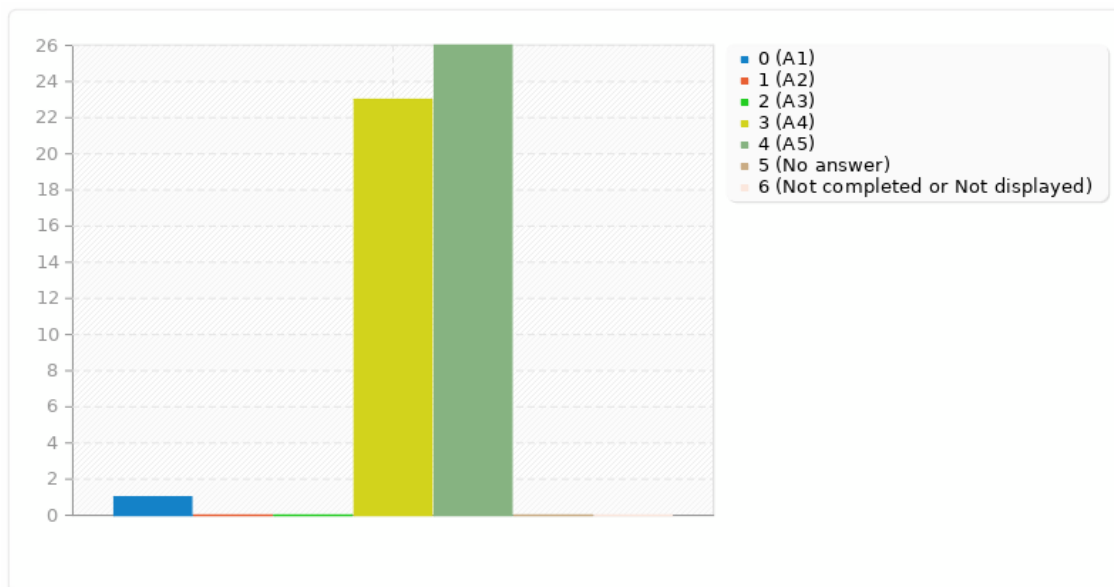
Please choose the option that best describes the situation below

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Answer	Count	Percentage
1- Not rewarded (A1)	1	2.00%
2 (A2)	0	0.00%
3 (A3)	0	0.00%
4 (A4)	23	46.00%
5- Substantially rewarded (A5)	26	52.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G04Q29(SQ001)[Being innovative to improve performance is generally]

Please choose the option that best describes the situation below



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**Summary for G04Q30(SQ001)[People are generally]**

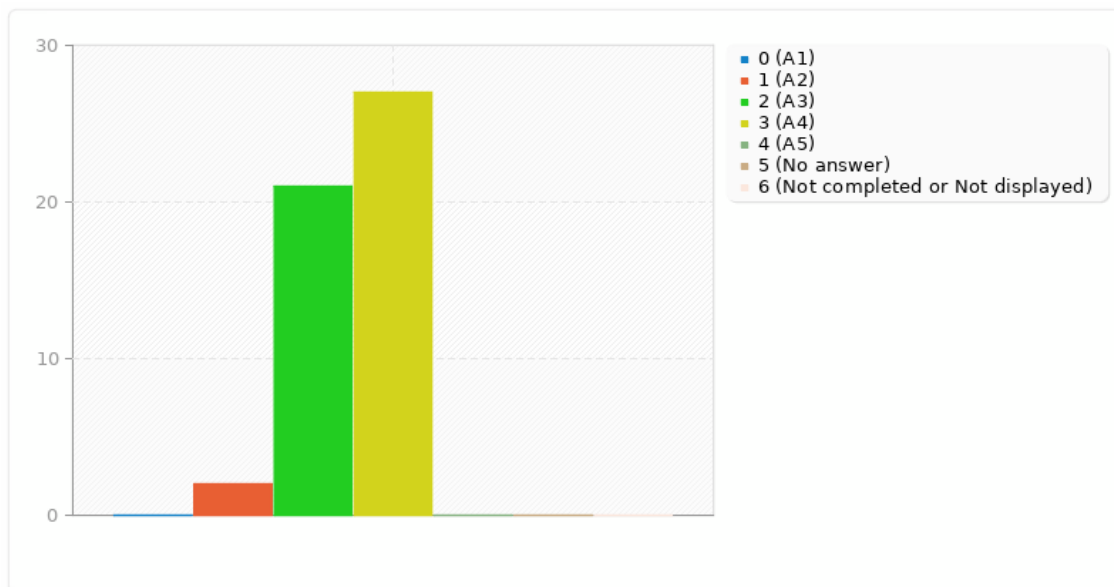
Please choose the option that best describes the situation below

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Answer	Count	Percentage
1- Not at all tolerant of mistakes (A1)	0	0.00%
2 (A2)	2	4.00%
3 (A3)	21	42.00%
4 (A4)	27	54.00%
5- Very tolerant of mistakes (A5)	0	0.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G04Q30(SQ001)[People are generally]

Please choose the option that best describes the situation below



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**Summary for G04Q31(SQ001)[People save for the future]**

Please choose the option that best describes the situation below

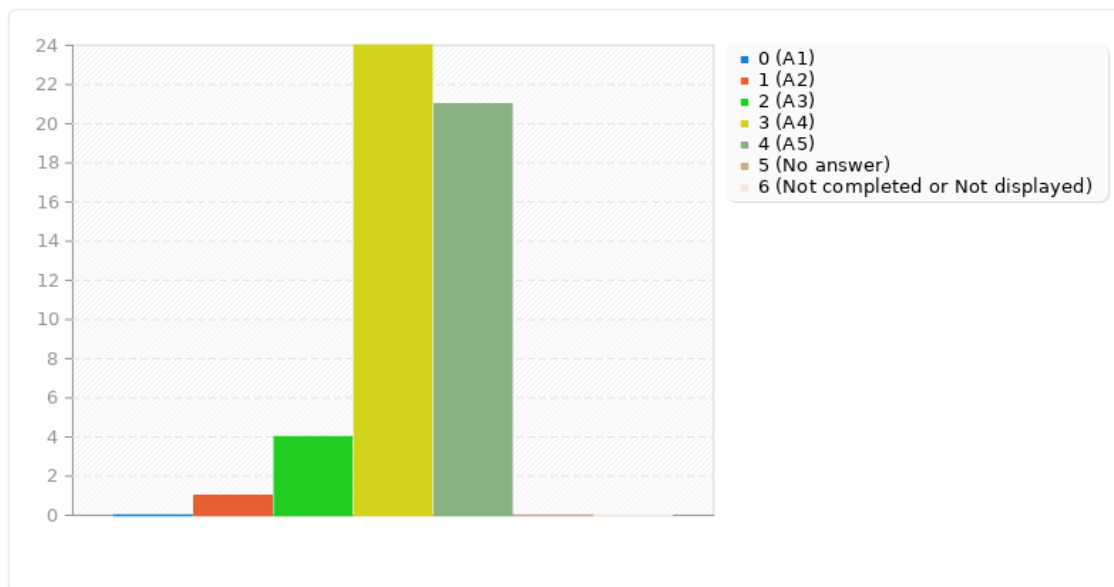
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Answer	Count	Percentage
1- Not at all (A1)	0	0.00%
2 (A2)	1	2.00%
3 (A3)	4	8.00%
4 (A4)	24	48.00%
5- Everyone does it (A5)	21	42.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%



## Summary for G04Q31(SQ001)[People save for the future]

Please choose the option that best describes the situation below



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Summary for G05Q32(SQ001)[I figure things out myself. I want to arrive independently at the conclusions I adhere to.]

It is important to me that...

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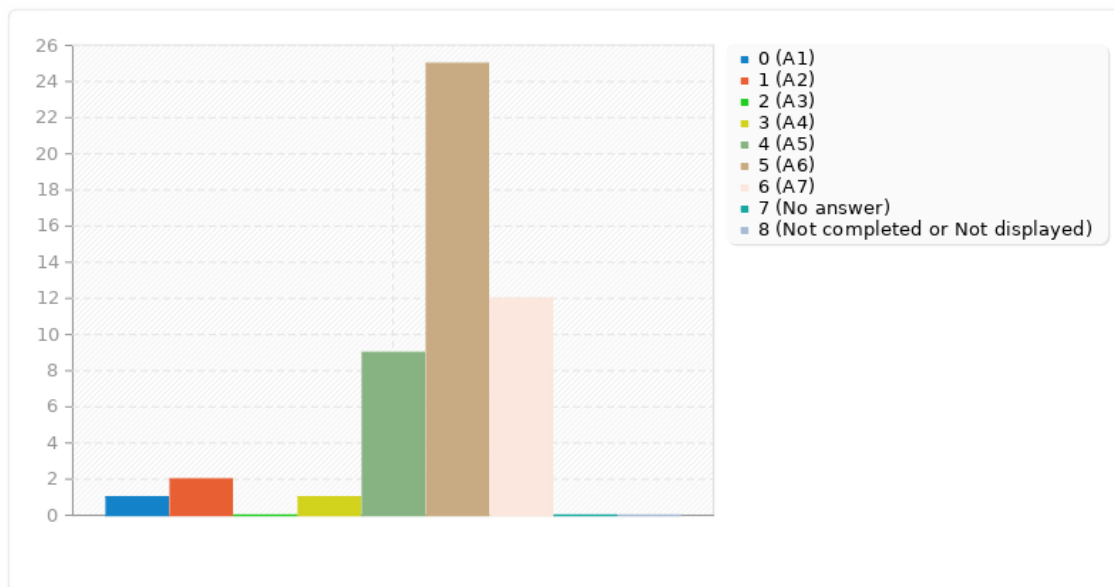
Answer	Count	Percentage
Strongly disagree (A1)	1	2.00%
Disagree (A2)	2	4.00%
Somewhat disagree (A3)	0	0.00%
Neither agree nor disagree (A4)	1	2.00%
Somewhat agree (A5)	9	18.00%
Agree (A6)	25	50.00%
Strongly agree (A7)	12	24.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

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Summary for G05Q32(SQ001)[I figure things out myself. I want to arrive independently at the conclusions I adhere to.]

It is important to me that...

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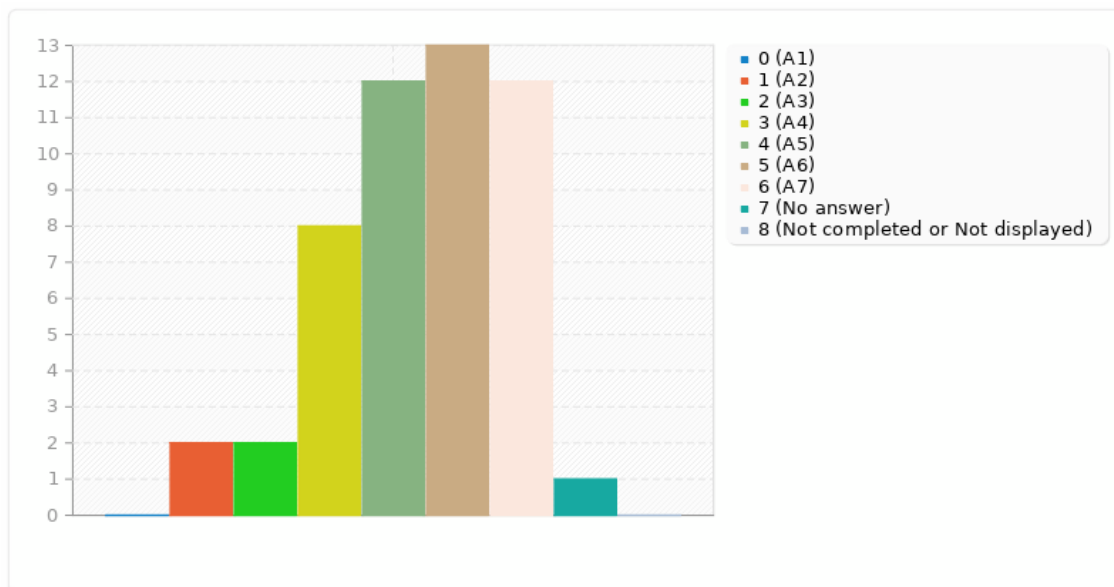
## Summary for G05Q32(SQ002)[I am successful in life. I want to be seen as a success.]

It is important to me that...

Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	2	4.00%
Somewhat disagree (A3)	2	4.00%
Neither agree nor disagree (A4)	8	16.00%
Somewhat agree (A5)	12	24.00%
Agree (A6)	13	26.00%
Strongly agree (A7)	12	24.00%
No answer	1	2.00%
Not completed or Not displayed	0	0.00%

## Summary for G05Q32(SQ002)[I am successful in life. I want to be seen as a success.]

It is important to me that...



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Summary for G05Q32(SQ003)[That everyone in society is treated fairly, even those whom I don't know or who are commonly regarded as troublesome.]

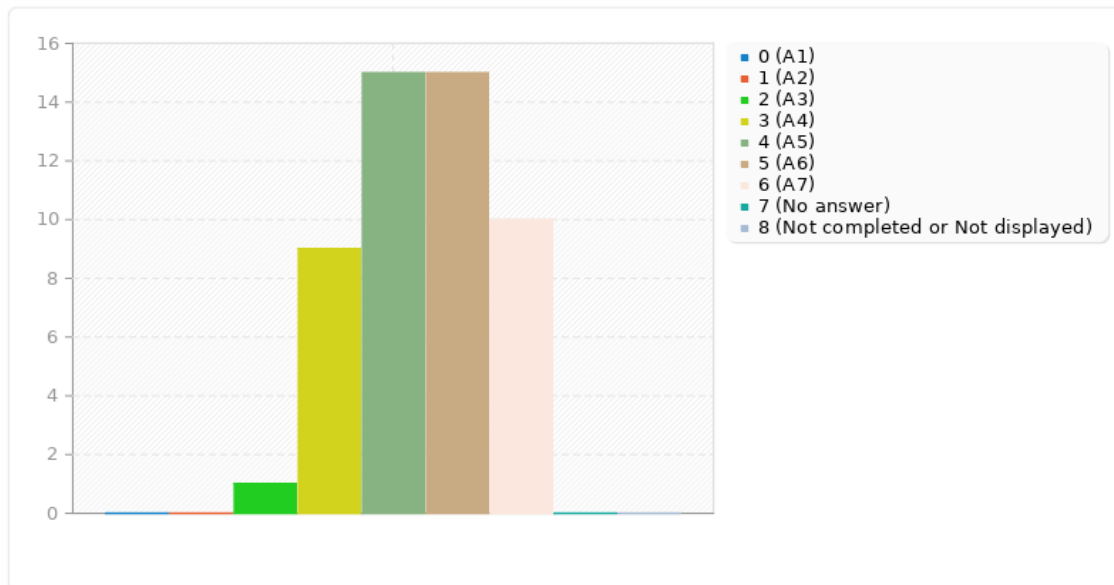
It is important to me that...

---

Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	0	0.00%
Somewhat disagree (A3)	1	2.00%
Neither agree nor disagree (A4)	9	18.00%
Somewhat agree (A5)	15	30.00%
Agree (A6)	15	30.00%
Strongly agree (A7)	10	20.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

Summary for G05Q32(SQ003)[That everyone in society is treated fairly, even those whom I don't know or who are commonly regarded as troublesome.]

It is important to me that...



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Summary for G05Q32(SQ004)[I follow the rules even when no one else is watching; that I am someone who is regarded as honorable.]

It is important to me that...

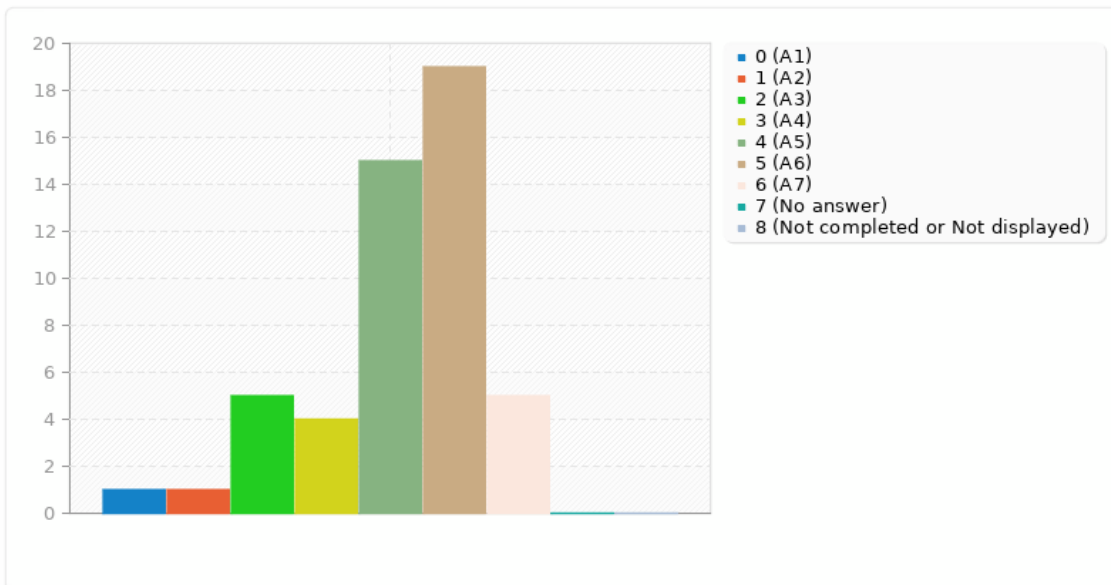
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Answer	Count	Percentage
Strongly disagree (A1)	1	2.00%
Disagree (A2)	1	2.00%
Somewhat disagree (A3)	5	10.00%
Neither agree nor disagree (A4)	4	8.00%
Somewhat agree (A5)	15	30.00%
Agree (A6)	19	38.00%
Strongly agree (A7)	5	10.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%



Summary for G05Q32(SQ004)[I follow the rules even when no one else is watching; that I am someone who is regarded as honorable.]

It is important to me that...



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Summary for G05Q32(SQ005)[I do things my own way. I want my life to have been the result of my own choices.]

It is important to me that...

---

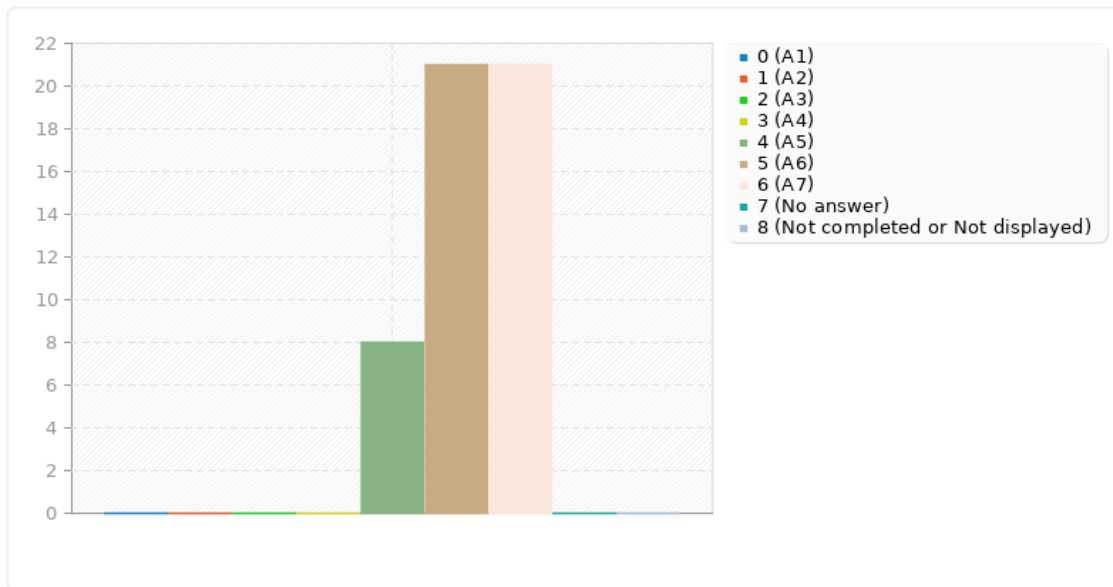
Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	0	0.00%
Somewhat disagree (A3)	0	0.00%
Neither agree nor disagree (A4)	0	0.00%
Somewhat agree (A5)	8	16.00%
Agree (A6)	21	42.00%
Strongly agree (A7)	21	42.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

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Summary for G05Q32(SQ005)[I do things my own way. I want my life to have been the result of my own choices.]

It is important to me that...

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Summary for G05Q32(SQ006)[I obey the laws of my country, even if I personally do not agree with them. I want to be someone who shows respect for the law.]

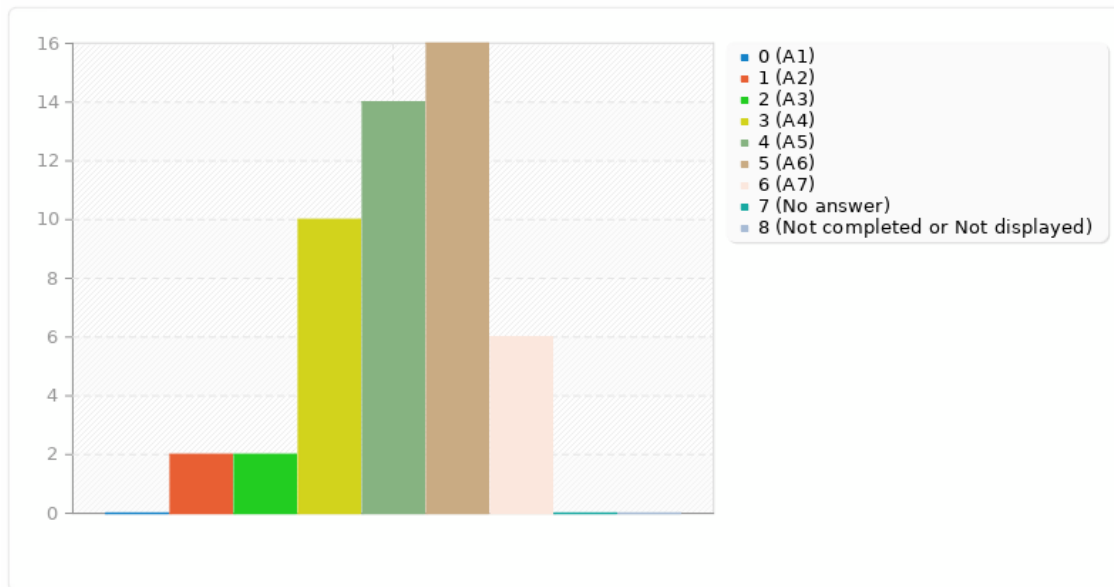
It is important to me that...

---

Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	2	4.00%
Somewhat disagree (A3)	2	4.00%
Neither agree nor disagree (A4)	10	20.00%
Somewhat agree (A5)	14	28.00%
Agree (A6)	16	32.00%
Strongly agree (A7)	6	12.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

Summary for G05Q32(SQ006)[I obey the laws of my country, even if I personally do not agree with them. I want to be someone who shows respect for the law.]

It is important to me that...



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Summary for G05Q32(SQ007)[I make my own decisions about my life. I want to be free to choose what I do.]

It is important to me that...

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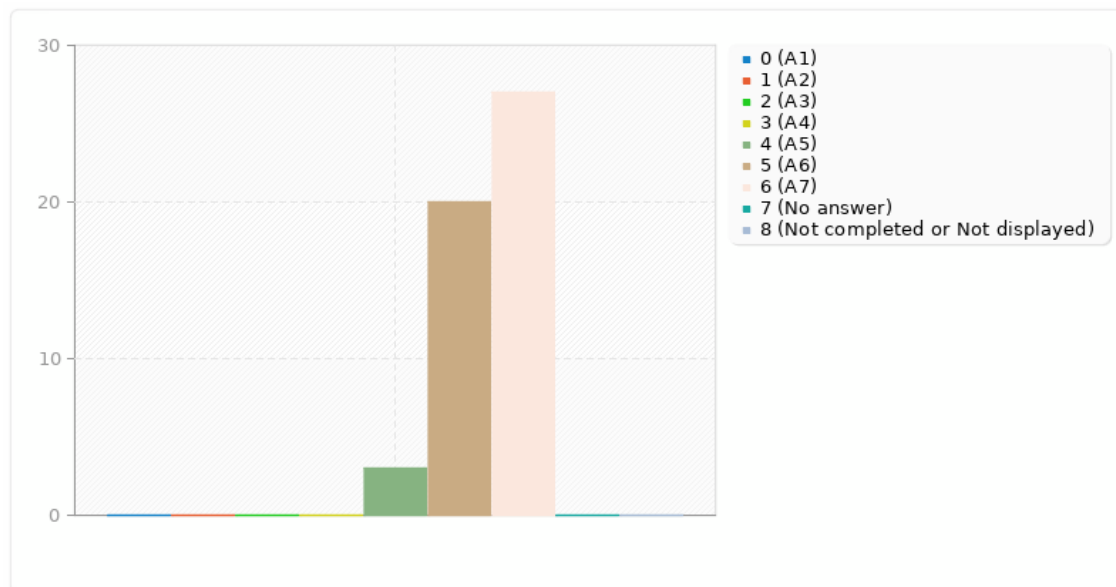
Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	0	0.00%
Somewhat disagree (A3)	0	0.00%
Neither agree nor disagree (A4)	0	0.00%
Somewhat agree (A5)	3	6.00%
Agree (A6)	20	40.00%
Strongly agree (A7)	27	54.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

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## Summary for G05Q32(SQ007)[I make my own decisions about my life. I want to be free to choose what I do.]

It is important to me that...

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Summary for G05Q32(SQ008)[I am recognized as a major player in my field. I want to be someone that others look to for instructions and advice.]

It is important to me that...

---

Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	3	6.00%
Somewhat disagree (A3)	5	10.00%
Neither agree nor disagree (A4)	11	22.00%
Somewhat agree (A5)	18	36.00%
Agree (A6)	10	20.00%
Strongly agree (A7)	3	6.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

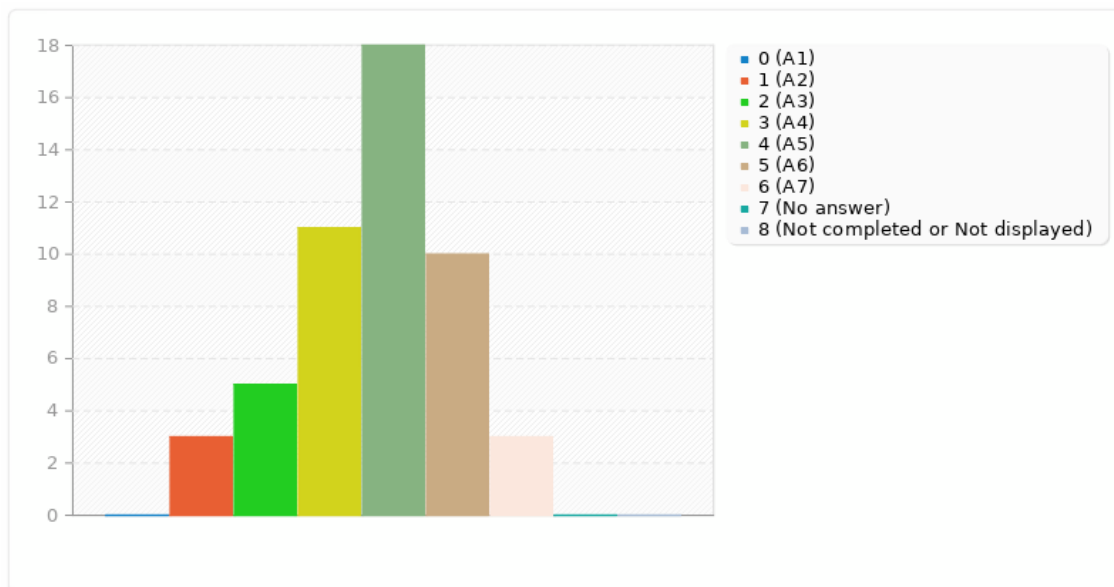


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Summary for G05Q32(SQ008)[I am recognized as a major player in my field. I want to be someone that others look to for instructions and advice.]

It is important to me that...

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Summary for G05Q32(SQ009)[I take the time to listen to people who disagree with me.  
Even when I disagree with them, I still want to understand.]

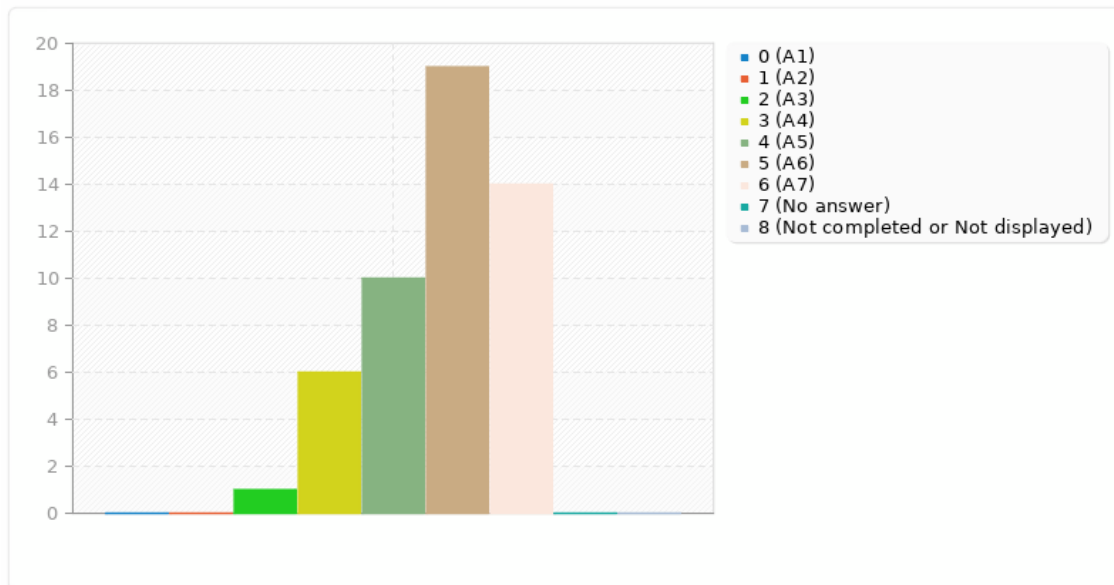
It is important to me that...

---

Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	0	0.00%
Somewhat disagree (A3)	1	2.00%
Neither agree nor disagree (A4)	6	12.00%
Somewhat agree (A5)	10	20.00%
Agree (A6)	19	38.00%
Strongly agree (A7)	14	28.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

Summary for G05Q32(SQ009)[I take the time to listen to people who disagree with me.  
Even when I disagree with them, I still want to understand.]

It is important to me that...



---

Summary for G05Q32(SQ010)[I am seen as a leader. I want to be seen as someone who is in charge.]

It is important to me that...

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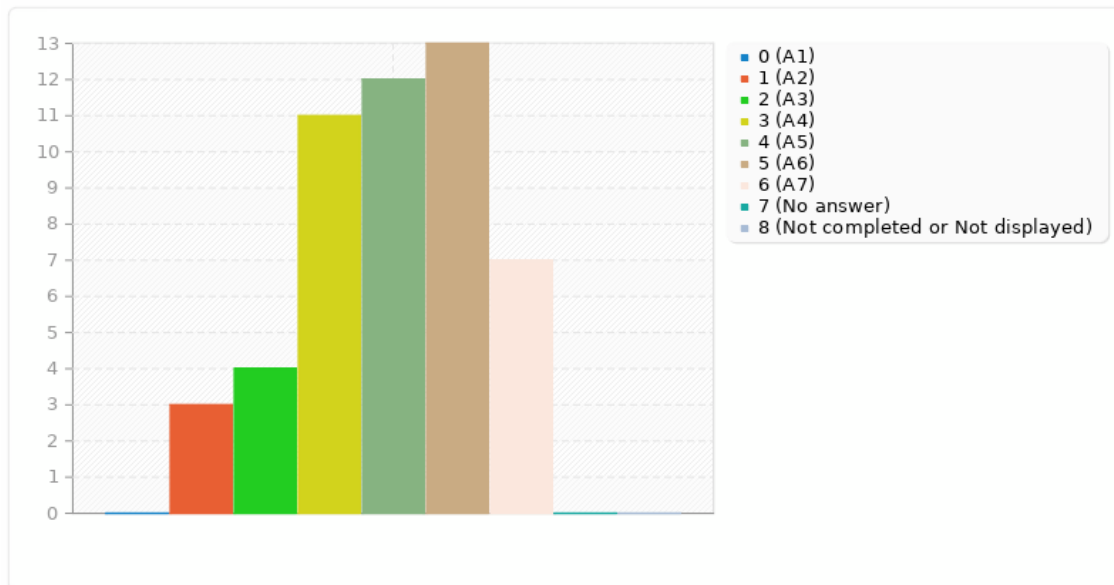
Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	3	6.00%
Somewhat disagree (A3)	4	8.00%
Neither agree nor disagree (A4)	11	22.00%
Somewhat agree (A5)	12	24.00%
Agree (A6)	13	26.00%
Strongly agree (A7)	7	14.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

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Summary for G05Q32(SQ010)[I am seen as a leader. I want to be seen as someone who is in charge.]

It is important to me that...

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Summary for G05Q32(SQ011)[I respond to the needs of others. I want to support those I know.]

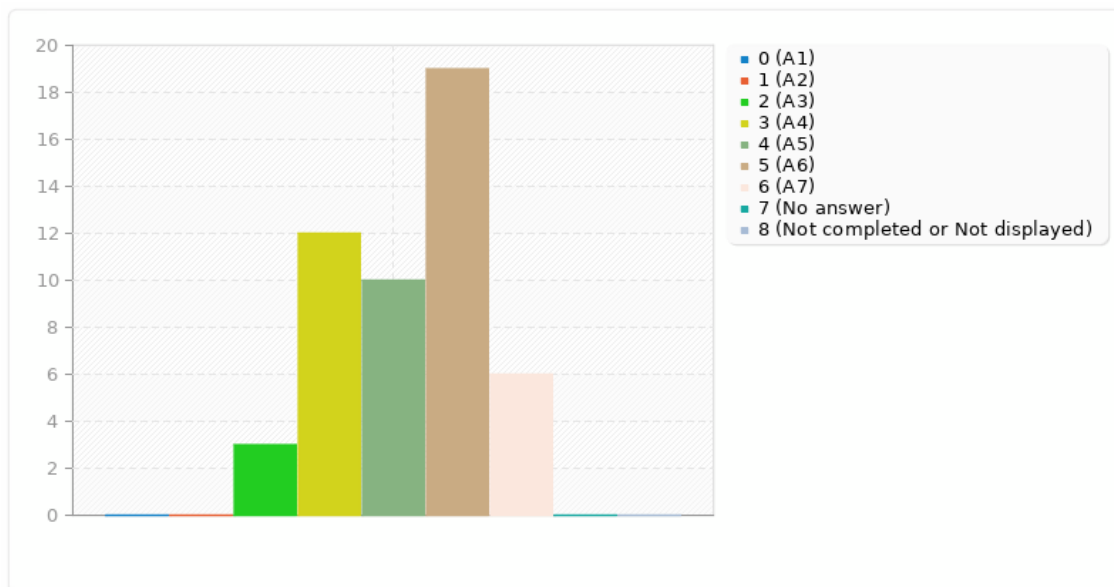
It is important to me that...

---

Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	0	0.00%
Somewhat disagree (A3)	3	6.00%
Neither agree nor disagree (A4)	12	24.00%
Somewhat agree (A5)	10	20.00%
Agree (A6)	19	38.00%
Strongly agree (A7)	6	12.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G05Q32(SQ011)[I respond to the needs of others. I want to support those I know.]

It is important to me that...



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Summary for G05Q32(SQ012)[I am ambitious with regard to my goals. I want to see what I am capable of.]

It is important to me that...

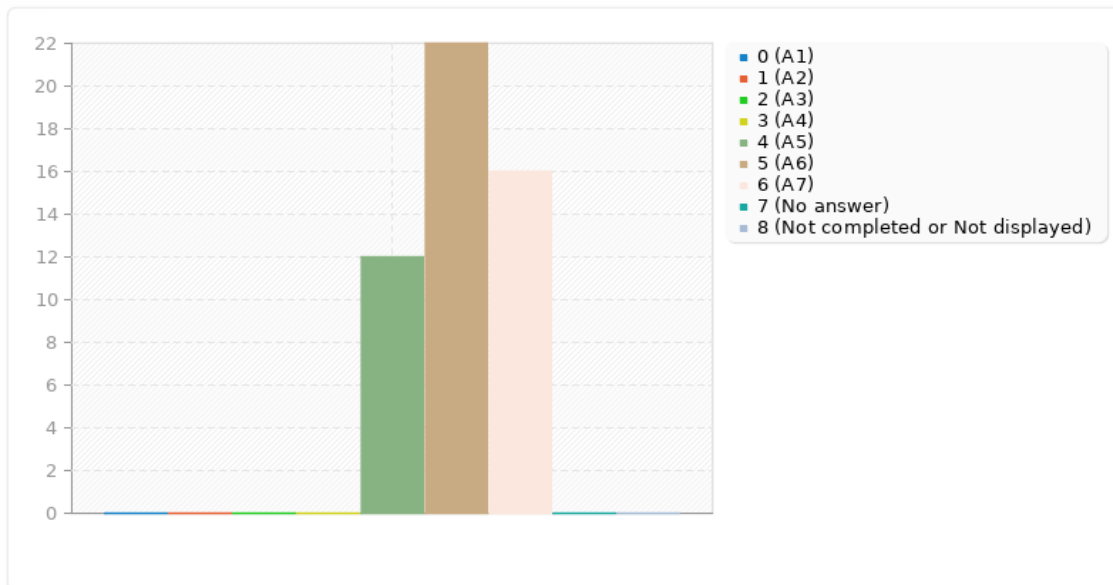
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Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	0	0.00%
Somewhat disagree (A3)	0	0.00%
Neither agree nor disagree (A4)	0	0.00%
Somewhat agree (A5)	12	24.00%
Agree (A6)	22	44.00%
Strongly agree (A7)	16	32.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%



## Summary for G05Q32(SQ012)[I am ambitious with regard to my goals. I want to see what I am capable of.]

It is important to me that...



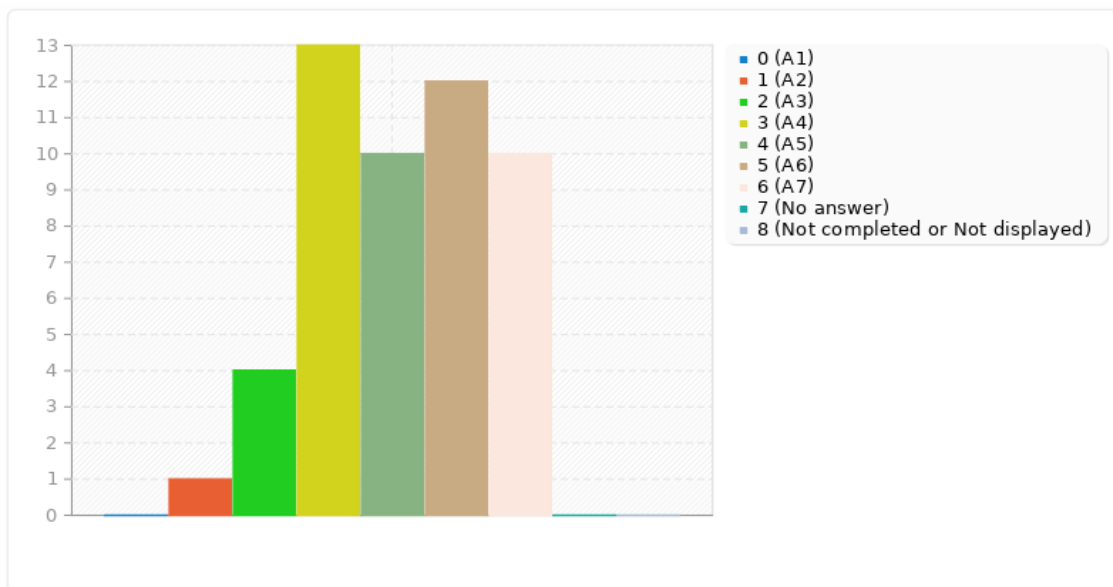
## Summary for G05Q32(SQ013)[I never violate rules or regulations; that I behave properly.]

It is important to me that...

Answer	Count	Percentage
Strongly disagree (A1)	0	0.00%
Disagree (A2)	1	2.00%
Somewhat disagree (A3)	4	8.00%
Neither agree nor disagree (A4)	13	26.00%
Somewhat agree (A5)	10	20.00%
Agree (A6)	12	24.00%
Strongly agree (A7)	10	20.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

## Summary for G05Q32(SQ013)[I never violate rules or regulations; that I behave properly.]

It is important to me that...



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Summary for G05Q32(SQ014)[I am humble and modest. I try not to draw attention to myself.]

It is important to me that...

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Answer	Count	Percentage
Strongly disagree (A1)	2	4.00%
Disagree (A2)	11	22.00%
Somewhat disagree (A3)	6	12.00%
Neither agree nor disagree (A4)	13	26.00%
Somewhat agree (A5)	11	22.00%
Agree (A6)	6	12.00%
Strongly agree (A7)	1	2.00%
No answer	0	0.00%
Not completed or Not displayed	0	0.00%

Summary for G05Q32(SQ014)[I am humble and modest. I try not to draw attention to myself.]

It is important to me that...

