

p value (black : positive correlation ; red : negative correlation	Don't bypass your boss upward (IVT 1)	Presumed Target Identification (IVT 2)	Don't embarrass the boss publicly (IVT 3)	Negative career consequences of voice (IVT 4)	Constructive Voice Behavior	Power Distance	Collectivist	Resistance to change	Core Self Evaluation Scale	Openess to change	Age
Don't bypass your boss upward (IVT 1)	0.000	0.000	0.000	0.000	0.021	0.006	0.675	0.002	0.046	0.241	0.222
Presumed Target Identification (IVT 2)	0.000	0.000	0.003	0.000	0.130	0.501	0.407	0.307	0.001	0.848	0.349
Don't embarrass the boss publicly (IVT 3)	0.000	0.003	0.000	0.053	0.836	0.002	0.487	0.063	0.111	0.203	0.687
Negative career consequences of voice (IVT 4)	0.000	0.000	0.053	0.000	0.027	0.045	0.412	0.135	0.034	0.589	0.106
Constructive Voice Behavior	0.021	0.130	0.836	0.027	0.000	0.026	0.728	0.000	0.086	0.001	0.018
Power Distance	0.006	0.501	0.002	0.045	0.026	0.000	0.698	0.621	0.283	0.216	0.092
Collectivist	0.675	0.407	0.487	0.412	0.728	0.698	0.000	0.172	0.670	0.175	0.330
Resistance to change	0.002	0.307	0.063	0.135	0.000	0.621	0.172	0.000	0.081	0.000	0.080
Core Self Evaluation Scale	0.046	0.001	0.111	0.034	0.086	0.283	0.670	0.081	0.000	0.045	0.868
Openess to change	0.241	0.848	0.203	0.589	0.001	0.216	0.175	0.000	0.045	0.000	0.242
Age	0.222	0.349	0.687	0.106	0.018	0.092	0.330	0.080	0.868	0.242	0.000

	Don't bypass your boss upward (IVT 1)	Presumed Target Identification (IVT 2)	Don't embarrass the boss publicly (IVT 3)	Negative career consequences of voice (IVT 4)	Constructive Voice Behavior	Power Distance	Collectivist	Resistance to change	Core Self Evaluation Scale	Openess to change	Age
Don't bypass your boss upward (IVT 1)	1.000	0.405	0.452	0.475	-0.233	0.278	-0.043	0.315	-0.203	-0.120	0.125
Presumed Target Identification (IVT 2)	0.405	1.000	0.300	0.464	-0.155	0.069	0.085	0.105	-0.318	-0.020	-0.096
Don't embarrass the boss publicly (IVT 3)	0.452	0.300	1.000	0.197	-0.021	0.310	0.072	0.189	-0.163	-0.131	-0.042
Negative career consequences of voice (IVT 4)	0.475	0.464	0.197	1.000	-0.224	0.204	0.084	0.153	-0.216	0.056	0.165
Constructive Voice Behavior	-0.233	-0.155	-0.021	-0.224	1.000	-0.226	-0.036	-0.536	0.175	0.327	-0.238
Power Distance	0.278	0.069	0.310	0.204	-0.226	1.000	-0.040	0.051	0.110	-0.127	0.172
Collectivist	-0.043	0.085	0.072	0.084	-0.036	-0.040	1.000	0.140	-0.044	-0.139	0.100
Resistance to change	0.315	0.105	0.189	0.153	-0.536	0.051	0.140	1.000	-0.178	-0.507	0.179
Core Self Evaluation Scale	-0.203	-0.318	-0.163	-0.216	0.175	0.110	-0.044	-0.178	1.000	0.204	0.017
Openess to change	-0.120	-0.020	-0.131	0.056	0.327	-0.127	-0.139	-0.507	0.204	1.000	-0.120
Age	0.125	-0.096	-0.042	0.165	-0.238	0.172	0.100	0.179	0.017	-0.120	1.000