

Personal Cultural Style

Strongly Disagree 1 2 3 4 5 Strongly Agree

	Egalitarian Hierarchical	Group Focus	Relationship Focus	Communication Style	Time Orientation	Change Tolerance	Motivation /Work-life Balance
A	4	1	4	2	5	4	5
B	2	2	3	2	3	5	5
C	3	3	4	2	5	4	4
D	3	2	2	1	4	4	4
E	1	2	1	1	5	5	5
Totals	13	10	14	8	21	22	23
Quadrant	Midpoint	Low	Midpoint	Low	Very High	Very High	Very High
Preference	Balanced	Individual (slight)	Balanced	Direct (Slight)	Controlled (strong)	Internal (Strong)	Balance (Strong)

Low	1-5	6-10	Mid 11-14	15-19	20-25	High
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CW. Model, Managing Across Cultures by Charlene M. Solomon & Michael S. Schell.