

Self-Assessment: Can You Identify Personality Traits From Blogging Words?

The source of this scale is: Steven L. McShane, University of Western Australia, based on information reported in: T. Yarkoni, "Personality in 100,000 Words: A Large-Scale Analysis of Personality and Word Use among Bloggers," *Journal of Research in Personality* 44, no. 3 (2010), 363-373.

Below is a list of 25 words that were commonly found in several hundred weblogs. How often each word was used was associated with the blog author's personality.

Instructions:

Select the Big Five personality dimension of authors who are most likely to use each word in their weblogs. For example, select "extraversion" for words that you think are used more often by blog authors with high extraversion than by blog authors with other dominant personalities.

1. adventure

- ☐ Conscientiousness
- ☐ Agreeableness
- ☐ Neuroticism
- ☐ Openness
- ☐ Extraversion

2. art

- ☐ Conscientiousness
- ☐ Agreeableness
- ☐ Neuroticism
- ☐ Openness
- ☐ Extraversion

3. awful

- ☐ Conscientiousness
- ☐ Agreeableness
- ☐ Neuroticism
- ☐ Openness
- ☐ Extraversion

4. bar

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

5. beautiful

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

6. completed

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

7. countless

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

8. crowd

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

9. dancing

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

10. depressing

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

11. drinks

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

12. enjoying

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

13. folk

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

14. humans

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

15. irony

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

16. lazy

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

17. narrative

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

18. poet

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

19. ready

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

20. routine

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

21. share

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

22. spring

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

23. together

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

24. wonderful

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

25. worse

- Conscientiousness
- Agreeableness
- Neuroticism
- Openness
- Extraversion

Understanding Your Score on the Personality in Blog Words Self-Assessment

	Low percentage correct	Moderate percentage correct	High percentage correct	
0	0-49	50-74	75-100	100

This self-assessment estimates how well you can identify the personality of weblog authors from the words they use in their blogs. The overall score and graphic display indicate the percentage of words that you identified correctly with the corresponding personality dimension. In addition, you can see the percentage of words that you identified correctly for each of the five personality dimensions.

This self-assessment illustrates the importance of personality in many aspects of our lives. In this case, personality predicts the language we use in weblogs and related writing. Using sophisticated software and algorithms, a few companies are even researching blogs, social media sites (such as Facebook), and other public domains to estimate the dominant personality traits of the job applicants who created those sites.

Scoring:

Consciousness – Questions 1, 6, 12, 19, 20

Agreeableness – Questions 5, 21, 22, 23, 24

Neuroticism – Questions 3, 10, 15, 16, 25

Openness – Questions 2, 13, 14, 17, 18

Extraversion – Questions 4, 7, 8, 9, 11

Each correct answer adds 4 points to the “Blog Words Self-Assessment” scale.

What is Your Big Five personality?

Source:

G. Saucier. (1994). Mini-markers: A brief version of Goldberg's unipolar big-five markers. *Journal of Personality Assessment*, 63 (3), 506-516

[Ed: Please add any other permission notation as required.]

Instructions

The five-factor model (FFM), also known as the “Big Five” personality dimensions, provides the most robust set of personality groups available. These five personality dimensions cluster dozens of personality traits into five categories.

This self-assessment estimates your self-assessed tendencies regarding each of these Big Five personality dimensions. To complete this instrument, indicate the extent to which each of the 40 words listed below accurately or inaccurately describes you. Think of yourself generally or typically, as compared with other persons you know of the same gender and of roughly your same age.

Scale Items and Responses

[Ed: Please use the words and response levels provided below to create the online scale. The responses should likely be shown as a pull-down menu beside each word. The response menu should show only the response words (e.g., “Extremely Inaccurate”), NOT the numbers shown above the

1	2	3	4	5	6	7	8	9
Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Slightly Inaccurate	Neither Inaccurate nor Accurate	Slightly Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
<input type="text"/> Bashful		<input type="text"/> Energetic		<input type="text"/> Moody		<input type="text"/> Systematic		
<input type="text"/> Bold		<input type="text"/> Envious		<input type="text"/> Organized		<input type="text"/> Talkative		
<input type="text"/> Careless		<input type="text"/> Extraverted		<input type="text"/> Philosophical		<input type="text"/> Temperamental		
<input type="text"/> Cold		<input type="text"/> Fretful		<input type="text"/> Practical		<input type="text"/> Touchy		
<input type="text"/> Complex		<input type="text"/> Harsh		<input type="text"/> Quiet		<input type="text"/> Uncreative		
<input type="text"/> Cooperative		<input type="text"/> Imaginative		<input type="text"/> Relaxed		<input type="text"/> Unenvious		
<input type="text"/> Creative		<input type="text"/> Inefficient		<input type="text"/> Rude		<input type="text"/> Unintellectual		
<input type="text"/> Deep		<input type="text"/> Intellectual		<input type="text"/> Shy		<input type="text"/> Unsympathetic		
<input type="text"/> Disorganized		<input type="text"/> Jealous		<input type="text"/> Sloppy		<input type="text"/> Warm		
<input type="text"/> Efficient		<input type="text"/> Kind		<input type="text"/> Sympathetic		<input type="text"/> Withdrawn		

responses.]

Scoring

[Ed: This instrument produces five (5) scores, one for each dimension, each consisting of eight words, as indicated below. Also, some words are reverse scored on the 9-point scale, also as indicated.]

Direct scoring: (as shown above: 1=Extremely inaccurate to 9=Extremely accurate)

Reverse Scoring (R): (reverse of above: 9=Extremely inaccurate to 1=Extremely accurate)

NOTE: (R) indicates that word's response has reverse scoring.

Dimension: Consciousness

Careless (R)

Disorganized (R)

Efficient

Inefficient (R)

Organized

Practical

Sloppy (R)

Systematic

Dimension: Agreeableness

Cold (R)

Cooperative

Harsh (R)

Kind

Rude (R)

Sympathetic

Unsympathetic (R)

Warm

Dimension: Neuroticism

Envious

Fretful

Jealous

Moody

Relaxed (R)

Temperamental

Touchy

Unenvious (R)

Dimension: Openness to Experience

Complex
Creative
Deep
Imaginative
Intellectual
Philosophical
Uncreative (R)
Unintellectual (R)

Dimension: Extraversion

Bashful (R)
Bold
Energetic
Extroverted
Quiet (R)
Shy (R)
Talkative
Withdrawn (R)

Scale Reporting

[Ed: The student's scores and interpretation on each of the five personality dimensions should appear both numerically and in the graphic feedback bar found in past McShane OLC and Connect materials. The graphic bars should NOT have any divisions or sections, just a red arrow showing the person's score and "Low" and "High" at each end of the range. The results should also show the individual's actual score as a number. All scales have a range from 8 to 72.

Understanding Your Score on the Big Five Personality Self-Assessment

[Ed: Along with the scores described above, please insert the following documentation on the debriefing web page. Insert each description immediately above or below the graphic and numerical score corresponding to that dimension.]

Conscientiousness

Conscientiousness is characterized by people who are more industrious, reliable, goal-focused, achievement striving, dependable, organized, thorough, and persistent. Among the five broad personality dimensions in the five factor model, conscientiousness is the best predictor of overall job performance. People with high conscientiousness are more motivated because they are more goal-oriented and an internal drive to achieve. They also have a stronger sense of duty in employment relationships, so try harder and behave more dependably because these behaviors are consistent with

their self-concept. Norms vary from one group to the next. The average score on this dimension for one large group of students was 50.

Agreeableness

Agreeableness represents a person's tendency to feel and show warmth, friendliness, kindness, and empathy in social interactions. People with high agreeableness are sensitive to and show empathy towards others, give high priority to the needs and expectations of others, and avoid behaviors that harm others. This personality dimension consists of both an emotional affiliation with others and a more reasoned consideration of and respect for others' needs and desires. People with high agreeableness tend to be effective and enjoy working in positions that require care and reducing conflict with others. Norms vary from one group to the next. The average score on this dimension for one large group of students was 57.

Neuroticism

Neuroticism refers to people who tend to feel more anxious and stressed, and form more negative expectations and attitudes toward themselves and situations. People with higher neuroticism tend to have more difficulty handling challenging situations and are less paced in their analysis of problems or opportunities. Norms vary from one group to the next. The average score on this dimension for one large group of students was 33.

Openness to Experience

Openness to experience is the least well-understood of the "Big Five" dimensions, and has not been as good a predictor of performance or other job outcomes. People with higher openness to experience tend to be more imaginative, independent, and variety seeking. They like to discover new places, ideas, and practices, whereas those with low openness to experience prefer the stability and predictability of known and conventional practices and events. Those with high openness to experience are usually more creative and dislike protocols and routine procedures. Norms vary from one group to the next. The average score on this dimension for one large group of students was 53.

Extraversion

Extraversion characterizes people who are outgoing, talkative, sociable, and assertive. It includes several facets, including friendliness, gregariousness, assertiveness, activity level, excitement-seeking, and cheerfulness. The opposite of extraversion is introversion, which refers to the personality characteristics of being quiet, shy, and cautious. Introverts are more inclined to direct their interests to ideas than to social events. Norms vary from one group to the next. The average score on this dimension for one large group of students was 47.

Self-Assessment: Are you Introverted or Extroverted?

The source of this scale is: Adapted from instruments described and/or presented in: Goldberg, L. R., Johnson, J. A., Eber, H. W., Hogan, R., Ashton, M. C., Cloninger, C. R., & Gough, H. C. (2006). The International Personality Item Pool and the future of public-domain personality measures. *Journal of Research in Personality*, 40, 84-96.

One of the most widely studied and discussed personality dimensions in the Five-Factor (Big Five) model of personality is introversion-extroversion. Introversion characterizes people who tend to be quiet, shy, and cautious. Extroversion characterizes people who tend to be outgoing, talkative, sociable, and assertive.

Instructions:

Please read each of the statements below and indicate the extent to which each statement accurately describes you. The official name for this scale is the "IPIP Introversion-Extroversion Scale" This instrument has 10 items.

1. I feel comfortable around people.

- ☐ Very accurate description of me
- ☐ Moderately accurate
- ☐ Neither accurate nor inaccurate
- ☐ Moderately inaccurate
- ☐ Very inaccurate description of me

2. I make friends easily.

- ☐ Very accurate description of me
- ☐ Moderately accurate
- ☐ Neither accurate nor inaccurate
- ☐ Moderately inaccurate
- ☐ Very inaccurate description of me

3. I keep in the background.

- ☐ Very accurate description of me
- ☐ Moderately accurate
- ☐ Neither accurate nor inaccurate
- ☐ Moderately inaccurate
- ☐ Very inaccurate description of me

4. I don't talk a lot.

- ☐ Very accurate description of me
- ☐ Moderately accurate
- ☐ Neither accurate nor inaccurate
- ☐ Moderately inaccurate
- ☐ Very inaccurate description of me

5. I would describe my experiences as somewhat dull.

- ☐ Very accurate description of me
- ☐ Moderately accurate
- ☐ Neither accurate nor inaccurate
- ☐ Moderately inaccurate
- ☐ Very inaccurate description of me

6. I know how to captivate people.

- ☐ Very accurate description of me
- ☐ Moderately accurate
- ☐ Neither accurate nor inaccurate
- ☐ Moderately inaccurate
- ☐ Very inaccurate description of me

7. I don't like to draw attention to myself.

- ☐ Very accurate description of me
- ☐ Moderately accurate
- ☐ Neither accurate nor inaccurate
- ☐ Moderately inaccurate
- ☐ Very inaccurate description of me

8. I am the life of the party.

- ☐ Very accurate description of me
- ☐ Moderately accurate
- ☐ Neither accurate nor inaccurate
- ☐ Moderately inaccurate
- ☐ Very inaccurate description of me

9. I am skilled in handling social situations.

- Very accurate description of me
- Moderately accurate
- Neither accurate nor inaccurate
- Moderately inaccurate
- Very inaccurate description of me

10. I have little to say.

- Very accurate description of me
- Moderately accurate
- Neither accurate nor inaccurate
- Moderately inaccurate
- Very inaccurate description of me

Understanding Your Score on the IPIP Introversion-Extroversion

	High introversion	Moderate introversion	In-between extroversion and introversion	Moderate extroversion	High extroversion	
0	0-6	7-20	21-27	28-34	35-40	40

Scoring:

To find where you stand on the “IPIP Introversion-Extroversion Scale,” please refer to the following scoring guide:

(Extroversion - Questions 1, 2, 6, 8, and 9)

Very accurate description of me – 4 points

Moderately accurate – 3 points

Neither accurate nor inaccurate – 2 points

Moderately inaccurate – 1 point

Very inaccurate description of me – 0 points

(Introversion – Questions 3, 4, 5, 7, 10)

Very accurate description of me – 0 points

Moderately accurate – 1 points

Neither accurate nor inaccurate – 2 points

Moderately inaccurate – 3 point

Very inaccurate description of me – 4 points

Extroversion characterizes people who are outgoing, talkative, sociable, and assertive. It includes several facets, including friendliness, gregariousness, assertiveness, activity level, excitement-seeking, and cheerfulness. The opposite of extroversion is introversion, which refers to the personality characteristics of being quiet, shy, and cautious. Extroverts get their energy from the outer world (people and things around them), whereas introverts get their energy from the internal world, such as personal reflection on concepts and ideas. Introverts are more inclined to direct their interests to ideas than to social events.

This is the short version of the IPIP Introversion-Extroversion Scale, so it estimates overall introversion-extroversion but not specific facets within the personality dimension. Scores range from 0 to 40. Low scores indicate introversion; high scores indicate extroversion. The norms in the following table are estimated from results of early adults (under 30 years old) in Scotland and undergraduate psychology students in the United States. However, introversion-extroversion norms vary from one group to the next; the best norms are likely based on the entire class you are attending or with past students in this course.

Self-Assessment: Are You a Sensing or Intuitive Type?

The source of this scale is: Steven L. McShane, University of Western Australia.

Nearly a century ago, Swiss psychiatrist Carl Jung proposed that personality is primarily represented by the individual's preferences regarding perceiving and judging information. Jung explained that perceiving, which involves how people prefer to gather information or perceive the world around them, occurs through two competing orientations: sensing (S) and intuition (N).

Instructions:

This self-assessment estimates whether you have a preference for sensing or intuition when perceiving the world around you. Indicate the point that best places you between the two opposing labels of each scale. There is no exact "in-between" option, so you need to indicate which label describes you better, even if only very slightly. This survey has 10 statements.

1. I think of myself as:

- ☐ 1 inventive
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6 realistic

2. I tend to pay more attention to:

- ☐ 1 specific evidence
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6 the big picture

3. Most people who know me would describe me as:

- ☐ 1 practical
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6 theoretical

4. I prefer thinking about:

- ☐ 1 future possibilities
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6 current realities

5. I prefer:

- ☐ 1 data/ information
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6 concepts

6. When making sense of a situation, I rely more on:

- ☐ 1 my general impression/ feeling
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6 facts/ observations

7. Most people who know me would say I pay more attention to:

- ☐ 1 being accurate
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6 developing ideas

8. I tend to focus on:

- ☐ 1 the future
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6 the here and now

9. Most people who know me would describe me as:

- ☐ 1 concrete
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6 abstract

10. When making sense of things, I put more weight on:

- ☐ 1 my hunches
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6 hard facts

Understanding Your Score on the Jungian Sensing-Intuition Type Self-Assessment

	Intuition			Sensing			
	Clear	Moderate	Slight	Slight	Moderate	Clear	
10	10-17	18-27	28-35	36-41	42-53	54-60	60

Jung's theory proposes that perceiving involves bringing data to a person's consciousness. It relates to how people prefer to gather information or perceive the world around them. Perceiving occurs through two competing functions: sensing (S) and intuition (N).

Sensing: This function involves perceiving information directly through the five senses; it relies on an organized structure to acquire factual and preferably quantitative details. People with a clear preference for sensing focus on the present. They prefer working with tangible, specific data rather than conceptual information.

Intuition: This function relies on insight and subjective experience to see relationships among variables. Intuitive types focus on future possibilities. They prefer information that is theoretical and abstract.

Scoring:

To find where you stand on the "Jungian Sensing-Intuition Type Self-Assessment," please refer to the following scoring guide:

(Sensing-Intuition Type - Questions 1, 4, 6, 8 ,10)

Option 1	2	3	4	5	6
5	4	3	2	1	0

(Sensing-Intuition Type – Questions 2, 3, 5, 7, 9)

Option 1	2	3	4	5	6
0	1	2	3	4	5

Self-Assessment: What Are Your Dominant Values?

The source of this scale is: Shalom H. Schwartz, The Hebrew University of Jerusalem.

In this questionnaire you are to ask yourself: "What values are important to ME as guiding principles in MY life, and what values are less important to me?" There are two lists of values in this self-assessment. These values come from different cultures. In the parentheses following each value is an explanation that may help you to understand its meaning.

Instructions:

Your task is to rate how important each value is for you *as a guiding principle in your life*. Use the rating scale below:

- 0 means the value is not at all important, it is not relevant as a guiding principle for you.
- 3 means the value is important.
- 6 means the value is very important.

The higher the number (0, 1, 2, 3, 4, 5, 6), the more important the value is as a guiding principle in YOUR life.

- -1 is for rating any values opposed to the principles that guide you.
- 7 is for rating a value of supreme importance as a guiding principle in your life; *ordinarily there are no more than two such values*.

For each value, select the number (-1,0,1,2,3,4,5,6,7) that indicates the importance of that value for you, personally. Try to distinguish as much as possible between the values by using all the numbers. You will, of course, need to use numbers more than once.

Before you begin, read the values in List I, choose the one that is most important to you and rate its importance. Next, choose the value that is most opposed to your values and rate it -1. If there is no such value, choose the value least important to you and rate it 0 or 1, according to its importance. Then rate the rest of the values in List I.

Values List I

1. EQUALITY (equal opportunity for all)
[] -1 [] 0 [] 1 [] 2 [] 3 [] 4 [] 5 [] 6 [] 7
2. INNER HARMONY (at peace with myself)
[] -1 [] 0 [] 1 [] 2 [] 3 [] 4 [] 5 [] 6 [] 7
3. SOCIAL POWER (control over others, dominance)
[] -1 [] 0 [] 1 [] 2 [] 3 [] 4 [] 5 [] 6 [] 7
4. PLEASURE (gratification of desires)
[] -1 [] 0 [] 1 [] 2 [] 3 [] 4 [] 5 [] 6 [] 7

5. FREEDOM (freedom of action and thought)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
6. A SPIRITUAL LIFE (emphasis on spiritual not material matters)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
7. SENSE OF BELONGING (feeling that others care about me)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
8. SOCIAL ORDER (stability of society)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
9. AN EXCITING LIFE (stimulating experiences)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
10. MEANING IN LIFE (a purpose in life)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
11. POLITENESS (courtesy, good manners)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
12. WEALTH (material possessions, money)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
13. NATIONAL SECURITY (protection of my nation from enemies)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
14. SELF RESPECT (belief in one's own worth)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
15. RECIPROCATION OF FAVOURS (avoidance of indebtedness)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
16. CREATIVITY (uniqueness, imagination)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
17. A WORLD AT PEACE (free of war and conflict)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
18. RESPECT FOR TRADITION (preservation of time-honoured customs)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
19. MATURE LOVE (deep emotional and spiritual intimacy)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
20. SELF-DISCIPLINE (self-restraint, resistance to temptation)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
21. PRIVACY (the right to have a private sphere)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
22. FAMILY SECURITY (safety for loved ones)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
23. SOCIAL RECOGNITION (respect, approval from others)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
24. UNITY WITH NATURE (fitting into nature)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
25. A VARIED LIFE (filled with challenge, novelty, and change)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
26. WISDOM (a mature understanding of life)	<input type="checkbox"/> -1	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

27. AUTHORITY (the right to lead or command)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
28. TRUE FRIENDSHIP (close, supportive friends)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
29. A WORLD OF BEAUTY (beauty of nature and the arts)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
30. SOCIAL JUSTICE (correcting injustice, care for the weak)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7

Values List II

Now rate how important each of the following values is for you *as a guiding principle in YOUR life*. These values are phrased as ways of acting that may be more or less important for you. Once again, try to distinguish as much as possible between the values by using all the numbers. Before you begin, read the values in List II, choose the one that is most important to you and rate its importance. Next, choose the value that is most opposed to your values, or--if there is no such value--choose the value least important to you, and rate it -1, 0, or 1, according to its importance. Then rate the rest of the values.

1. INDEPENDENT (self-reliant, self-sufficient)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
2. MODERATE (avoiding extremes of feeling and action)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
3. LOYAL (faithful to my friends, group)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
4. AMBITIOUS (hard-working, aspiring)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
5. BROADMINDED (tolerant of different ideas and beliefs)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
6. HUMBLE (modest, self-effacing)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
7. DARING (seeking adventure, risk)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
8. PROTECTING THE ENVIRONMENT (preserving nature)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
9. INFLUENTIAL (having an impact on people and events)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
10. HONOURING OF PARENTS AND ELDERS (showing respect)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
11. CHOOSING OWN GOALS (selecting own purposes)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
12. HEALTHY (not being sick physically or mentally)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7

13. CAPABLE (competent, effective, efficient)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
14. ACCEPTING MY PORTION IN LIFE (submitting to life's circumstances)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
15. HONEST (genuine, sincere)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
16. PRESERVING MY PUBLIC IMAGE (preserving my "face")
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
17. OBEDIENT (dutiful, meeting obligations)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
18. INTELLIGENT (logical, thinking)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
19. HELPFUL (working for the welfare of others)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
20. ENJOYING LIFE (enjoying food, sex, leisure, etc.)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
21. DEVOUT (holding to religious faith and belief)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
22. RESPONSIBLE (dependable, reliable)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
23. CURIOUS (interested in everything, exploring)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
24. FORGIVING (willing to pardon others)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
25. SUCCESSFUL (achieving goals)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
26. CLEAN (neat, tidy)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7
27. SELF-INDULGENT (doing pleasant things)
☐ -1 ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7

Understanding Your Score on the Schwartz's Dominant Values Scale

Values are stable, evaluative beliefs that guide our preferences for outcomes or courses of action in a variety of situations. They are perceptions about what is good or bad, right or wrong. Values influence our choice of goals and the means for achieving those goals. We arrange our personal values into a hierarchy of preferences, called a value system. Each person's unique value system tends to be stable and long lasting because it was developed and reinforced through socialization from parents, religious institutions, friends, personal experiences, and the society in which we live.

This instrument estimates your preferences for a broad range of personal values. These values are grouped into 10 broad domains of values. Scores on each domain potentially range from -1 to +7. However, you are unlikely to have such an extreme score on any domain because the self-assessment asked you to use the extreme responses sparingly. Instead, the results shown here give you an estimate of your value system. They indicate your relative preference across the broad range of values.

POWER: Social status and prestige, control or dominance over people and resources

	Low importance	Medium importance	High importance	
-1	-1 to +1	+2 to +4	+5 to +7	7

ACHIEVEMENT: Personal success through demonstrating competence according to social standards

	Low importance	Medium importance	High importance	
-1	-1 to +1	+2 to +4	+5 to +7	7

HEDONISM: Pleasure or sensuous gratification for oneself

	Low importance	Medium importance	High importance	
-1	-1 to +1	+2 to +4	+5 to +7	7

STIMULATION: Excitement, novelty, and challenge in life

	Low importance	Medium importance	High importance	
-1	-1 to +1	+2 to +4	+5 to +7	7

SELF-DIRECTION: Independent thought and action — choosing, creating, exploring

	Low importance	Medium importance	High importance	
-1	-1 to +1	+2 to +4	+5 to +7	7

UNIVERSALISM: Understanding, appreciation, tolerance, and protection for the welfare of all people and for

	Low importance	Medium importance	High importance	
-1	-1 to +1	+2 to +4	+5 to +7	7

BENEVOLENCE: Preservation and enhancement of the welfare of people with whom one is in frequent personal contact

	Low importance	Medium importance	High importance	
-1	-1 to +1	+2 to +4	+5 to +7	7

TRADITION: Respect, commitment, and acceptance of the customs and ideas that traditional culture or religion provide

	Low importance	Medium importance	High importance	
-1	-1 to +1	+2 to +4	+5 to +7	7

CONFORMITY: Restraint of actions, inclinations, and impulses likely to upset or harm others and violate social expectations or norms

	Low importance	Medium importance	High importance	
-1	-1 to +1	+2 to +4	+5 to +7	7

SECURITY: Safety, harmony, and stability of society, of relationships, and of self

	Low importance	Medium importance	High importance	
-1	-1 to +1	+2 to +4	+5 to +7	7

Scoring:

To find where you stand on the “Schwartz’s Dominant Values Scale,” please refer to the following scoring guide:

(POWER – Values List I: 3, 12, 27 / Values List II: 16)

-1	0	1	2	3	4	5	6	7
0	0.3	0.5	0.8	1	1.2	1.5	1.7	2

(ACHIEVEMENT – Values List II: 4, 9, 13, 25)

-1	0	1	2	3	4	5	6	7
0	0.3	0.5	0.8	1	1.2	1.5	1.7	2

(HEDONISM – Values List I: 4 / Values List II: 20, 27)

-1	0	1	2	3	4	5	6	7
0	0.4	0.7	1	1.3	1.6	2	2.3	2.6

(STIMULATION – Values List I: 9, 25 / Values List II: 7)

-1	0	1	2	3	4	5	6	7
0	0.4	0.7	1	1.3	1.6	2	2.3	2.6

(SELF-DIRECTION – Values List I: 5, 16 / Values List II: 1, 11, 23)

-1	0	1	2	3	4	5	6	7
0	0.2	0.4	0.6	0.8	1	1.2	1.4	1.6

(UNIVERSALISM – Values List I: 1, 24, 26, 29, 30 / Values List II: 5, 8)

-1	0	1	2	3	4	5	6	7
0	0.2	0.3	0.5	0.6	0.8	0.9	1	1.1

(BENEVOLENCE – Values List II: 3, 15, 19, 22, 24)

-1	0	1	2	3	4	5	6	7
0	0.2	0.4	0.6	0.8	1	1.2	1.4	1.6

(TRADITION – Values List I: 18 / Values List II: 2, 6, 21)

-1	0	1	2	3	4	5	6	7
0	0.3	0.5	0.8	1	1.2	1.5	1.7	2

(CONFORMITY – Values List I: 11, 20 / Values List II: 10, 17)

-1	0	1	2	3	4	5	6	7
0	0.3	0.5	0.8	1	1.2	1.5	1.7	2

(SECURITY – Values List I: 8, 13, 15, 22 / Values List II: 26)

-1	0	1	2	3	4	5	6	7
0	0.2	0.4	0.6	0.8	1	1.2	1.4	1.6

Self-Assessment: Individualism-Collectivism Scale

The source of this scale is: T. M. Singelis, H. C. Triandis, D. P.S. Bhawuk, and M. J. Gelfand, "Horizontal and Vertical Dimensions of Individualism and Collectivism: A Theoretical and Measurement Refinement," *Cross-Cultural Research* 29 (August 1995), pp. 240-75.

Cross-cultural values have become an important part of organizational life due to globalization and an increasingly multicultural workforce. Organizational behaviour researchers have studied several cross-cultural values, but none has had as much attention as the two measured in this self-assessment: individualism and collectivism.

Instructions:

Read each of the statements in this instrument and select the response that you believe best indicates how well these statements describe you.

1. I often do "my own thing".
 - ☐ Does not describe me at all
 - ☐ Does not describe me very well
 - ☐ Describes me somewhat
 - ☐ Describes me well
 - ☐ Describes me very well
2. The well-being of my coworkers is important to me.
 - ☐ Does not describe me at all
 - ☐ Does not describe me very well
 - ☐ Describes me somewhat
 - ☐ Describes me well
 - ☐ Describes me very well
3. One should live one's life independently of others.
 - ☐ Does not describe me at all
 - ☐ Does not describe me very well
 - ☐ Describes me somewhat
 - ☐ Describes me well
 - ☐ Describes me very well

4. If a coworker gets a prize, I would feel proud.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

5. I like my privacy.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

6. If a relative were in financial difficulty, I would help within my means.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

7. I prefer to be direct and forthright when discussing with people.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

8. It is important to maintain harmony within my group.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

9. I am a unique individual.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

10. I like sharing little things with my neighbours.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

11. What happens to me is my own doing.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

12. I feel good when I cooperate with others.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

13. When I succeed, it is usually because of my abilities.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

14. My happiness very much depends on the happiness of those around me.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

15. I enjoy being unique and different from others in many ways.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

16. To me, pleasure is spending time with others.

- ☐ Does not describe me at all
- ☐ Does not describe me very well
- ☐ Describes me somewhat
- ☐ Describes me well
- ☐ Describes me very well

Understanding Your Score on the Individualism-Collectivism Scale

This self-assessment estimates your level of individualism and collectivism. At one time, experts thought that these two cross-cultural values were opposites. Now, we understand that they represent separate values that are generally unrelated to each other. Each scale has a potential score ranging from 8 to 40 points. Higher scores indicate that the person has a higher level of each cross-cultural value.

	Low individualism	Moderate individualism	High individualism	
8	8-22	23-30	31-40	40

Individualism

Individualism refers to the extent that you value independence and personal uniqueness. Highly individualist people value personal freedom, self-sufficiency, control over their own lives, and appreciation of their unique qualities that distinguish them from others. The following graph shows the range of individualism in general. However, keep in mind that the average level of individualism is higher in some cultures (such as Canada) than in others.

	Low collectivism	Moderate collectivism	High collectivism	
8	8-22	23-30	31-40	40

Collectivism

Collectivism refers to the extent that we value our duty to groups to which we belong, and to group harmony. Highly collectivist people define themselves by their group membership and value harmonious relationships within those groups. The following graph shows the range of collectivism in general. However, keep in mind that the average level of collectivism is lower in some cultures (such as Canada) than in others.

Scoring:

To find where you stand on the “Individualism-Collectivism Scale,” please refer to the following scoring guide:

(Individualism – Questions 1, 3, 5, 7, 9, 11, 13, and 15)

Does not describe me at all – 0 points

Does not describe me very well – 1 point

Describes me somewhat – 2 points

Describes me well – 3 points

Describes me very well – 4 points

(Collectivism – Questions 2, 4, 6, 8, 10, 12, 14, and 16)

Does not describe me at all – 0 points

Does not describe me very well – 1 point

Describes me somewhat – 2 points

Describes me well – 3 points

Describes me very well – 4 points

Self-Assessment: What Is Your Level Of Power Distance?

The source of this scale is: This scale has been adapted from: Sources: P. W. Dorfman & J. P. Howell, (1988) "Dimensions of national culture and effective leadership in patterns," *Advances in International Comparative Management*, 3: 127-150; P. C. Earley & M. Erez (1997). *The transplanted executive*. New York: Oxford University Press; M. L. Maznevski, J. J. DiStefano, C. B. Gomez, N. G. Noorderhaven, & P. Wu (1997) 'The Cultural Orientations Framework and International Management Research', paper presented at Academy of International Business Annual Meeting; R. M. Richardson, & S. W. Smith (2007), "The influence of high/low-context culture and power distance on choice of communication media: Students' media choice to communicate with Professors in Japan and America," *International Journal of Intercultural Relations* 31, pp. 479-501.

Some employees value obedience to authority and are comfortable receiving commands from their superiors without consultation or debate. Others expect to receive equal status and authority with their manager. This power distance orientation varies from one person to the next; it also varies across cultures.

Instructions:

This self-assessment estimates your power distance orientation. To complete this instrument, read the nine statements and indicate how accurately each statement describes you.

1. Managers should make most decisions without consulting subordinates.

- ☐ Strongly Agree
- ☐ Moderately Agree
- ☐ Slightly Agree
- ☐ Neither Agree nor Disagree
- ☐ Slightly Disagree
- ☐ Moderately Disagree
- ☐ Strongly Disagree

2. Employees should enjoy equal status with their bosses in the workplace.

- Strongly Agree
- Moderately Agree
- Slightly Agree
- Neither Agree nor Disagree
- Slightly Disagree
- Moderately Disagree
- Strongly Disagree

3. Employees should tell their manager (privately) when the manager does something wrong or poorly.

- Strongly Agree
- Moderately Agree
- Slightly Agree
- Neither Agree nor Disagree
- Slightly Disagree
- Moderately Disagree
- Strongly Disagree

4. Employees should follow orders from their boss without questioning those orders.

- Strongly Agree
- Moderately Agree
- Slightly Agree
- Neither Agree nor Disagree
- Slightly Disagree
- Moderately Disagree
- Strongly Disagree

5. Managers have a right to expect obedience from subordinates regarding work-related matters.

- Strongly Agree
- Moderately Agree
- Slightly Agree
- Neither Agree nor Disagree
- Slightly Disagree
- Moderately Disagree
- Strongly Disagree

6. Managers should consult with their employees before making decisions that affect them.

- Strongly Agree
- Moderately Agree
- Slightly Agree
- Neither Agree nor Disagree
- Slightly Disagree
- Moderately Disagree
- Strongly Disagree

7. Organizations function better when employees respect and follow management's wishes.

- Strongly Agree
- Moderately Agree
- Slightly Agree
- Neither Agree nor Disagree
- Slightly Disagree
- Moderately Disagree
- Strongly Disagree

8. Managers often need to use their power and authority over subordinates.

- Strongly Agree
- Moderately Agree
- Slightly Agree
- Neither Agree nor Disagree
- Slightly Disagree
- Moderately Disagree
- Strongly Disagree

9. Employees should not disagree with their managers.

- Strongly Agree
- Moderately Agree
- Slightly Agree
- Neither Agree nor Disagree
- Slightly Disagree
- Moderately Disagree
- Strongly Disagree

Understanding Your Score on the Power Distance Orientation Self-Assessment

	Low Power Distance	Moderate Power Distance	High Power Distance	
9	9-24	25-49	50-63	63

This instrument estimates your power distance orientation. Power distance refers to the extent to which people accept unequal distribution of power in a society. Those with high power distance accept and value unequal power. They value obedience to authority and are comfortable receiving commands from their superiors without consultation or debate, and prefer to resolve differences through formal procedures rather than directly. In contrast, people with low power distance expect relatively equal power sharing. They view the relationship with their boss as one of interdependence, not dependence; that is, they believe their boss is also dependent on them, so they expect power sharing and consultation before decisions affecting them are made.

Scoring:

To find where you stand on the “Power Distance Orientation Self-Assessment,” please refer to the following scoring guide:

(High Power Distance Orientation – Questions 1, 4, 5, 7, 8, 9)

Strongly Agree – 6 points

Moderately Agree – 5 points

Slightly Agree – 4 points

Neither Agree nor Disagree – 3 points

Slightly Disagree – 2 points

Moderately Disagree – 1 point

Strongly Disagree – 0 points

(High Power Distance Orientation – Questions 2, 3, 6)

Strongly Agree – 0 points

Moderately Agree – 1 point

Slightly Agree – 2 points

Neither Agree nor Disagree – 3 points

Slightly Disagree – 4 points

Moderately Disagree – 5 points

Strongly Disagree – 6 points