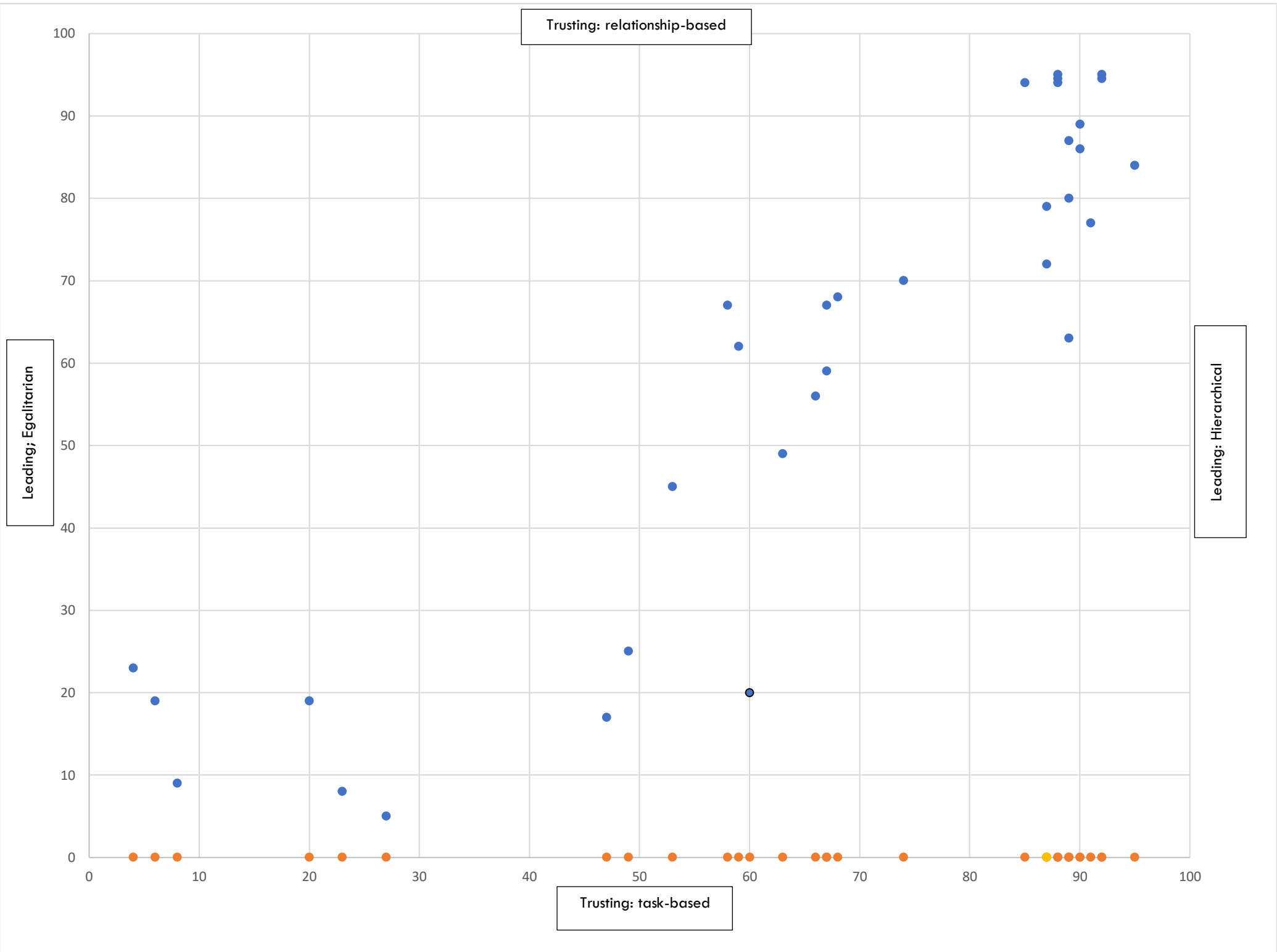




L e a d i n g

Egalitarian

The ideal distance between a boss and a subordinate is low. The best boss is a facilitator among equals. Organizational structures are flat. Communication often skips hierarchical lines.

Hierarchical

The ideal distance between a boss and a subordinate is high. The best boss is a strong director who leads from the front. Status is important. Organizational structures are multilayered and fixed. Communication follows set hierarchical lines.

T r u s t i n g

Task-based

Trust is built through business-related activities. Work relationships are built and dropped easily, based on the practicality of the situation. You do good work consistently, you are reliable, I enjoy working with you, I trust you.

Relationship-based

Trust is built through sharing emails, evening drinks, and visits at the coffee machine. Work relationships build up slowly over the long term. I've seen who you are at a deep level, I've shared personal time with you, I know others well who trust you, I trust you.

Netherlands

Norway

Sweden

France

Italy

Spain

Germany

Switzerland

Belgium

Poland

Russia

Ukraine

Australia

Canada

UK

USA

Brazil

Colombia

Mexico

China

Japan

S. Korea

Singapore

India

Indonesia

Malaysia

Philippines

Thailand

Vietnam

All 3 same point

Egypt

Morocco

Tunisia

Almost the same point

Kuwait

Qatar

Saudi Arabia