Lawyers & law firms

Start of Block: Informed Consent

Consent

Welcome to the research study!

We are interested in understanding intercultural interactions.  You will be presented with information relevant to intercultural interactions and asked to answer some questions about it. Please be assured that your responses will be kept completely confidential.

The study should take you around XXX min to complete. Your participation in this research is voluntary. You have the right to withdraw at any point during the study, for any reason, and without any prejudice. If you would like to contact the Principal Investigator in the study to discuss this research, please e-mail tdorit@bgu.ac.il or ranybia@post.bgu.ac.il.

By clicking the button below, you acknowledge that your participation in the study is voluntary, you are 18 years of age, and that you are aware that you may choose to terminate your participation in the study at any time and for any reason.

Please note that this survey will be best displayed on a laptop or desktop computer.  Some features may be less compatible for use on a mobile device.

* I consent, begin the study (1)
* I do not consent, I do not wish to participate (2)

End of Block: Informed Consent

Start of Block: int work condition check

int work condition

Do you ever work on international projects? (supporting your domestic clients in foreign countries or with international clients)

* No (1)
* Yes (2)

End of Block: int work condition check

Start of Block: info on own foreign work

Q57

What proportion of your time at work is spent working on international projects? (projects with domestic clients abroad or projects with international clients)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

|  |  |
| --- | --- |
| % of my time at work spent on international projects () |  |

nature of projects

Please indicate the percentage of the time that you spend on these type of projects within your international projects

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

|  |  |
| --- | --- |
| Working with clients from home on a project in another country () |  |
| Working with a foreign client on a project in my home market () |  |
| Working with a foreign client on a project in a foreign country () |  |

main markets

What are the main foreign markets in which you work?

* 1. (=most significant) (1) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* 2 (3) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* 3. (4) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

End of Block: info on own foreign work

Start of Block: info on firm foreign work

|  |
| --- |
|  |

duration int work

When (what year) was the first time the firm engaged in a project with an international dimension (in foreign market or with foreign client)?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

signif markets

What are the foreign markets most significant to the work of your firm?

* 1 (most significant) (1) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* 2 (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* 3 (3) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |
| --- |
|  |

%foreign projects

On average, what is the percentage of projects with international dimension (foreign market or foreign client) in which your firm is engaged in every year?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

%foreign in income

What is the proportion of projects with international dimension in your firm's annual income?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

End of Block: info on firm foreign work

Start of Block: characteristics of int.int in work

|  |
| --- |
|  |

breadth

**Think about your colleagues (associates) from other law firms in other countries.**

**From how many different cultures than your own do these colleagues come from?**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |
| --- |
|  |

num of joint proj

With how many of them were you working on projects this past year?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3main markets

On average, which are the foreign markets in which you work the most?

* 1 (the most) (1) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* 2 (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* 3 (3) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

interactio.frequ

**In the last two months, how frequently did you interact with your international colleagues?**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | never (1) | less than once a month (2) | once a month (3) | 2-3 times a month (4) | once a week (5) | 2-3 times a week (6) | daily (7) |
| By phone (1)  |  |  |  |  |  |  |  |
| Face-to-face (2)  |  |  |  |  |  |  |  |
| By video conference (ZOOM, Skype, etc.) (3)  |  |  |  |  |  |  |  |
| By instant message, chat, or text (4)  |  |  |  |  |  |  |  |
| Social Media (5)  |  |  |  |  |  |  |  |

general foreign lang

What is your main language of communication with these international colleagues?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

level for.lang

**How would you rate your level of this language?**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

|  |  |
| --- | --- |
| My level of this language is... () |  |

|  |
| --- |
|  |

general quality int.
**On average, how would you describe your interactions with these international colleagues:**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |  |
|  | 1 (1) | 2 (2) | 3 (3) | 4 (4) | 5 (5) | 6 (6) | 7 (7) |  |
| I feel like I have influence in our joint activities |  |  |  |  |  |  |  | I don't have much influence in our joint activities |
| I think we are quite good in our joint activities |  |  |  |  |  |  |  | I don't think we are very good in our joint activities |
| It is easy to communicate with them |  |  |  |  |  |  |  | It is difficult to communicate with them |
| I feel that I am more influential than the other party in our interactions |  |  |  |  |  |  |  | I follow what my acquaintance says |
| I feel that we complement each other well in various activities or problem solving |  |  |  |  |  |  |  | I don't at all feel that we complement each other in various activities or problem solving |

|  |
| --- |
|  |

intercultural\_qual2
**Think about the most significant relationship you have developed with a colleague from another law firm in a different country**

How well do the following statements describe your relationship with this person?

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree (1) | Disagree (2) | Somewhat disagree (3) | Neither agree nor disagree (4) | Somewhat agree (5) | Agree (6) | Strongly agree (7) |
| There is close, personal interaction between us. (1)  |  |  |  |  |  |  |  |
| Our relationship is characterized by mutual respect. (2)  |  |  |  |  |  |  |  |
| Our relationship is characterized by mutual trust. (3)  |  |  |  |  |  |  |  |
| Our relationship is characterized by personal friendship. (4)  |  |  |  |  |  |  |  |
| Our relationship is characterized by high reciprocity. (5)  |  |  |  |  |  |  |  |

culture of Tie

**Where is this person from? Which country or culture?**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |
| --- |
|  |

frequency tie

**In the last 6 months, how frequently were you in contact with this person?**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | never (1) | less than once a month (2) | once a month (3) | 2-3 times a month (4) | once a week (5) | 2-3 times a week (6) | daily (7) |
| By phone (1)  |  |  |  |  |  |  |  |
| Face-to-face (2)  |  |  |  |  |  |  |  |
| By video conference (ZOOM, Skype, etc.) (3)  |  |  |  |  |  |  |  |
| By instant message, chat, or text (4)  |  |  |  |  |  |  |  |
| Social Media (5)  |  |  |  |  |  |  |  |

tie language

What is your main language of communication with this person?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

for.lang level

**How would you rate your level of this language?**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

|  |  |
| --- | --- |
| My level of this language is... () |  |

Tie duration

**For how long (how many months/years) have you known this person?**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |
| --- |
|  |

origin of meeting

In what circumstances did you meet this person?

* Law school or professional training (1)
* We worked together at the same law firm (2)
* Legal professional association (3)
* Organized international network of lawyers (4)
* A friend of a friend (5)
* Other (6)

End of Block: characteristics of int.int in work

Start of Block: VignetteRany

|  |
| --- |
|  |

VignetteRany

**Please read the following paragraph:**

International conferences can be a good opportunity to develop close relationship with a few significant potential clients, and to get as many new business contracts as possible.
**To what extent do you agree with the statements below?**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree (18) | Disagree (19) | Somewhat disagree (20) | Neither agree nor disagree (21) | Somewhat agree (22) | Agree (23) | Strongly agree (24) |
| The lawyer should invest time at the conference either in developing close relationship or in getting new contracts. (1)  |  |  |  |  |  |  |  |
| Under time pressure, it is very difficult to create relationships and to gain new business contracts at the same time. (2)  |  |  |  |  |  |  |  |
| Attaining short-term goals while investing in long-term objectives is almost impossible when you have limited time. (3)  |  |  |  |  |  |  |  |
| It is possible to return from the conference with both profitable new business contracts and closer relationships with clients. (4)  |  |  |  |  |  |  |  |
| If the lawyer will consider both goals, the lawyer will gain a better understanding of the way to succeed in both at the same time. (5)  |  |  |  |  |  |  |  |
| Considering both relationship development and immediate business opportunities simultaneously can energize the lawyer. (6)  |  |  |  |  |  |  |  |

|  |  |
| --- | --- |
| Page Break |  |

attention 3 If you are reading this, mark "not at all".

* not at all (1)
* a little bit (2)
* somewhat (3)
* very much (4)

End of Block: VignetteRany

Start of Block: paradox mindset

|  |
| --- |
|  |

paradoxmindset **Please indicate the extent to which you agree with the following statements. Think about your regular experience at work or in your everyday life when you answer.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree (1) | Disagree (2) | Somewhat disagree (3) | Neither agree nor disagree (4) | Somewhat agree (5) | Agree (6) | Strongly agree (7) |
| When I consider conflicting perspectives, I gain a better understanding of an issue. (1)  |  |  |  |  |  |  |  |
| I am comfortable dealing with conflicting demands at the same time. (2)  |  |  |  |  |  |  |  |
| Accepting contradictions is essential for my success. (3)  |  |  |  |  |  |  |  |
| Tension between ideas energizes me. (4)  |  |  |  |  |  |  |  |
| I enjoy it when I manage to pursue contradictory goals. (5)  |  |  |  |  |  |  |  |
| I often experience myself as simultaneously embracing conflicting demands. (6)  |  |  |  |  |  |  |  |
| I am comfortable working on tasks that contradict each other. (7)  |  |  |  |  |  |  |  |
| I feel uplifted when I realize that two opposites can be true. (8)  |  |  |  |  |  |  |  |
| I feel energized when I manage to address contradictory issues. (9)  |  |  |  |  |  |  |  |
| If you are reading this item select Disagree (10)  |  |  |  |  |  |  |  |

End of Block: paradox mindset

Start of Block: Cognitive flexibility\_self report

|  |
| --- |
|  |

cog flex self **The following statements deal with your beliefs and feelings about your own behavior. Read each statement and respond by choosing the answer that best represents your agreement with each statement.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree (1) | Disagree (2) | Somewhat disagree (3) | Neither agree nor disagree (4) | Somewhat agree (5) | Agree (6) | Strongly agree (7) |
| I can communicate an idea in many different ways. (1)  |  |  |  |  |  |  |  |
| I avoid new and unusual situations. (2)  |  |  |  |  |  |  |  |
| I feel like I never get to make decisions. (3)  |  |  |  |  |  |  |  |
| I can find workable solutions to seemingly unsolvable problems. (4)  |  |  |  |  |  |  |  |
| I seldom have choices when deciding how to behave. (5)  |  |  |  |  |  |  |  |
| I am willing to work at creative solutions to problems. (6)  |  |  |  |  |  |  |  |
| In any given situation, I am able to act appropriately. (7)  |  |  |  |  |  |  |  |
| My behavior is a result of conscious decisions that I make. (8)  |  |  |  |  |  |  |  |
| I have many possible ways of behaving in any given situation. (9)  |  |  |  |  |  |  |  |
| I have difficulty using my knowledge on a given topic in real-life situations. (10)  |  |  |  |  |  |  |  |
| I am willing to listen and consider alternatives for handling a problem. (11)  |  |  |  |  |  |  |  |
| I have the self-confidence necessary to try different ways of behaving. (12)  |  |  |  |  |  |  |  |

attention2

Complete the following analogy incorrectly. Do not enter the correct answer! "UP" is to "DOWN" as "IN" is to:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

End of Block: Cognitive flexibility\_self report

Start of Block: cog.flex task

brick task

Please write down in the box all uses you can imagine for a brick. You have 2 minutes to complete this task.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

End of Block: cog.flex task

Start of Block: control: intercultural interaction outside work

|  |
| --- |
|  |

int.int outside work

**Apart from your work relations, do you have any close relationship with people from another country or another culture?**

* No. (1)
* Yes, I have one. (2)
* Yes, I have a few, (3)
* Yes, I have many. (4)

End of Block: control: intercultural interaction outside work

Start of Block: Controls: prior multicultural experience

home

**What is your home country (the country where you spent the most time before the age of 18)?**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |
| --- |
|  |

multi exp depth

**Please indicate the number of years that you lived outside your home country**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

living in home count

**Are you currently living in your home country?**

* No (1)
* Yes (2)

|  |
| --- |
|  |

multi exp scope

**Please indicate the number of foreign countries in which you lived (for a period of one year or longer).**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

language

**What is your mother tongue?**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

foreign languages

How many languages do you know well enough to conduct a friendly conversation?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

End of Block: Controls: prior multicultural experience

Start of Block: Controls: openness to experience

open

**Please indicate the extent to which you agree with the following statements. You should rate the extent to which the pair of traits applies to you, even if one characteristic applies more strongly than the other.**

**I see myself as:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree (1) | Disagree (2) | Somewhat disagree (3) | Neither agree nor disagree (4) | Somewhat agree (5) | Agree (6) | Strongly agree (7) |
| Open to new experiences, complex. (1)  |  |  |  |  |  |  |  |
| Conventional, uncreative. (2)  |  |  |  |  |  |  |  |

End of Block: Controls: openness to experience

Start of Block: perspective & Ambiguity

|  |
| --- |
|  |

perspective

**For each item, indicate how well it describes you.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree (1) | Disagree (2) | Somewhat disagree (3) | Neither agree nor disagree (4) | Somewhat agree (5) | Agree (6) | Strongly agree (7) |
| I sometimes find it difficult to see things from the other person’s point of view. (1)  |  |  |  |  |  |  |  |
| I try to look at everybody's side of a disagreement before I make a decision. (2)  |  |  |  |  |  |  |  |
| I sometimes try to understand my friends better by imagining how things look from their perspective. (3)  |  |  |  |  |  |  |  |
| I believe that there are two sides to every question and try to look at them both. (4)  |  |  |  |  |  |  |  |
| When I'm upset at someone, I usually try to "put myself in his/her shoes" for a while. (5)  |  |  |  |  |  |  |  |
| Before criticizing somebody, I try to imagine how I would feel if I were in their place. (6)  |  |  |  |  |  |  |  |

End of Block: perspective & Ambiguity

Start of Block: Age/attention check

|  |
| --- |
|  |

age

**What is your age?**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

End of Block: Age/attention check

Start of Block: Need for closure

|  |
| --- |
|  |

NFC

**Please read each of the following statements and rate the extent to which you agree with each one based on your attitudes, beliefs, and experiences right now.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree (13) | Disagree (14) | Somewhat disagree (15) | Neither agree nor disagree (16) | Somewhat agree (17) | Agree (18) | Strongly agree (19) |
| I don't like situations that are uncertain. (1)  |  |  |  |  |  |  |  |
| I dislike questions which could be answered in many different ways. (2)  |  |  |  |  |  |  |  |
| I find that a well ordered life with regular hours suits my temperament. (3)  |  |  |  |  |  |  |  |
| I feel uncomfortable when I don't understand the reason why an event occurred in my life. (4)  |  |  |  |  |  |  |  |
| I feel irritated when one person one person disagree with what everyone else in a group believes. (5)  |  |  |  |  |  |  |  |
| I don't like to go into situation without knowing what I can expect from it. (6)  |  |  |  |  |  |  |  |
| When I have made a decision, I feel relieved. (7)  |  |  |  |  |  |  |  |
| When I am confronted with a problem, I'm dying to reach a solution very quickly. (8)  |  |  |  |  |  |  |  |
| If you ate reading this, choose disagree. (16)  |  |  |  |  |  |  |  |
| I would quickly become impatient and irritated if I would not find a solution to a problem immediately. (9)  |  |  |  |  |  |  |  |
| I don't like to be with people who are capable of unexpected actions. (10)  |  |  |  |  |  |  |  |
| I dislike it when a person's statement could mean many different things. (11)  |  |  |  |  |  |  |  |
| I find that establishing a consistent routine enables me to enjoy life more. (12)  |  |  |  |  |  |  |  |
| I enjoy having a clear and structured mode of life. (13)  |  |  |  |  |  |  |  |
| I do not usually consult many different opinions before forming my own view. (14)  |  |  |  |  |  |  |  |
| I dislike unpredictable situations. (15)  |  |  |  |  |  |  |  |

End of Block: Need for closure

Start of Block: Controls: demographics

|  |
| --- |
|  |

working

**How long have you been working at your current workplace (months/years)?**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

gender

**What is your gender?**

* Male (1)
* Female (2)
* Non-binary / third gender (3)
* Prefer not to say (4)

End of Block: Controls: demographics

Start of Block: debrief

Q34
**Thank you for participating in the study.**
**In this study we examined the relationship between intercultural experiences, paradox mindset and cognitive flexibility.**

End of Block: debrief