

Rankings of the Most Important Leadership Attributes by Region and Country Cluster

North/West European Region				
Anglo Culture (Great Britain, Ireland)	Nordic Culture (Sweden, Netherlands, Finland, and Denmark)	Germanic Culture (Switzerland, Germany, Austria)	Czech Republic	France
Performance-oriented	Performance-oriented	Performance-oriented	Performance-oriented	Participative
Inspirational	Inspirational	Inspirational	Inspirational	
Visionary	Visionary	Visionary	Administratively-skilled	
Team integrator	Team integrator	Non-autocratic	Non-autocratic	Non-autocratic
Decisive	Integrity	Integrity	Integrity	
South/East European Region				
Latin Culture (Italy, Spain, Portugal, Hungary)	Central Culture (Poland, Slovenia)	Near East Culture (Turkey, Greece)	Russia	Georgia
Team integrator	Team integrator	Team integrator	Inspirational	Performance-oriented
Performance-oriented	Administratively-skilled	Inspirational	Administratively-skilled	Administratively-skilled
Inspirational	Decisive	Decisive	Decisive	Decisive
Integrity	Diplomatic	Integrity	Integrity	Integrity
Visionary	Visionary	Visionary	Visionary	Visionary
Source: Adapted from: Felix C. Broadbeck et al., "Cultural Variations of Leadership Prototypes Across 22 European Countries," <i>Journal of Occupation and Organizational Psychology</i> 73 (2000), p. 15.				