

Anhang

QUESTIONNAIRE “LEADING MULTICULTURAL WORK GROUPS”

PART 1

PLEASE PROVIDE AN IDENTIFICATION CODE: _____

Please give right answers to the following questions by providing responses that specify your own background information.

1. Age:

2. Gender: Male Female

3. Nationality:

4. Do you have a job now? YES NO

5. If you have a job now, then do you work?

Full-time (more than 30 hrs per week) Part-time

1. Years of experience (current and/or previous experience):
..... months

QUESTIONNAIRE
“LEADING MULTICULTURAL WORK GROUPS”

PART 2

PLEASE PROVIDE YOUR **IDENTIFICATION CODE** (from Round 1):

.....
ID CODE

Question about your leader of the task		Disagree strongly	Disagree a little	Neither agree nor disagree	Agree a little	Agree strongly
1	Treats me fairly					
2	Tries to understand view					
3	Treats all members as equal					
4	Can talk easily about the task					
5	Is friendly and approachable					
6	Concerned about my personal problems with the task					
7	Think the leader trusts me					
8	Gives recognition for a good job					
9	Tries to improve the working atmosphere when asked					
10	Asks opinion on problem-solving					
11	Offers new approaches to problems					
12	Strict observation of rules and regulations					
13	Urges to complete work on time					
14	Asks to follow rules and regulations					
15	Makes me work to the max.					
16	Requires progress reports					
17	Sets clear deadlines					
18	Talks about how much to do					
19	Gives instructions/orders					
20	Assigns members to tasks					
21	Knowledgeable about equipment/systems					

22	Lets you know about plans and tasks					
23	Makes precise plans for goal achievement					
24	Maintains definite standards					
25	Doesn't waste working time					
26	Improves facilities when asked					
Question about your work group		Disagree strongly	Disagree a little	Neither agree nor disagree	Agree a little	Agree strongly
27	This work group is larger than it needs to be.					
28	This work group has too few members for what it has to accomplish.					
29	This work group is just the right size to accomplish its purposes.					
30	Members of this work group are too dissimilar to work together well.					
31	This work group does not have a broad enough range of experiences and perspectives to accomplish its purposes.					
32	This work group has a nearly ideal "mix" of members - a diverse set of people who bring different perspectives and experiences to the work.					
33	Members of this work group have more than enough talent and experience for the kind of work that we do.					
34	Everyone in this work group has the special skills that are needed for team work.					
35	Some members of this work group lack the knowledge and skills that they need to do their parts of the work group's work.					
36	Standards for member behavior in this work group are vague and unclear.					
37	It is clear what is - and what is not - acceptable member behavior in this work group.					
38	Members of this work group agree about how members are expected to behave.					
39	Members demonstrate their commitment to our work group by putting in extra time and effort to help it succeed.					
40	Everyone on this work group is motivated to have the work group succeed.					

41	Some members of our work group do not carry their fair share of the overall workload.					
42	Our work group often comes up with innovative ways of proceeding with the work that turn out to be just what is needed.					
43	Our work group often falls into mindless routines, without noticing any changes that may have occurred in our situation.					
44	Our work group has a great deal of difficulty actually carrying out the plans we make for how we will proceed with the task.					
45	How seriously a member's ideas are taken by others on our work group often depends more on who the person is than on how much he or she actually knows.					
46	Members of our work group actively share their special knowledge and expertise with one another.					
47	Our work group is quite skilled at capturing the lessons that can be learned from our work experiences.					
48	There is a lot of unpleasantness among members of this work group.					
49	The longer we work together as a work group, the less well we do.					
50	Working together energizes and uplifts members of our work group.					
51	Every time someone attempts to correct a member of our work group whose behavior is not acceptable, things seem to get worse rather than better.					
52	My relations with other work group members are strained.					
53	I very much enjoy talking and working with my teammates.					
54	The chance to get to know my teammates is one of the best parts of working on this work group.					
55	I felt a real sense of personal satisfaction when our work group did well.					
56	I felt bad and unhappy when our work group performed poorly.					
57	My own feelings are not affected one way or the other by how well our work group performs.					
58	When our work group did well, I did well.					
59	I learnt a great deal from my work on this work group.					
60	My own creativity and initiative were suppressed by this work group.					

61	Working on this work group stretches my personal knowledge and skills.					
62	I enjoyed the kind of work we did in this work group					
63	Working on this work group was an exercise in frustration.					
64	Generally speaking, I was very satisfied with this work group.					