

# ATLAS.ti Report

## DealingWithCulturalDispersion\_2023\_STGT

### Memos

Report created by Anonymous

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#### Assertiveness + Performance Orientation

##### Linked Codes:

- Dealing with Cultural behaviors is challenging: A (high) is challenging
- Dealing with Cultural behaviors is challenging: PO (high) is challenging
- Dealing with Cultural Dispersion is challenging: A-D (high) is challenging to manage
- Dealing with Cultural Dispersion is challenging: PO-D (high) is challenging to manage
- Dispersion category: A-D (high)
- Dispersion category: PO-D (high)
- GLOBE Recognition: A (Assertiveness)
- GLOBE Recognition: PO (Performance Orientation)

##### Content:

Assertiveness + Performance Orientation

There does not seem to me to be much difference between the two dimensions, at least in the minds and narratives of those participating in the study.

For that reason, I tend to put both in the same quotations.

A thorough analysis is needed.

Solution:

- Use the co-occurrence tool to determine each individual case. (Rejected)
- Assertiveness is not related to Competitiveness; we use Performance Orientation for competitiveness. (Accepted)

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#### Autism Spectrum and Software Development

##### Content:

Aspects of the autism spectrum are being discussed in this quotation. They may be useful for other work.

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#### Community Smells

##### Linked Codes:

- Lone Wolf

##### Content:

Community Smells

Lone Wolf was added as code far ahead (to the analysis of P9). For that reason, it might make sense to review previous papers and reassign it. Typical situations where we might find it are where we talk about Assertiveness or In Group Collectivism.

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#### GLOBE and other framework

##### Content:

In the figure below, there is a diagram that we can use to show how GLOBE actually relates to the other dimensions.

The image I took from the paper titled "Should I Use GLOBE or Hofstede? Some Insights That Can Assist Cross-Cultural Scholars, and Others, Choose the Right Study to Support Their Work."

[08]

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## 📌 It rises conflict

### Linked Codes:

- Effects negative: It rises conflict

### Content:

It rises conflict is very general as a negative effect. Maybe you could analyze the quotations and identify something more low-level.

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## 📌 P9 on Benefits in their business

### Content:

This connection stems from the fact that one group of individuals wanted to have (monetary) rewards at the individual level, while another feared that this might lead to competition within the community. By such a consideration, it seems to me that not only Performance Orientation matters but also In-group Collectivism (high) on the PO (low) side.

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## 📌 Risk Hiding Behavior

### Linked Codes:

- Behaviors: Risk Hiding Behavior

### Content:

Risk Hiding Behavior

At first, we believed that Risk Hiding (RH) was not connected to Uncertainty Avoidance (UA). This was because, in describing it, participants stated that it was not about risk tolerance but rather about concealing it from others for reasons related to "protecting" the community.

Let's illustrate this with an example: in a community with a high UA-D, we mean that there are individuals who tend not to fear risk and individuals who cannot tolerate it. Naturally, the behavior of hiding risk cannot be mapped to just one extreme of the communities, as both extremes might exhibit this behavior— the former because they underestimate it, and the latter because they are afraid to let others know about it.

Furthermore, this behavior can be linked to various dimensions: In-Group Collectivism (individuals who want to protect the community do not expose risk), Performance Orientation (individuals who seek rewards for their performance tend to manage and conceal risks on their own), Humane Orientation (individuals raised in less altruistic environments are inclined not to seek help), and Assertiveness (according to P8, the decision to hide risks or not is associated with this dimension). From this, it can be inferred that the behavior is cross-sectional, meaning it originates from multiple dimensions of cultural dispersion.

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## 📌 Strategies

### Content:

Strategies

Strategies are often said by participants in reference to a context and a professional figure who performs the action.

In the paper, it would be a good idea to report them in the same way.