

1. Does your work experience include living and working overseas in the form of an international posting/expatriation? If NO, please skip to question #8. *

Value	Answers	Weight (%) including unanswerd	Weight (%) of answered only
No		26	12.75%
Yes		178	87.25%
No answer		0	N/A
Responses		204	

2. How many years did you work outside your home market?

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
a. Less than 1 year		8	3.92%
b. 1-3 years		39	19.12%
c. 4-6 years		46	22.55%
d. More than 7 years		86	42.16%
No answer		25	12.25%
Responses		204	

3. How many different countries have you lived in?

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
a. One		28	13.73%
b. Two		56	27.45%
c. Three		46	22.55%
d. Four or more		49	24.02%
No answer		25	12.25%
Responses		204	

4. How many different regions have you lived in?

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
a. One		45	22.06%
b. Two		65	31.86%
c. Three		40	19.61%
d. Four or more		26	12.75%
No answer		28	13.73%
Responses		204	

5. During what years have you been an expatriate?

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
a. 1970s		9	4.41%
b. 1980s		26	12.75%
c. 1990s		122	59.80%
d. 2000+		131	64.22%
No answer		25	12.25%
Responses		204	

This is a multiple choice question. Totals may not add up to 100%.

6. At what stage in your career did you move overseas for the first time?

Option	Answers	Weight (%) including unanswered	Weight (%) of answered only
a. Right out of school	38	18.63%	21.23%
b. Junior level	50	24.51%	27.93%
c. Middle manager	56	27.45%	31.28%
d. Senior	28	13.73%	15.64%
e. Executive management	7	3.43%	3.91%
No answer	25	12.25%	N/A
Responses	204		

7. I had to convince my supervisor to send me overseas.

Option	Answers	Weight (%) including unanswered	Weight (%) of answered only
Strongly Agree	17	8.30%	9.77%
Somewhat Agree	24	11.76%	13.79%
Neither Agree nor Disagree	65	31.86%	37.36%
Somewhat Disagree	22	10.78%	12.64%
Strongly Disagree	46	22.55%	26.44%
No answer	30	14.71%	N/A
Responses	204		

8. In your position with significant international responsibilities (includes time as an expatriate), how many countries did you have responsibility for outside your home base? *

Option	Answers	Weight (%) including unanswered	Weight (%) of answered only
a. One	56	27.45%	27.45%
b. Two - five	45	22.06%	22.06%
c. Six - ten	34	16.67%	16.67%
d. More than ten	69	33.82%	33.82%
No answer	0	0.00%	N/A
Responses	204		

9. For how many years did your role with international responsibilities continue? *

Option	Answers	Weight (%) including unanswered	Weight (%) of answered only
a. One	19	9.31%	9.31%
b. Two - four	67	32.84%	32.84%
c. Five - seven	35	17.16%	17.16%
d. Eight or more	83	40.69%	40.69%
No answer	0	0.00%	N/A
Responses	204		

10. Since your first position with significant international responsibilities, have you continued to have international responsibilities? *

Value	Answers	Weight (%) including unanswered	Weight (%) of answered only
No	34	16.67%	16.67%
Yes	170	83.33%	83.33%
No answer	0	0.00%	N/A
Responses	204		

11. My international experience accelerated my career advancement. *

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree	118	57.84%	57.84%
Somewhat Agree	55	26.96%	26.96%
Neither Agree nor Disagree	21	10.29%	10.29%
Somewhat Disagree	6	2.94%	2.94%
Strongly Disagree	4	1.96%	1.96%
No answer	0	0.00%	N/A
Responses	204		

12. **My international experience has had a significant, positive impact on my compensation. ***

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree	71	34.80%	34.80%
Somewhat Agree	82	40.20%	40.20%
Neither Agree nor Disagree	30	14.71%	14.71%
Somewhat Disagree	12	5.88%	5.88%
Strongly Disagree	9	4.41%	4.41%
No answer	0	0.00%	N/A
Responses	204		

13. **I learned more in my international experience role than I would have had if I had had a purely domestic one. ***

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree	175	85.78%	85.78%
Somewhat Agree	26	12.75%	12.75%
Neither Agree nor Disagree	3	1.47%	1.47%
Somewhat Disagree	0	0.00%	0.00%
Strongly Disagree	0	0.00%	0.00%
No answer	0	0.00%	N/A
Responses	204		

14. **International experience does NOT always lead to advancement within the organization. ***

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree	31	15.20%	15.20%
Somewhat Agree	95	46.57%	46.57%
Neither Agree nor Disagree	37	18.14%	18.14%
Somewhat Disagree	30	14.71%	14.71%
Strongly Disagree	11	5.39%	5.39%
No answer	0	0.00%	N/A
Responses	204		

15. **An international assignment is not suitable for everyone. ***

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree	136	66.67%	66.67%
Somewhat Agree	57	27.94%	27.94%
Neither Agree nor Disagree	6	2.94%	2.94%
Somewhat Disagree	4	1.96%	1.96%
Strongly Disagree	1	0.49%	0.49%

No answer		0	0.00%	N/A
Responses		204		

16. I was given more responsibility overseas than I would have had if I had stayed in a purely domestic, single-market position. *

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree		128	62.75%
Somewhat Agree		48	23.53%
Neither Agree Nor Disagree		18	8.82%
Somewhat Disagree		9	4.41%
Strongly Disagree		1	0.49%
No answer		0	0.00%
Responses		204	

17. I was given more responsibility earlier on in my career because of my international experience. *

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree		84	41.18%
Somewhat Agree		60	29.41%
Neither Agree nor Disagree		44	21.57%
Somewhat Disagree		14	6.86%
Strongly Disagree		1	0.49%
No answer		0	0.00%
Responses		204	

18. The value of an international experience depends on what you make of it. *

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree		161	78.92%
Somewhat Agree		39	19.12%
Neither Agree nor Disagree		4	1.96%
Somewhat Disagree		0	0.00%
Strongly Disagree		0	0.00%
No answer		0	0.00%
Responses		204	

19. I am a better manager and leader because of my international experience. *

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree		153	75.00%
Somewhat Agree		40	19.61%
Neither Agree nor Disagree		10	4.90%
Somewhat Disagree		1	0.49%
Strongly Disagree		0	0.00%
No answer		0	0.00%
Responses		204	

20. Being a woman made a significant and positive difference in my success overseas. *

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree		27	13.24%

Somewhat Agree	45	22.06%	22.06%
Neither Agree nor Disagree	87	42.65%	42.65%
Somewhat Disagree	39	19.12%	19.12%
Strongly Disagree	6	2.94%	2.94%
No answer	0	0.00%	N/A
Responses	204		

21. **I would recommend an international work experience to other women who want to rise faster and further in their careers. ***

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree	85	41.67%	41.67%
Somewhat Agree	85	41.67%	41.67%
Neither Agree nor Disagree	31	15.20%	15.20%
Somewhat Disagree	3	1.47%	1.47%
Strongly Disagree	0	0.00%	0.00%
No answer	0	0.00%	N/A
Responses	204		

22. **An international experience is not worth the added difficulties and stress, especially for a woman. ***

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree	2	0.98%	0.98%
Somewhat Agree	8	3.92%	3.92%
Neither Agree nor Disagree	23	11.27%	11.27%
Somewhat Disagree	73	35.78%	35.78%
Strongly Disagree	98	48.04%	48.04%
No answer	0	0.00%	N/A
Responses	204		

23. **Having an international experience is one of the best ways for a woman to break through the proverbial "glass ceiling" ***

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree	38	18.63%	18.63%
Somewhat Agree	71	34.80%	34.80%
Neither Agree nor Disagree	63	30.88%	30.88%
Somewhat Disagree	29	14.22%	14.22%
Strongly Disagree	3	1.47%	1.47%
No answer	0	0.00%	N/A
Responses	204		

24. **An international posting is probably equally difficult for men as for women. ***

Option	Answers	Weight (%) including unanswerd	Weight (%) of answered only
Strongly Agree	23	11.27%	11.27%
Somewhat Agree	64	31.37%	31.37%
Neither Agree nor Disagree	19	9.31%	9.31%
Somewhat Disagree	82	40.20%	40.20%
Strongly Disagree	16	7.84%	7.84%
No answer	0	0.00%	N/A
Responses	204		

25. **A woman's ability to be more successful than a man while overseas is underestimated by senior management at most organizations. ***

Option	Answers	Weight (%) including unanswered	Weight (%) of answered only
Strongly Agree	29	14.22%	14.22%
Somewhat Agree	73	35.78%	35.78%
Neither Agree nor Disagree	78	38.24%	38.24%
Somewhat Disagree	22	10.78%	10.78%
Strongly Disagree	2	0.98%	0.98%
No answer	0	0.00%	N/A
Responses	204		

26. **Out of the following list of 10 traits, please check the 5 that you feel are the most critical to succeeding in business internationally: ***

Option	Answers	Weight (%) including unanswered	Weight (%) of answered only
a. Curiosity and open-mindedness	145	71.08%	71.08%
b. Relevant foreign language skill	63	30.88%	30.88%
c. Adaptability and flexibility	187	91.67%	91.67%
d. Creativity in solving problems	78	38.24%	38.24%
e. Decisiveness	31	15.20%	15.20%
f. Courage, fearlessness	52	25.49%	25.49%
g. Team- and relationship-building skills	126	61.76%	61.76%
h. Sense of humor	75	36.76%	36.76%
i. Ability to communicate and listen	152	74.51%	74.51%
j. Patience and persistence	102	50.00%	50.00%
Other Answers	17	8.33%	8.33%
No answer	0	0.00%	N/A
Responses	204		

This is a multiple choice question. Totals may not add up to 100%.

27. **Your native region: ***

Option	Answers	Weight (%) including unanswered	Weight (%) of answered only
a. North America	137	67.16%	67.16%
b. South America	4	1.96%	1.96%
c. European	38	18.63%	18.63%
d. Asia-Pacific	25	12.25%	12.25%
e. Middle East & Africa	0	0.00%	0.00%
No answer	0	0.00%	N/A
Responses	204		

28. **Your current age: ***

Option	Answers	Weight (%) including unanswered	Weight (%) of answered only
a. 20s	5	2.45%	2.45%
b. 30s	84	41.18%	41.18%
c. 40s	94	46.08%	46.08%
d. 50s	13	6.37%	6.37%
e. 60+	8	3.92%	3.92%
No answer	0	0.00%	N/A

Responses

204

29. **Your current job level: ***

Option	Answers	Weight (%) including unanswered	Weight (%) of answered only
a. Junior	5	2.45%	2.45%
b. Middle	40	19.61%	19.61%
c. Senior	96	47.06%	47.06%
d. Executive Management	56	27.45%	27.45%
e. Retired/Not Working	7	3.43%	3.43%
No answer	0	0.00%	N/A
Responses	204		

