

Dimension	Action you Take	Culture Created
1. Power Distance	Encourage open communication, empower employees at all levels to provide input on decisions.	A low power distance culture where hierarchy is minimized, and employees feel valued.
2. Individualism	Recognize individual achievements while fostering teamwork and collaboration.	A balanced culture where individual contributions are celebrated within a team context.
3. Masculinity vs Feminism	Promote a focus on both success and work-life balance, encouraging creativity and empathy.	A gender-inclusive culture with a balance between achievement, care, and collaboration
4. Uncertainty Avoidance	Create flexible policies and encourage innovation to adapt to new challenges.	A low uncertainty avoidance culture that is resilient, adaptive, and open to new ideas.
5. Long Term vs. Short Term	Invest in employee development and sustainable practices with a long-term perspective.	A future-oriented culture focused on growth, continuous improvement, and sustainability.
6. Indulgence, Restraint	Encourage work-life balance, promote a supportive environment with room for breaks and celebrations.	A balanced culture where employee satisfaction is valued, and personal well-being is a priority.