

Profile on the country: Poland

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Universalism vs. Particularism

- Polish culture is particularistic rather than universalistic.
- Poles accept and understand universalistic rules as long as they concern theoretical issues. When it comes to practice they prefer more particularistic solutions.
- Particularism is based on logic of the heart and human friendship.

Individualism vs. Communitarism / Collectivism

- Poland, with a score of 60 is an Individualist society.
- This means there is a high preference to take care of themselves and their immediate families only.
- In an individualist culture, success is measured by how far one stands out from the crowd.

Specific vs. Diffuse

- Poland appears in the middle of the specific-diffuse scale.
- Poles are able to combine features of specific and diffuse cultures and usually follow the rules, but in many cases also value context and person. In the workplace features of specific culture prevail as there is no interference into the private spheres of employees' lives and there is uneasiness to speak about every subject.

Neutral vs. Emotional

- Polish are emotional culture.
- People want to find ways to express their emotions, even spontaneously, at work. If they are upset at work, they display their feelings.
- In this culture, it's welcome and accepted to show emotion.

Achievement vs. Ascription

- Polish business culture is ascription-oriented.
- People believe that you should be valued for who you are. Power, title, and position matter in these cultures, and these roles define behavior.

Sequential vs. Synchronic Time

- Poles could be put in the category of synchronic time as people see the past, present, and future as interwoven periods. They often work on several projects at once, and view plans and commitments as flexible.
- They are usually capable of and willing to do several tasks at the same time.
- They exhibit great respect for traditions, a relatively small propensity to save for the future, and a focus on achieving quick results.

Internal vs. External Control

- Poland is internally controlled.
- This dimension allow people believe that they can control nature or their environment to achieve goals.

Cultural dimensions

	Poland
Universalism vs. Particularism	Universalistic
Individualism vs. Communitarianism	Individualism
Specific vs. Diffuse	More diffuse
Neutral vs. Emotional	More emotional
Achievement vs. Ascription	More ascriptive
Sequential vs. Synchronic Time	More Synchronous
Internal vs. External Control	Internal