

12.4 Annexes- Online Survey

This research project aims to explore the phenomenon of **Self-initiated Expatriates**. The study is part of a Master's work project/dissertation, at Nova School of Business and Economics, in Lisbon.

Your participation in the following survey will provide valuable insights for the research project.

Please feel free to share this survey with friends and colleagues who may also contribute to this topic.

All answers will remain anonymous.

Many thanks for your participation.

1. Below is a list of personality traits that may or may not apply to you. On a scale from 1-5, please rate the extent to which the traits apply to you (even if one characteristic is stronger than the other).

	1. Strongly disagree	2. Moderately disagree	3. Neither agree nor disagree	4. Moderately agree	5. Strongly agree
1.Extraverted, enthusiastic.					
2. Critical, quarrelsome.					
3.Dependable, self-disciplined.					
4. Anxious easily upset.					
5. Open to new experiences, complex.					
6. Reserved, quiet.					
7.Sympathetic, warm.					
8.Disorganized, careless.					
9. Calm, emotionally stable					
10. Conventional, uncreative					

2. Considering the following statements, which better applies to your current situation.

2.1. I don't want to work outside of my home-county

2.2. I would like to work outside of my home-country in the future

2.3. I am currently working outside of my home-country (a decision that was self-initiated).

2.4. I already worked outside of my home-country and now returned (a decision that was self-initiated).

3. Please indicate up to 3 locations in which you would like to work (Only if question 2.2 was selected)

County_____ Country_____ Country _____

City _____ City_____ City_____

4. Please indicate the location in which you work (Only if question 2.3 was selected)

County_____

City _____

5. Please indicate the location in which you have worked (Only if question 2.4 was selected)

County_____

City _____

6. In which sector would you like to work? Tick as many as appropriate. (Only if question 2.2 was selected)

6.1. Consulting

6.2. Banking / Financial Sector

6.3. Fast-moving Consumer Goods

6.4. Industry/ Manufacturing

6.5. Technology

6.6. Telecommunications

6.7 Communication (Marketing, PR, Media, etc)

6.8. Tourism and Hospitality

6.9. Health

6.10. Start-up

6.11. Other: _____

7. In which sector do you work? (Only if question 2.3 was selected)

7.1. Consulting

7.2. Banking / Financial Sector

7.3. Fast-moving Consumer Goods

7.4. Industry/ Manufacturing

- 7.5. Technology
- 7.6. Telecommunications
- 7.7. Communication (Marketing, PR, Media, etc)
- 7.8. Tourism and Hospitality
- 7.9. Health
- 7.10. Start-up
- 7.11. Other: _____

8. In which sector have you worked? (Only if question 2.4 was selected)

- 8.1. Consulting
- 8.2. Banking / Financial Sector
- 8.3. Fast-moving Consumer Goods
- 8.4. Industry/ Manufacturing
- 8.5. Technology
- 8.6. Telecommunications
- 8.7. Communication (Marketing, PR, Media, etc)
- 8.8. Tourism and Hospitality
- 8.9. Health
- 8.10. Start-up
- 8.11. Other: _____

9. Considering your “dream” location and “dream” job which one has greater importance (Only if question 2.2 was selected)

- 9.1. Location
- 9.2. Sector/Company

10. When making your decision to move abroad which had greater importance? (Only if questions 2.3 or 2.4 were selected)

- 10.1. Location
- 10.2. Sector/Company

11. Below are a number of reasons to work abroad that may or may not apply to you. On a scale from 1-5, please rate the extent to which you agree or disagree with the statements. (Only if questions 2.2; 2.3 or 2.4 were selected)

	1.Strongly disagree	2. Moderately disagree	3. Neither agree nor disagree	4.Moderately agree	5.Strongly agree
11.1. I want to see more of the world.					
11.2. I desire an adventure/challenge.					
11.3. I want new experiences.					
11.4. I desire to enhance my career prospects.					
11.5. I want to do the right thing for promotion.					
11.6 I thought it might do my career some good.					
11.7. My family/ significant others influenced the decision to expatriate.					
11.8. I wanted to do what was best for my family/ significant others					
11.9. I want to escape from my current situation.					
11.10. I am bored with my home country.					
11.11. I want something new.					

12. Below are a number of characteristics that may or may not apply to you. On a scale from 1-5, please rate the extend which the organizational characteristics are important to you (Only if questions 2.2; 2.3 or 2.4 were selected)

	1. Not	2. Relatively	3. Neither	4. Important	5. Very

	important at all	unimportant	important nor unimportant		important
12.1. Gaining career-enhancing experience					
12.2. Feeling good about yourself as a result of working for the organization					
12.3. Acceptance and belonging					
12.4. Having a good relationship with your superiors					
12.5. The organization values and makes use of your creativity					
12.6. Opportunity for promotion					
12.7. Gaining recognition/appreciation from management					
12.8. Job security					
12.9. The organization produces innovative products and services					
12.10. The organization produces high-quality products and services					
12.11. Opportunity to apply what was learned at a tertiary institution					
12.12. The organization is customer-orientated					

12.13. Having above average salary					
12.14. Having an attractive overall compensation package					
12.15. The organization gives back to society (social causes)					
12.16. Opportunity to teach others what you have learned					
12.17. Having supportive and encouraging colleagues					
12.18. Working in a fun working environment					

13. Below is a list of organizational support characteristics that you may or may not have experienced during your working abroad. Please rate whether or not the characteristics below exist/ed. (Only if questions 2.3 or 2.4 were selected)

	1. No	2. Not sure	3. Yes
13.1. The financial incentives and allowances provided to me by the company are good.			
13.2. I have received financial support from the company when I moved.			
13.3. The Company considers my goals when making decisions about my career.			
13.4. I feel that the company cares about my career development.			
13.5. The Company has provided me with many opportunities to ease the transition to the foreign country.			
13.6. Help is available within the company whenever I have questions or concerns about living in the foreign country.			

14. For how long did you work abroad? (years) (Only if question 2.4 was selected)

15. Why did you return? (Only if question 2.4 was selected)

16. Nationality: _____

17. Gender:

17.1. Male

17.2. Female

18. Age: _____

19. Academic Background:

19.1. High School

19.2. Undergraduate degree

19.3. Post-graduate degree

20. Academic Background Area: _____

21. Have you done Erasmus/ Exchange Program?

21.1. No

21.2. Yes