

Appendix 1 - Questionnaire

Dear participant,

Thank you for taking the time to participate in this study and supporting me in my research on leadership and the Generation Y as part of my master thesis.

If you are a recent graduate with less than 5 years of professional work experiences or a master/ graduate student with at least one year of work experience in between bachelors and masters or before higher education, your contribution would be very valuable for my research.

Taking this survey will only take about 10 mins of your time, but I will be forever grateful!

Of course participation will be completely anonymous and confidential.

Thank you very much,

Anna Klemm

1. What is your year of birth?

2. What is your sex?

- Male
- Female
- other

3. What is the highest level of school you have completed or the highest degree you have received?

- Less than high school degree
- High school graduate (High school diploma, German: Abitur)
- Bachelor's degree
- Master's degree
- Doctoral degree
- Apprenticeship (German: Ausbildung)

4. What is your field of studies?

5. How many years of work experience do you have?

- Less than 1 year
- 1-2 years
- 2-3 years
- 3-4 years
- 4-5 years
- More than 5 years

6. Please indicate your country of origin

7. Which languages do you speak?

8. Of the following skills and attributes, which do you feel were your strongest when you finished higher education? (Deloitte, 2015)

Please select the 3 strongest skills and attributes

- Professionalism: time-keeping, hard work, discipline
- Academic knowledge/ intellectual ability/ skills specific to course of study
- Flexibility, team working, working with others
- Personal traits e.g. patience, maturity, integrity
- Analytical skills
- Ability to think creatively and generate new ideas
- Communication skills e.g. assertiveness, negotiating
- Knowledge of IT and technology
- Leadership
- Ability to challenge or disrupt thinking
- Financial, economic
- General business knowledge, work experience
- Knowledge specific ideas/ techniques
- Being entrepreneurial/ creating opportunities
- Sales & Marketing

9. On balance how useful have the skills you gained in higher education been; compared to those learned in jobs you have had since graduation? Please think of all skills (both ‘harder’ technical skills and ‘softer’ management/people skills) and distribute 100 points for each objective depending on how useful you think skills gained in higher education have been compared to skills gained from employment. (Deloitte, 2015)

Please think of all skills (both ‘harder’ technical skills and ‘softer’ management/people skills) and distribute 100 points for each objective

14. In your Organization, do you think that women have more, fewer, or the same opportunities to advance as men? (McKinsey & Company, 2015)

- More
- Same
- fewer

15. Given your experience to date: Is your gender inhibiting your success? (McKinsey & Company, 2015)

- Yes
- No

16. Given your expectations for the future: Is your gender inhibiting your success? (McKinsey & Company, 2015)

- Yes
- No