Individualism and Collectivism Scale (Triandis & Gelfand, 1998)

Horizontal individualism items

_		n myself than	others.	5	6	7	0	0			
l never	2	3	4	5	6	7	8	9 always			
2. I rely on myself most of the time; I rarely rely on others.											
1 never	2	3	4	5	6	7	8	9 always			
3. I often do "my own thing."											
1 never	2	3	4	5	6	7	8	9 always			
4. My personal identity, independent of others, is very important to me.											
1 never	2	3	4	5	6	7	8	9 always			
Vertical individualism items											
Vertical in	ndividualisr	n items									
	ndividualisn		petter than o	thers.							
			petter than o	thers. 5	6	7	8	9 always			
1. It is implemental interest in the second	portant that I 2	do my job t			6	7	8	_			
1. It is implemental interest in the second	portant that l	do my job t			6	7	8	_			
 It is implementation. Winning. Winning. never. 	portant that I 2 ag is everythi 2	do my job l 3 ng.	4	5				always			
 It is implementation. Winning. Winning. never. 	portant that l 2	do my job l 3 ng.	4	5				always			
 It is implemented. Winning 1 mever Compect 1 mever 	portant that I 2 ag is everythi 2 tition is the I	ng. 3 aw of nature	4 4	555	6	7	8	always 9 always			

Horizontal collectivism items

1. If a cow 1 never	vorker gets a 2	prize, I wou 3	ald feel proud 4	d. 5	6	7	8	9 always
2. The we	ll-being of m 2	ny coworkers 3	s is importar 4	nt to me 5	6	7	8	9 always
3. To me, 1 never	pleasure is s	pending tim 3	e with others 4	5	6	7	8	9 always
4. I feel go 1 never	ood when I c 2	ooperate wi	th others.	5	6	7	8	9 always
Vertical co	ollectivism i	tems						
 Parents never 	and children 2	must stay to 3	ogether as m 4	uch as possi 5	ible. 6	7	8	9 always
2. It is my 1 never	duty to take 2	care of my	family, even 4	when 1 hav 5	ve to sacrific 6	e what I war 7	nt. 8	9 always
3. Family 1 never	members sho	ould stick to	gether, no m	natter what s	acrifices are	required. 7	8	9 always
4. It is imple 1 never	portant to me	e that I respe	ect the decision 4	ons made by 5	my groups.	7	8	9 always