



EXPAT IN HOLLAND

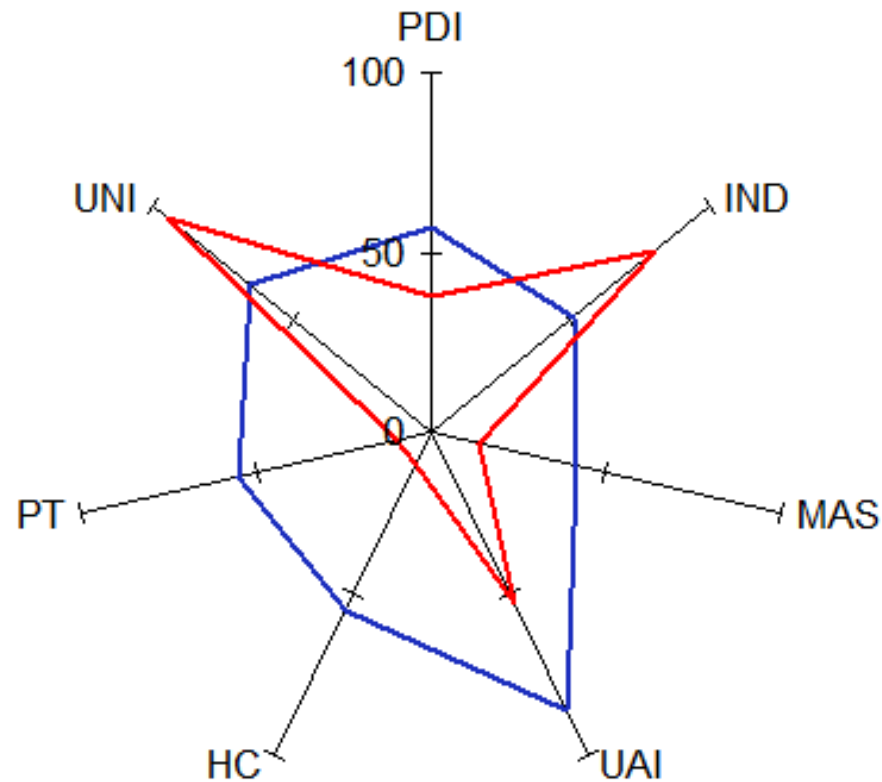
Talking the same language

National differences between
THE NETHERLANDS
& **SPAIN**

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 **The Netherlands**

 **Spain**



- PDI - Power Distance Index
- IND - Individualism - Collectivism
- MAS - Masculinity - Femininity
- UAI - Uncertainty Avoidance Index
- HC - High Context - Low Context
- PT - Polychronic Time - Monochronic Time
- UNI - Universalism - Particularism

Based on workshop surveys and profiling