



Regions:

Germany, Great Britain, United States

- Subordinates are more comfortable with and demand the right to contribute to and critique the decision making of those in power
- People relate to one another more as equals regardless of formal positions
- Low power distance expect and accept power relations that are more consultative or democratic

Regions:

Mexico, Guatemala, East Asia

- Subordinates acknowledge the power of others based on where they are situated in certain formal, hierarchical positions
- In high power distance countries, the less powerful accept power relations that are more autocratic and paternalistic
- Employees don't expect to be decision-makers