

Detailed Appendices to the
Online Questionnaire to help identifying the **Qualities the Lebanese succesful**
people share

(Returned by Respondents 2nd half December 2016)

Appendix 1:

Online Questionnaire to help identifying the **Qualities the Lebanese successful people share**

(Returned by Respondents 2nd half December 2016)

Respondent Profile

Sex: Male Female

Age: _____

Current occupation:

- Self-employed
 Employee

Number of Employees supervised/directly managed (if applicable)

Sector:

- Public Sector
 Banking/Insurance/Financial Institutions
 Industrial
 Retail/Distribution of Consumer goods
 Hospitality (Hotels, Restaurants...)
 Construction/Real Estate
 Hospitals/Medical
 Lawyer/Legal
 Education
 Others

Average earnings per month (equivalence in U.S. Dollars)

- Less than \$3,000
 \$3,000 to less than \$5,000
 \$5,000 to less than \$7,500
 \$7,500 and over

Formal education is in:

- Business / Management / Economics or equivalent
 Engineering or equivalent
 Law or equivalent
 Healthcare management
 Other education

1- Of the following famous people, select the 3 ones who you feel have impressed you the most:
 (click the indicator to the left of the name and enter "x")

- | | | | |
|---------------------------------------|--|--------------------------------------|--|
| <input type="checkbox"/> C. de Gaulle | <input type="checkbox"/> S. Jobs | <input type="checkbox"/> J. Caesar | <input type="checkbox"/> B. Gates |
| <input type="checkbox"/> W. Allen | <input type="checkbox"/> Mother Teresa | <input type="checkbox"/> B. Hannibal | <input type="checkbox"/> Alexander the Great |
| <input type="checkbox"/> W. Buffet | <input type="checkbox"/> D. Eisenhower | <input type="checkbox"/> A. Einstein | <input type="checkbox"/> G. Abdel Naser |
| <input type="checkbox"/> N. Bonaparte | <input type="checkbox"/> J. F. Kennedy | <input type="checkbox"/> L. da Vinci | <input type="checkbox"/> A. Nobel |
| <input type="checkbox"/> M. Ghandi | <input type="checkbox"/> N. Mandela | <input type="checkbox"/> H. Ford | <input type="checkbox"/> G. Kh. Gibran |

2- Now, and irrespective of your order of preference of the celebrities you selected, which of the following personality traits / qualities / capabilities... characterize each of them (please note that the used ranking of these traits in the questionnaire's columns has no intended relationship with their relative importance in general):

TRAIT / QUALITY / SPECIAL COMPETENCE-CAPABILITY ...	1st celebrity	2nd	3rd
2.1. Integrity			
2.2. Hardwork			
2.3. perseverance			
2.4. Positive Attitude			
2.5. Self triggered			
2.6. purpose driven			
2.7. Lucky			
2.8. Qualifications			
2.9. Experience			
2.10. Acceptance of Failure			
2.11. Avoiding procrastination			
2.12. Dreamers			
2.13. Continuous self improvement			
2.14. Focusing on priorities			
2.15. Striving at doing things Right			
2.16. Good with people			
2.17. Assuming Responsibility			

3- What qualities / traits / capabilities you believe these successful people enjoy and THAT HAVE NOT BEEN LISTED ABOVE (please state the most important three of them):

- Quality 1: _____
 Quality 2: _____
 Quality 3: _____

Questions	Not Applicable	Very Low / Not at all	2	3	4	Very High / Very much
	0	1	2	3	4	5
<p>4- We are compelled to process more and more data, and to make more and more decisions, and yet there are only 24 hours in a day. How do you value the importance of each of the following when it comes to helping you better manage your time?</p> <p>4.1. Dealing more with the Important issues rather than the Urgent ones</p>						
<p>4.2. Delegating to your Assistants whatever you know they can properly handle</p>						
<p>4.3. Deferring to later on whatever you feel is not urgent to do, especially when it is of a low importance</p>						
<p>4.4. Avoiding procrastination</p>						
<p>4.5. Do you approve of the following: the secret of success is to do fewer things but do more important things, and do more of them, do them longer and get better at them</p>						
<p>5- Do you think you can save yourself valuable time by:</p> <p>5.1. Better managing your emails</p> <p>5.2. Improving on your desk organization</p> <p>5.3. Saying No when you have to</p> <p>5.4. Watching less the news</p>						
<p>6- Based on above, do you believe that the principle of the Important things First (the "Pareto Principle" - the 80/20 rule) stands when it comes to your time management?</p>						
<p>7- Motivation at work:</p> <p>7.1. Humans respond to rewards and punishment (carrots and sticks), mainly for routine works (works that can relatively be easily automated)</p> <p>7.2. "Carrots and sticks" foster short term results only</p> <p>7.3. People have a drive to learn, create and better the world</p> <p>7.4. Once the basic needs of people are met (physiological and safety), the meaningful rewards of people become the interest they have in their jobs, the challenge it grants them, and the recognition of others it merits them</p> <p>7.5. Performers need meaning in their job / life, more than money and other physical rewards</p> <p>7.6. We cannot force people into perfection. We can only engage them enough so that they drive to do perfect work</p> <p>7.7. To be happy, one needs to Want what they have (Gratitude), more than Having what they want (Gratification)</p> <p>7.8. Human beings look for autonomy, self-determination and connection to others. When this drive is liberated, they achieve more</p>						

Questions	Not Applicable	Very Low / Not at all				Very High / Very much
	0	1	2	3	4	5
8- Do you take good care of yourself:						
8.1. Eat well						
8.2. Sleep well						
8.3. Relax well						
8.4. Work out regularly						
8.5. Give enough time to family						
8.6. Give enough time to improving your technical capabilities and skills in your field of expertise (through seminars, reading, socializing with people of expertise...)						
9- Do you feel that you consciously and deliberately work yourself out of your Comfort zone by doing things that you are uncomfortable at doing at first, but that you believe you have to start touching base with to initiate the change you deem necessary						
10- Noting that we are not fortune tellers, especially in our fast changing world, do you think that building your future is possible and that you are not to be left to the hands of fate?						
11- Because of the unpredictability of the future, especially in our part of the world nowadays, the best thing to do to prevail is to work on building ourselves to the maximum of our capabilities and remaining alert to exploit more and better the opportunities that come our way						
12- How relevant and important is each of the following when it comes to building up your competence in your area of specialty:						
12.1. Reading books						
12.2. Being informed through the news						
12.3. Exploiting the capabilities of the Social media						
12.4. Following seminars/formal trainings						
12.5. Networking with experienced people						
12.6. Consulting with a Mentor						
13- To which extent do you believe that the following that Lao Tzu once said is relevant: "Your thoughts become your words, your words become your actions, your actions become your habits, your habits become your character, your character becomes your destiny"						
14- How much do you approve of the following:						
14.1. A Leader is best when people barely know he exists						
14.2. A Leader must be soft as water which, because of its softness, penetrates mountains and earth						
14.3. Night inspires wisdom ("Sleep on it")						
14.4. A major part of our good decision making is based on our intuition/subconscious mind, over and above our rational thinking						
14.5. Those who have advantages are much more likely to be given even more advantages						
14.6. Genius without Practical Intelligence (ability to know what to say, when, to whom and how best) doesn't yield to success						

Questions	Not Applicable	Very Low / Not at all				Very High / Very much
	0	1	2	3	4	5
14.7. Serving the others always ends up serving oneself						
14.8. Yesterday is gone, tomorrow is not yet here, only today exists						
14.9. Despite the problems Lebanon is going through, filling your mind with positive thought is useful						
14.10. The Pain of today is the Gain of tomorrow						
14.11. We reap what we sow						
15- Do you consider yourself more of a figures oriented person rather than a philosopher						
16- When it comes to your time management:						
16.1. Do you plan your year						
16.2. Do you plan your month						
16.3. Do you plan your week						
16.4. Do you plan your day						
16.5. Do you use a paper agenda						
16.6. Do you use To-do-lists						
16.7. Do you use your smart phone planner						
16.8. Do you use your computer planner						
16.9. Do you update your plans with an acceptable frequency, and thus you only do so when you feel the plans you have on hand are getting totally unusable						
17- To which extent do you agree that failure and diversity are the best teachers in life						
18- What books do you mostly read:						
18.1. Business/Management						
18.2. Professional						
18.3. Self-help/Psychology						
18.4. Social/Philosophy						
18.5. History/Geography						
18.6. Politics						
18.7. Religion						
18.8. Others						
19- To which degree do you approve of the following:						
19.1. Personal success depends on Luck (opportunities afforded that are purely coincidental, unintended and unearned) and on our Capability to exploit it.						
19.2. For most skills, mastering them requires putting thousands of long hours, especially for those skills for which the experience curve counts						
19.3. Whether you think that you can, or think you cannot, you are right - Henry Ford						

Questions	Not Applicable	Very Low / Not at all				Very High / Very much
	0	1	2	3	4	5
19.4. "Outliers (outstanding performers) are those who have been given opportunities – and who have had the strength and presence of mind to seize them" - Malcolm Gladwell						
19.5. We ought to have an insatiably curious approach to life (<i>questioning every thing - be curious</i>) and an unrelenting quest for continuous learning (<i>knowing that what we know today is seldom useful as is in few years down the road</i>)						
19.6. We better tolerate Ambiguity and accept uncertainty						
19.7. To succeed in business, one has to strike an acceptable balance between rational and intuitive thinking						
19.8. Definiteness of Purpose and Faith in the capacity to attain one's goals trigger drive						
19.9. Discovering your calling in life (<i>what you value most; your deepest interests...</i>) and working hard and deliberately at achieving it will lead you to success						
19.10. In order to succeed, your desire for success should be greater than your fear of failure - Bill Cosby						
19.11. Though fear is natural, the only way to beat it is to affront it boldly (whenever we feel we can overcome it) as, as it has been said by N. Machiavelli: " Fortune is a woman, and if you wish to dominate her you must beat her and batter her. It is clear that she will let herself be won by men who are impetuous rather than by those who step cautiously "						
20- Pick up from the following 30 randomly listed traits the 5 ones that condition Success the most in your opinion:						
20.1. Hard work						
20.2. Luck / good fortune						
20.3. Self confidence						
20.4. Positive attitude						
20.5. Perseverance						
20.6. Definiteness of purpose						
20.7. Imagination						
20.8. Education						
20.9. Experience						
20.10. Admitting mistakes						
20.11. Accepting failure as the way to learning						
20.12. Proper time management						
20.13. Embracing adversity						
20.14. Managing with people						
20.15. Frugality						
20.16. Not daring to be the first						
20.17. Love of self, others and of what we do						
20.18. Being grateful for what we have while working on having what we						
20.19. Discipline and rigorous planning						
20.20. Efficient time management						

Question truncated from analysis. Partially covered by question 20.6.

Questions	Not Applicable	Very Low / Not at all				Very High / Very much
	0	1	2	3	4	5
20.21. Giving priority to tackling the important issues over the urgent						
20.22. Proper circle of friends						
20.23. Working on being seen at the right time in the right place by the right people						
20.24. Teamwork						
20.25. Doing unto others (delegating and leading)						
20.26. Learning from yesterday, working on today and looking for building a good tomorrow						
20.27. Continuous learning						
20.28. Commitment to excellence						
20.29. Taking care of one's health (working out, good food, good sleep...)						
20.30. Accepting things as they come and stopping worrying						

Appendix 2: RESPONDENTS PROFILE (of the 313)

SPREAD OF RESPONDENTS PER AGE	MALE		FEMALE		TOTAL	
< 35 years old	25	15%	50	35%	75	24%
35 - 49	83	49%	72	51%	155	50%
50 - 64	50	29%	19	13%	69	22%
65 and over	13	8%	1	1%	14	4%
Totals	171	100%	142	100%	313	100%

SELF EMPLOYED OR EMPLOYED	MALE		FEMALE		TOTAL	
Employed	119	70%	129	91%	248	79%
Self-employed	51	30%	11	8%	62	20%
Undeclared	1	1%	2	1%	3	1%
Totals	171	100%	142	100%	313	100%

FORMAL EDUCATION OF THE RESPONDENTS	MALE		FEMALE		TOTAL	
Business, Economics..	94	55%	84	59%	178	57%
Engineering..	48	28%	13	9%	61	19%
Medicine. Healthcare..	9	5%	31	22%	40	13%
Other < Law, Legal	20	12%	14	10%	34	11%
Totals	171	100%	142	100%	313	100%

SECTORS RESPONDENTS WORK IN	MALE		FEMALE		TOTAL	
Financial (Banks, Insurance...)	40	23%	37	26%	77	25%
Hospitals/Healthcare..	20	12%	33	23%	53	17%
Education	20	12%	27	19%	47	15%
Industrial, Construction..	26	15%	7	5%	33	11%
Public	6	4%	9	6%	15	5%
Other	59	35%	29	20%	88	28%
Totals	171	100%	142	100%	313	100%

MONTHLY EARNINGS EXPRESSED IN \$	MALE		FEMALE		TOTAL	
Less than \$3,000	18	11%	57	40%	75	24%
\$3,000 to < \$5,000	42	25%	43	30%	85	27%
\$5,000 to < \$7,500	26	15%	26	18%	52	17%
Over \$7,500	84	49%	15	11%	99	32%
Undeclared	1	1%	1	1%	2	1%
Totals	171	100%	142	100%	313	100%

# EMPLOYEES RESPONDENTS SUPERVISE	MALE		FEMALE		TOTAL	
Less than 10 persons	80	47%	85	60%	165	53%
10 to 49	53	31%	35	25%	88	28%
50 to 100	9	5%	4	3%	13	4%
Over 100	21	12%	3	2%	24	8%
Undeclared	8	5%	15	11%	23	7%
Totals	171	100%	142	100%	313	100%

Appendix 3: PRELISTED QUALITIES CHECKED BY THE 313 RESPONDENTS (Question 2)

Qualities / Traits	MALE (171 persons)				FEMALE (142 persons)				TOTAL (313 persons)															
	# of respondents having selected the Quality for the		Average citation per 1 celebrity		# of respondents having selected the Quality for the		Average citation per 1 celebrity		# of respondents having selected the Quality for the		Average citation per 1 celebrity													
	1st Celebrity	2nd Celebrity	3rd Celebrity	Relative importance of Qualities / Traits	1st Celebrity	2nd Celebrity	3rd Celebrity	Relative importance of Qualities / Traits	1st Celebrity	2nd Celebrity	3rd Celebrity	Relative importance of Qualities / Traits												
1 Perseverance	105	87	80	272	12%	91	53%	68	66	53	187	11%	62	44%	173	153	133	459	12%	153	49%			
2 Hard work	71	70	70	211	10%	70	41%	47	75	54	176	11%	59	41%	118	145	124	387	10%	129	41%			
3 Positive Attitude	58	67	60	185	8%	62	36%	63	56	33	152	9%	51	36%	121	123	93	337	9%	112	36%			
4 Integrity	60	61	50	171	8%	57	33%	62	48	41	151	9%	50	35%	122	109	91	322	8%	107	34%			
5 Dreamers	52	59	72	183	8%	61	36%	28	33	48	109	7%	36	26%	80	92	120	292	8%	97	31%			
6 Good with people	45	58	46	149	7%	50	29%	58	58	24	140	9%	47	33%	103	116	70	289	8%	96	31%			
7 Purpose driven	48	51	48	147	7%	49	29%	30	30	26	86	5%	29	20%	78	81	74	233	6%	78	25%			
8 Assuming Responsibility	42	43	38	123	6%	41	24%	37	32	29	98	6%	33	23%	79	75	67	221	6%	74	24%			
9 Acceptance of Failure	39	46	32	117	5%	39	23%	22	29	23	74	5%	25	17%	61	75	55	191	5%	64	20%			
10 Striving at doing things Right	31	38	38	107	5%	36	21%	22	32	29	83	5%	28	19%	53	70	67	190	5%	63	20%			
11 Continuous self improvement	30	30	41	101	5%	34	20%	17	30	41	88	5%	29	21%	47	60	82	189	5%	63	20%			
12 Self triggered	32	37	53	122	6%	41	24%	19	22	25	66	4%	22	15%	51	59	78	188	5%	63	20%			
13 Qualifications	20	26	41	87	4%	29	17%	18	28	34	80	5%	27	19%	38	54	75	167	4%	56	18%			
14 Focusing on Priorities	27	30	32	89	4%	30	17%	16	21	24	61	4%	20	14%	43	51	56	150	4%	50	16%			
15 Experience	23	25	24	72	3%	24	14%	13	15	30	58	4%	19	14%	36	40	54	130	3%	43	14%			
16 Lucky	6	10	8	24	1%	8	5%	4	7	8	19	1%	6	4%	10	17	16	43	1%	14	5%			
17 Avoiding Procrastination	6	14	6	26	1%	9	5%	4	2	3	9	1%	3	2%	10	16	9	35	1%	12	4%			
	695	752	739	2,186	100%	695	752	739	2,186	100%	695	752	739	2,186	1,223	1,336	1,264	3,823	100%	1,223	1,336	1,264	3,823	100%

APPENDIX 4: COVERAGE OF QUESTION 20 OF QUALITIES CITED IN QUESTIONS 2 & 3

QUALITIES ADDRESSED IN QUESTION 20	CORRESPONDING QUALITIES IN QUESTION 2	QUALITIES ADDED BY RESPONDENTS IN QUESTION 3
1 Hard work	2. Hard work	
2 Luck / good fortune	7. Lucky	
3 Self confidence	5. Self triggered	2. Self Confident (< optimist,
4 Positive attitude	4. Positive Attitude	
5 Perseverance	3. Perseverance	
6 Definiteness of purpose	6. Purpose driven	
7 Imagination	12. Dreamers	
8 Education	8. Qualifications	
9 Experience	9. Experience	
10 Admitting mistakes	17. Assuming Responsibility	
11 Accepting failure as the way to learning	10. Acceptance of Failure	
12 Proper time management		
13 Embracing adversity		
14 Managing with people	16. Good with people	3. Leadership
15 Frugality		
16 Not daring to be the first		
17 Love of self, others and of what we do		
18 Being grateful for what we have while working on having what we love		6. Human / generous
19 Discipline and rigorous planning		
20 Efficient time management	11. Avoiding Procrastination	
21 Giving priority to tackling the important issues over the urgent ones	14. Focusing on Priorities	
22 Proper circle of friends		
23 Working on being seen at the right time in the right place by the right people		
24 Teamwork		
25 Doing unto others (delegating and leading)		9. Inspirational / motivator
26 Learning from yesterday, working on today and looking for building a good tomorrow	13. Continuous self improvement	
27 Continuous learning		
28 Commitment to excellence	15. Striving at doing things Right	
29 Taking care of one's health (working out, good food, good sleep...)		
30 Accepting things as they come and stopping worrying		

Appendix 5: QUALITIES/TRAIT/TRAITS SELECTED BY RESPONDENTS FROM QUESTION 20 AS CHARACTERIZING SUCCESSFUL PEOPLE (for respondents having selected 5 qualities)

BY AGE

Weight given to qualities is different from those granted by the respondents who answered series 1 questions only. We believe these are more representative for the qualities that are common to both series of questions, noting however that the attributed weight is also impacted by the number of qualities addressed in series 2 (10 only, while here 30)

Appendix 5.1: Qualities for all ages

	Qualities for all Respondents	MALE (148) % Qualities selected among the 30 Questions	FEMALE (112) % Qualities selected among the 30 Questions	TOTAL (260) % Qualities selected among the 30 Questions
1	Hard work	99 67%	66 59%	165 63%
2	Perseverance	90 61%	69 62%	159 61%
3	Self confidence	79 53%	65 58%	144 55%
4	Positive attitude	71 48%	55 49%	126 48%
5	Teamwork	45 30%	27 24%	72 28%
6	Continuous learning	35 24%	36 32%	71 27%
7	Experience	47 32%	21 19%	68 26%
8	Luck / good fortune	34 23%	25 22%	59 23%
9	Education	32 22%	21 19%	53 20%
10	Accepting failure as the way to learning	26 18%	15 13%	41 16%
	Efficient time management	18 12%	21 19%	39 15%
	Commitment to excellence	21 14%	16 14%	37 14%
	Imagination	24 16%	9 8%	33 13%
	Managing with people	17 11%	15 13%	32 12%
	Discipline and rigorous planning	16 11%	16 14%	32 12%
	Learning from yesterday, working on today and looking for building tomorrow	13 9%	13 12%	26 10%
	Admitting mistakes	15 10%	11 10%	26 10%
	Doing unto others (delegating and leading)	10 7%	8 7%	18 7%
	Love of self, others and of what we do	8 5%	8 7%	16 6%
	Definiteness of purpose	7 5%	8 7%	15 6%
	Proper time management	8 5%	7 6%	15 6%
	Working on being seen at the right time in the right place by the right people	9 6%	2 2%	11 4%
	Taking care of one's health (working out, good food, good sleep...)	3 2%	7 6%	10 4%
	Proper circle of friends	5 3%	4 4%	9 3%
	Being grateful for what we have while working on having what we love	2 1%	6 5%	8 3%
	Accepting things as they come and stopping worrying	1 1%	4 4%	5 2%
	Not daring to be the first	2 1%	2 2%	4 2%
	Embracing adversity	2 1%	1 1%	3 1%
	Giving priority to tackling the important issues over the urgent ones	1 1%	2 2%	3 1%
	Frugality	0 0%	0 0%	0 0%
	Totals	740	560	1,300

Appendix 5.2: Qualities for ages < 35 years old:

	MALE (20)	% Qualities selected among the 30 Questions	FEMALE (37)	% Qualities selected among the 30 Questions	TOTAL (57)	% Qualities selected among the 30 Questions
2	13	65%	26	70%	39	68%
1	17	85%	20	54%	37	65%
3	9	45%	20	54%	29	51%
4	15	75%	12	32%	27	47%
5	5	25%	16	43%	21	37%
6	7	35%	8	22%	15	26%
7	8	40%	6	16%	14	25%
8	2	10%	9	24%	11	19%
9	5	25%	6	16%	11	19%
10	3	15%	7	19%	10	18%
	2	10%	7	19%	9	16%
	2	10%	6	16%	8	14%
	2	10%	6	16%	8	14%
	2	10%	5	14%	7	12%
	1	5%	6	16%	7	12%
	1	5%	5	14%	6	11%
	1	5%	4	11%	5	9%
	1	5%	3	8%	4	7%
	0	0%	4	11%	4	7%
	1	5%	3	8%	4	7%
	2	10%	1	3%	3	5%
	1	5%	2	5%	3	5%
	0	0%	2	5%	2	4%
	0	0%	1	3%	1	2%
	0	0%	1	3%	1	2%
	0	0%	1	3%	1	2%
	0	0%	1	3%	1	2%
	0	0%	0	0%	0	0%
	0	0%	0	0%	0	0%
	0	0%	0	0%	0	0%
Totals	100		188		288	

Appendix 5.3: Qualities for ages 35 to 49 years old:

	MALE (71)	% Qualities selected among the 30 Questions	FEMALE (57)	% Qualities selected among the 30 Questions	TOTAL (128)	% Qualities selected among the 30 Questions
1	41	58%	36	63%	77	60%
2	42	59%	32	56%	74	58%
3	35	49%	33	58%	68	53%
4	31	44%	32	56%	63	49%
5	20	28%	18	32%	38	30%
6	23	32%	13	23%	36	28%
7	22	31%	13	23%	35	27%
8	19	27%	14	25%	33	26%
9	14	20%	8	14%	22	17%
10	9	13%	12	21%	21	16%
	12	17%	7	12%	19	15%
	9	13%	9	16%	18	14%
	8	11%	10	18%	18	14%
	10	14%	8	14%	18	14%
	10	14%	2	4%	12	9%
	9	13%	3	5%	12	9%
	6	8%	6	11%	12	9%
	6	8%	5	9%	11	9%
	3	4%	8	14%	11	9%
	4	6%	5	9%	9	7%
	4	6%	4	7%	8	6%
	7	10%	0	0%	7	5%
	3	4%	4	7%	7	5%
	2	3%	2	4%	4	3%
	2	3%	2	4%	4	3%
	2	3%	1	2%	3	2%
	1	1%	1	2%	2	2%
	1	1%	0	0%	1	1%
	0	0%	0	0%	0	0%
	0	0%	0	0%	0	0%
Totals	355		288		643	

Appendix 5.4: Qualities for ages 50 to 64 years old:

	% Qualities selected among the 30 Questions		% Qualities selected among the 30 Questions		% Qualities selected among the 30 Questions	
	MALE (45)	FEMALE (17)	TOTAL (62)	MALE (45)	FEMALE (17)	TOTAL (62)
1 Hard work	30	13	43	67%	76%	69%
2 Self confidence	29	10	39	64%	59%	63%
3 Positive attitude	22	11	33	49%	65%	53%
4 Perseverance	26	7	33	58%	41%	53%
5 Teamwork	14	7	21	31%	41%	34%
6 Education	15	4	19	33%	24%	31%
7 Luck / good fortune	11	5	16	24%	29%	26%
8 Experience	12	1	13	27%	6%	21%
9 Continuous learning	7	4	11	16%	24%	18%
10 Imagination	8	2	10	18%	12%	16%
Efficient time management	7	3	10	16%	18%	16%
Commitment to excellence	6	3	9	13%	18%	15%
Learning from yesterday, working on today and looking for building tomorrow	7	1	8	16%	6%	13%
Accepting failure as the way to learning	6	1	7	13%	6%	11%
Managing with people	7	0	7	16%	0%	11%
Admitting mistakes	4	1	5	9%	6%	8%
Discipline and rigorous planning	2	2	4	4%	12%	6%
Proper circle of friends	3	1	4	7%	6%	6%
Definiteness of purpose	2	1	3	4%	6%	5%
Proper time management	2	1	3	4%	6%	5%
Doing unto others (delegating and leading)	2	1	3	4%	6%	5%
Love of self, others and of what we do	2	0	2	4%	0%	3%
Taking care of one's health (working out, good food, good sleep...)	0	2	2	0%	12%	3%
Accepting things as they come and stopping worrying	0	2	2	0%	12%	3%
Being grateful for what we have while working on having what we love	0	1	1	0%	6%	2%
Giving priority to tackling the important issues over the urgent ones	0	1	1	0%	6%	2%
Working on being seen at the right time in the right place by the right people	1	0	1	2%	0%	2%
Embracing adversity	0	0	0	0%	0%	0%
Frugality	0	0	0	0%	0%	0%
Not daring to be the first	0	0	0	0%	0%	0%
Totals	225	85	310			

Appendix 5.5: Qualities for ages 65 years old and over:

	MALE (12)	% Qualities selected among the 30 Questions	FEMALE (1)	% Qualities selected among the 30 Questions	TOTAL (13)	% Qualities selected among the 30 Questions
1 Hard work	11	92%	1	100%	12	92%
2 Perseverance	10	83%	1	100%	11	85%
3 Self confidence	6	50%	1	100%	7	54%
4 Education	6	50%	0	0%	6	46%
5 Experience	4	33%	1	100%	5	38%
6 Positive attitude	3	25%	0	0%	3	23%
7 Imagination	4	33%	0	0%	4	31%
8 Teamwork	3	25%	0	0%	3	23%
9 Continuous learning	3	25%	0	0%	3	23%
10 Embracing adversity	2	17%	0	0%	2	15%
Managing with people	1	8%	0	0%	1	8%
Discipline and rigorous planning	2	17%	0	0%	2	15%
Doing unto others (delegating and leading)	2	17%	0	0%	2	15%
Learning from yesterday, working on today and looking for building tomorrow	2	17%	0	0%	2	15%
Luck / good fortune	1	8%	0	0%	1	8%
Admitting mistakes	0	0%	1	100%	1	8%
Accepting failure as the way to learning	1	8%	0	0%	1	8%
Efficient time management	1	8%	0	0%	1	8%
Giving priority to tackling the important issues over the urgent ones	0	0%	0	0%	0	0%
Commitment to excellence	1	8%	0	0%	1	8%
Taking care of one's health (working out, good food, good sleep...)	1	8%	0	0%	1	8%
Definiteness of purpose	0	0%	0	0%	0	0%
Proper time management	0	0%	0	0%	0	0%
Frugality	0	0%	0	0%	0	0%
Not daring to be the first	0	0%	0	0%	0	0%
Love of self, others and of what we do	0	0%	0	0%	0	0%
Being grateful for what we have while working on having what we love	0	0%	0	0%	0	0%
Proper circle of friends	0	0%	0	0%	0	0%
Working on being seen at the right time in the right place by the right people	0	0%	0	0%	0	0%
Accepting things as they come and stopping worrying	0	0%	0	0%	0	0%
Totals	64		5		69	

Appendix 6.1: Qualities for Self-employed:

	MALE (43) % Qualities selected among the 30 Questions	FEMALE (9) % Qualities selected among the 30 Questions	TOTAL (52) % Qualities selected among the 30 Questions
1 Hard work	32 74%	5 56%	37 71%
2 Perseverance	27 63%	5 56%	32 62%
3 Self confidence	24 56%	6 67%	30 58%
4 Positive attitude	25 58%	3 33%	28 54%
5 Teamwork	15 35%	1 11%	16 31%
6 Luck / good fortune	11 26%	3 33%	14 27%
7 Experience	14 33%	0 0%	14 27%
8 Education	8 19%	3 33%	11 21%
9 Discipline and rigorous planning	8 19%	1 11%	9 17%
10 Admitting mistakes	6 14%	1 11%	7 13%
Continuous learning	6 14%	1 11%	7 13%
Imagination	5 12%	1 11%	6 12%
Accepting failure as the way to learning	6 14%	0 0%	6 12%
Managing with people	3 7%	3 33%	6 12%
Efficient time management	4 9%	1 11%	5 10%
Doing unto others (delegating and leading)	3 7%	2 22%	5 10%
Love of self, others and of what we do	2 5%	2 22%	4 8%
Learning from yesterday, working on today and looking for building tomorrow	3 7%	1 11%	4 8%
Commitment to excellence	2 5%	2 22%	4 8%
Proper time management	2 5%	1 11%	3 6%
Taking care of one's health (working out, good food, good sleep...)	1 2%	2 22%	3 6%
Proper circle of friends	2 5%	0 0%	2 4%
Working on being seen at the right time in the right place by the right people	2 5%	0 0%	2 4%
Definiteness of purpose	1 2%	0 0%	1 2%
Not daring to be the first	1 2%	0 0%	1 2%
Being grateful for what we have while working on having what we love	0 0%	1 11%	1 2%
Giving priority to tackling the important issues over the urgent ones	1 2%	0 0%	1 2%
Accepting things as they come and stopping worrying	1 2%	0 0%	1 2%
Embracing adversity	0 0%	0 0%	0 0%
Frugality	0 0%	0 0%	0 0%
Totals	215	45	260

Appendix 6.2: Qualities for Employed:

	MALE (105)	% Qualities selected among the 30 Questions	FEMALE (101)	% Qualities selected among the 30 Questions	TOTAL (206)	% Qualities selected among the 30 Questions
1 Hard work	68	65%	59	58%	127	62%
2 Perseverance	63	60%	62	61%	125	61%
3 Self confidence	55	52%	56	55%	111	54%
4 Positive attitude	46	44%	51	50%	97	47%
5 Continuous learning	29	28%	35	35%	64	31%
6 Teamwork	31	30%	26	26%	57	28%
7 Experience	33	31%	21	21%	54	26%
8 Luck / good fortune	23	22%	22	22%	45	22%
9 Education	24	23%	17	17%	41	20%
10 Accepting failure as the way to learning	20	19%	15	15%	35	17%
Efficient time management	14	13%	19	19%	33	16%
Commitment to excellence	19	18%	15	15%	34	17%
Imagination	19	18%	8	8%	27	13%
Managing with people	14	13%	12	12%	26	13%
Discipline and rigorous planning	8	8%	15	15%	23	11%
Learning from yesterday, working on today and looking for building tomorrow	10	10%	12	12%	22	11%
Admitting mistakes	9	9%	10	10%	19	9%
Doing unto others (delegating and leading)	8	8%	6	6%	14	7%
Definiteness of purpose	6	6%	8	8%	14	7%
Proper time management	6	6%	6	6%	12	6%
Love of self, others and of what we do	6	6%	6	6%	12	6%
Working on being seen at the right time in the right place by the right people	7	7%	2	2%	9	4%
Taking care of one's health (working out, good food, good sleep...)	3	3%	5	5%	8	4%
Being grateful for what we have while working on having what we love	2	2%	5	5%	7	3%
Proper circle of friends	3	3%	4	4%	7	3%
Accepting things as they come and stopping worrying	0	0%	4	4%	4	2%
Embracing adversity	2	2%	1	1%	3	1%
Not daring to be the first	1	1%	2	2%	3	1%
Giving priority to tackling the important issues over the urgent ones	0	0%	2	2%	2	1%
Frugality	0	0%	0	0%	0	0%
Totals	529		506		1,035	

N.B.: 2 Female Respondents did not declare whether there are Self-employed or Employed

APPENDIX 8: CROSSING THE 5 SELECTED QUALITIES BY THE RESPONDENTS AMONG THE 30 PRESELECTED ONES - QUESTION 20

For the 112 FEMALES

No. of respondents who have selected the Quality among their selection of 5 ones	112 Respondents x 5 selections																																
	69	66	65	55	36	27	25	21	21	16	16	15	15	13	11	9	8	8	8	8	7	7	6	4	4	2	2	2	1	0	560		
Rank in importance of the selected score	1	2	3	4	5	6	7	8	9	10	11	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
Quality	Perseverance	Hard work	Self confidence	Positive attitude	Continuous learning	Teamwork	Luck / good fortune	Education	Experience	Efficient time management	Discipline and rigorous planning	Commitment to excellence	Accepting failure as the way to learning	Managing with people	Learning from yesterday, working on today and looking for building a good tomorrow	Admitting mistakes	Imagination	Definiteness of purpose	Love of self, others and of what we do	Doing unto others (delegating and leading)	Proper time management	Taking care of one's health (working out, good food, good sleep...)	Being grateful for what we have while working on having what we love	Proper circle of friends	Accepting things as they come and stopping worrying	Not daring to be the first	Giving priority to tackling the important issues over the urgent ones	Working on being seen at the right time in the right place by the right people	Embracing adversity	Fragility	Totals		
69	1	2	3	4	5	6	7	8	9	10	11	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
66	2	3	4	5	6	7	8	9	10	11	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
65	3	3	3	4	5	6	7	8	9	10	11	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
55	4	4	4	5	6	7	8	9	10	11	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
36	5	5	5	6	7	8	9	10	11	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30			
27	6	6	6	7	8	9	10	11	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30				
25	7	7	7	8	9	10	11	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30					
21	8	8	8	9	10	11	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30						
21	9	9	9	10	11	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30							
21	10	10	10	11	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30								
16	11	11	11	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30									
16	12	12	12	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30										
15	13	13	13	14	14	26	10	7	17	18	19	20	21	22	23	24	25	26	27	28	29	30											
15	14	14	14	15	15	16	16	17	17	18	18	19	19	20	20	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	
13	15	15	15	16	16	17	17	18	18	19	19	20	20	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	
11	16	16	16	17	17	18	18	19	19	20	20	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	
9	17	17	17	18	18	19	19	20	20	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	
8	18	18	18	19	19	20	20	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	
8	19	19	19	20	20	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	
8	20	20	20	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	
7	21	21	21	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	
7	22	22	22	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	
6	23	23	23	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	
4	24	24	24	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	
4	25	25	25	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	
3	26	26	26	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	
2	27	27	27	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
2	28	28	28	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29
1	29	29	29	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
0	30	30	30	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	
560	345	330	325	275	180	135	125	105	105	105	80	75	75	65	55	45	40	40	40	40	40	35	30	20	20	10	10	10	5	0	2,800		

Cover 85% of total

Cover 85% of total

Equals 560 questions x 5

APPENDIX 9: CROSSING THE 5 SELECTED QUALITIES BY THE RESPONDENTS AMONG THE 30 PRESELECTED ONES - QUESTION 20

For the 148 MALES

No. of respondents who have selected the Quality among their selection of 5 ones		260 Respondents x 5 selections																														
Rank in importance of the selected score		99	90	79	71	47	45	35	34	32	26	24	21	18	17	16	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Rank in importance of the selected score		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
No. of respondents who selected the Quality	Quality	Hard work	Perseverance	Self confidence	Positive attitude	Experience	Teamwork	Continuous learning	Luck / good fortune	Education	Accepting failure as the way to learning	Imagination	Commitment to excellence	Efficient time management	Managing with people	Discipline and rigorous planning	Admitting mistakes	Learning from yesterday, working on today and looking for building a good tomorrow	Doing unto others (delegating and leading)	Working on being seen at the right time in the right place by the right people	Proper time management	Love of self, others and of what we do	Definiteness of purpose	Proper circle of friends	Taking care of one's health (working out, good food, good sleep...)	Embracing adversity	Not daring to be the first	Being grateful for what we have while working on having what we love	Giving priority to tackling the important issues over the urgent ones	Accepting things as they come and stopping worrying	Frugality	Totals
		69	1	98	57	57	43	30	26	21	19	23	14	16	11	10	14	11	5	8	5	5	6	5	2	2	2	1	2	1	0	0
66	2	57	90	45	43	26	21	18	17	19	16	13	13	11	7	9	9	11	1	4	0	5	6	2	2	0	1	1	0	0	450	
65	3	57	45	79	44	22	21	11	12	16	15	12	11	8	6	7	5	3	4	1	4	3	5	0	0	1	1	1	0	0	395	
55	4	43	43	71	14	14	21	16	15	9	15	8	7	7	5	3	8	4	4	2	2	3	4	3	2	0	1	1	0	0	355	
36	5	30	26	22	14	47	12	12	13	13	2	4	6	5	5	3	4	3	2	3	2	3	2	1	0	1	0	1	0	0	235	
27	6	26	21	21	12	45	8	11	8	6	4	4	4	6	3	4	5	2	7	2	3	2	0	1	2	0	0	1	0	0	225	
25	7	27	18	11	16	12	8	35	4	9	4	2	4	3	3	6	4	3	2	2	3	1	0	0	2	0	1	1	0	0	175	
21	8	17	12	15	13	11	4	34	7	5	3	2	3	2	0	5	3	3	4	2	3	1	0	0	2	3	0	0	1	0	170	
21	9	8	19	16	9	13	8	9	7	32	1	1	2	2	1	7	3	2	1	1	1	0	0	1	0	0	0	1	0	0	160	
21	10	11	16	15	15	2	6	4	5	1	26	7	4	1	0	2	2	1	2	2	1	0	2	0	0	0	0	0	1	0	130	
16	11	13	12	8	4	4	2	3	1	7	24	4	1	4	1	3	2	2	2	2	0	3	1	1	0	1	1	0	0	0	120	
16	12	11	7	6	4	4	2	4	2	2	4	4	2	4	5	3	1	1	0	1	0	1	0	1	0	0	0	0	0	0	105	
15	13	11	8	7	5	6	3	3	2	1	1	4	18	2	0	0	1	1	2	0	1	1	1	1	1	1	1	0	0	0	90	
15	14	7	6	5	5	3	3	2	1	0	4	5	2	17	2	1	2	0	2	0	2	0	1	1	0	0	0	0	0	0	85	
13	15	9	7	3	3	4	6	0	7	2	1	3	0	2	16	1	0	1	0	1	1	0	0	0	0	0	0	0	0	1	80	
11	16	10	5	8	4	5	4	5	4	5	3	2	1	0	1	15	1	1	2	0	0	0	1	0	0	0	0	0	0	0	75	
9	17	8	11	3	4	3	2	3	2	1	2	1	2	1	2	0	1	13	0	0	0	2	0	1	1	1	0	0	0	0	65	
8	18	5	1	4	4	2	7	2	3	1	2	0	2	0	1	2	0	1	10	1	0	1	0	0	0	0	0	0	0	0	50	
8	19	5	4	1	2	3	2	2	4	1	2	2	1	0	2	1	0	0	1	9	1	1	1	0	1	0	0	0	0	0	45	
8	20	6	0	4	2	3	3	3	2	1	1	0	0	1	2	1	0	0	0	1	8	0	0	0	0	0	0	0	1	0	0	40
7	21	5	5	3	3	2	2	1	0	0	3	0	1	1	1	0	1	2	1	1	0	8	0	0	1	2	0	0	0	0	0	40
7	22	6	5	4	1	0	0	2	0	2	0	1	1	1	1	0	1	0	0	0	0	1	7	0	0	0	0	0	0	0	35	
6	23	2	2	0	3	1	1	0	3	1	0	1	0	1	1	0	0	1	0	1	0	2	0	5	0	0	0	0	0	0	25	
4	24	2	2	0	2	0	2	2	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	3	0	0	0	0	0	15	
4	25	2	0	1	0	1	0	0	0	0	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	10	
2	26	0	1	1	1	0	0	1	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	10	
2	27	1	1	1	1	0	1	1	0	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	2	0	0	0	10	
2	28	0	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2	0	0	10	
2	29	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	
0	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	
561		495	450	395	355	235	225	175	170	160	130	120	105	90	85	80	75	65	50	45	40	40	35	25	15	10	10	10	5	5	0	3,700
		Cover 69% of total																														
		Cover 31% of total																														

Equals 1,300 questions x 5

Appendix 10: THOSE WHO HAVE ADVANTAGES ARE MUCH MORE LIKELY TO BE GIVEN EVEN MORE ADVANTAGES (Question 14.5.) - 258 RESPONDENTS

Description	No Respondents	No. by GRADE over 5					
		Average	1	2	3	4	5
BY GENDER:							
Male	146	3.6	6	17	30	73	20
		100%	4%	12%	21%	50%	14%
Female	112	3.6	1	12	34	51	14
		100%	1%	11%	30%	46%	13%
Totals	258	3.6	7	29	64	124	34
		100%	3%	11%	25%	48%	13%
SELF-EMPLOYED VS EMPLOYED:							
Self-employed	47	3.7	1	6	8	25	7
		100%	2%	13%	17%	53%	15%
Employed	208	3.6	6	22	55	98	27
		100%	3%	11%	26%	47%	13%
<i>(3 undeclared)</i>	255	3.6	7	28	63	123	34
		100%	3%	11%	25%	48%	13%
BY AGE BRACKET:							
< 35 YEARS OLD	57	3.3	2	8	22	22	3
		100%	4%	14%	39%	39%	5%
35 - 49	128	3.7	2	12	28	62	24
		100%	2%	9%	22%	48%	19%
50 - 64	60	3.6	2	8	11	33	6
		100%	3%	13%	18%	55%	10%
65 YEARS OLD AND OVER	13	3.5	1	1	3	7	1
		100%	8%	8%	23%	54%	8%
	258	3.6	7	29	64	124	34
		100%	3%	11%	25%	48%	13%