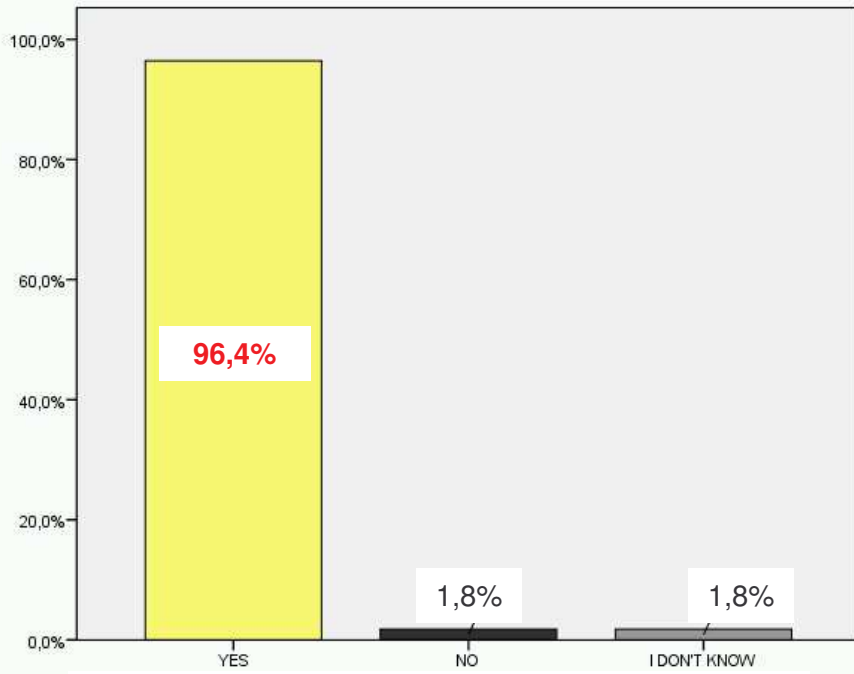
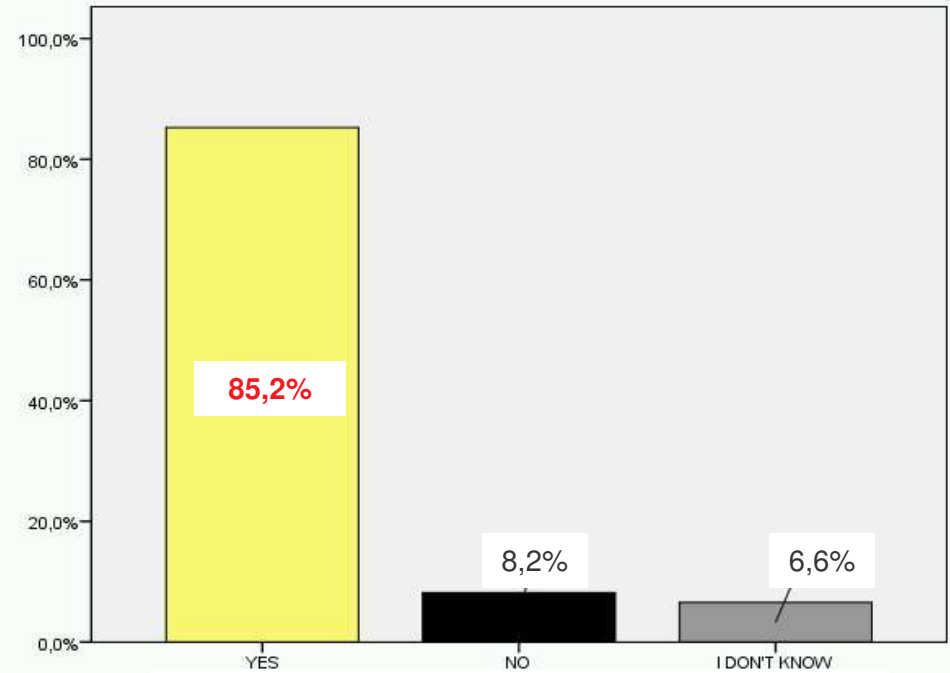


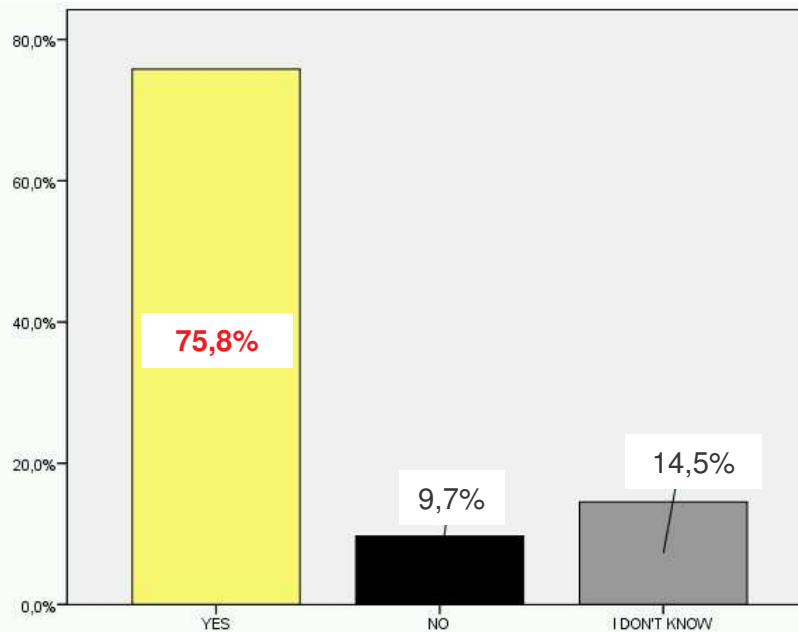
**RESULTS**  
**OF PERSONAL INTERVIEWS TO**  
**63 FEMALE LEADERS**  
**WITH A SCIENTIFIC BACKGROUND**  
**IN 7 EUROPEAN COUNTRIES**



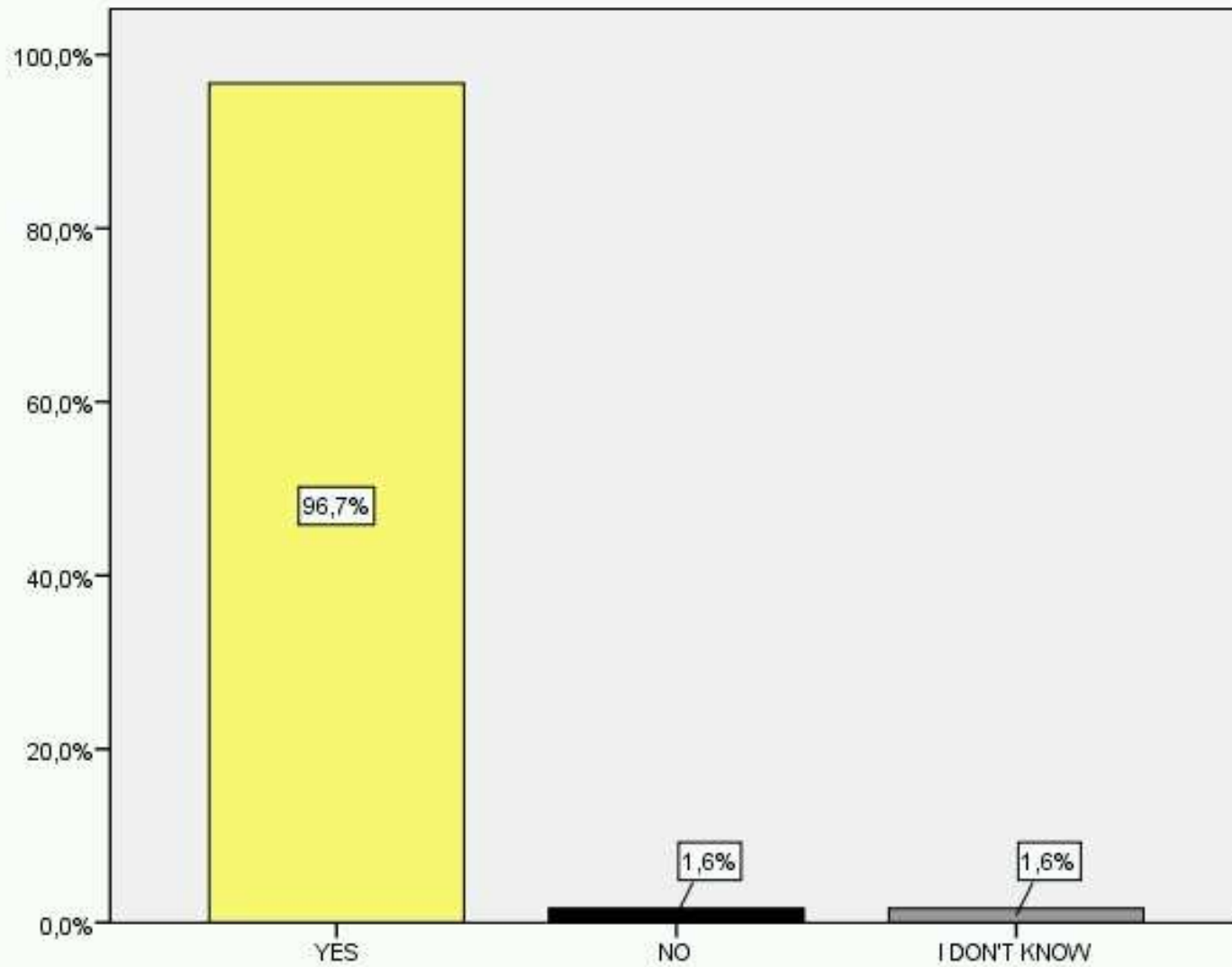
**Managers at middle level should be creative?**



**Employees at office level should be creative?**

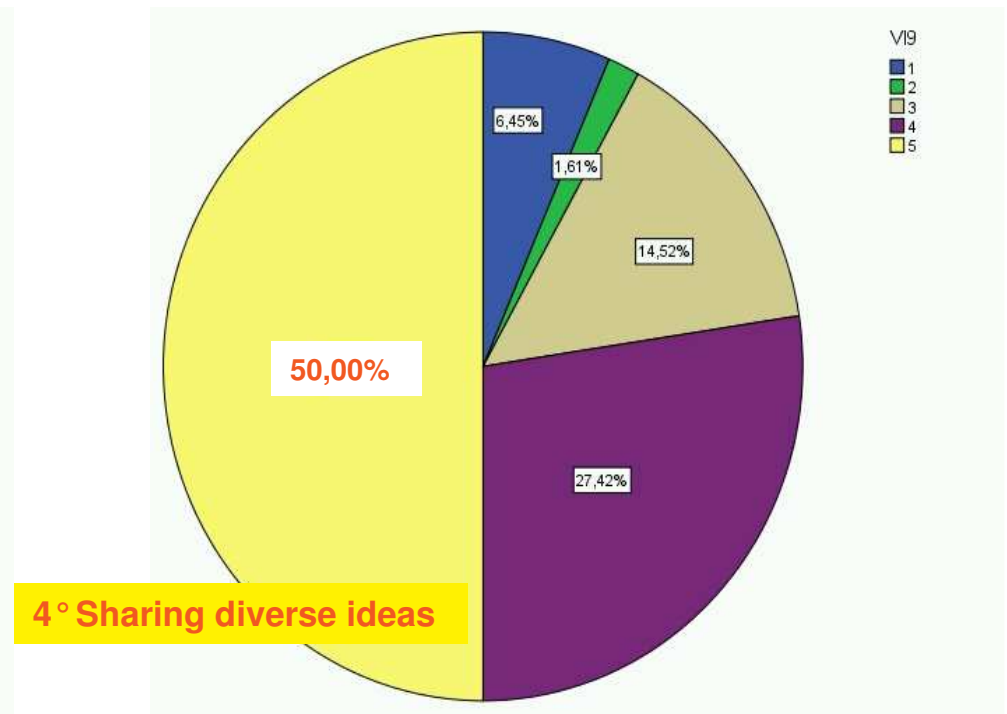
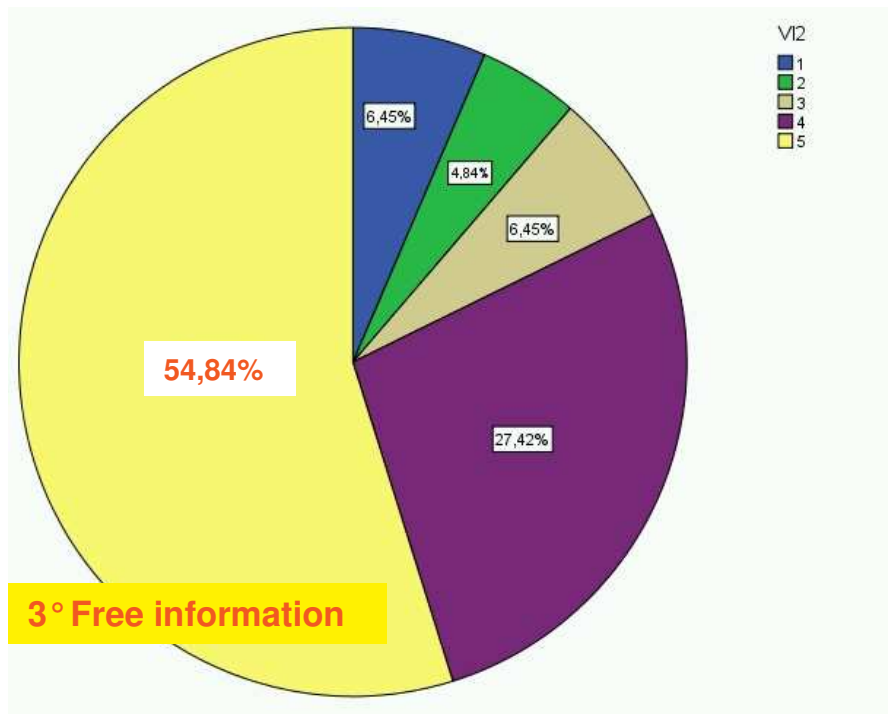
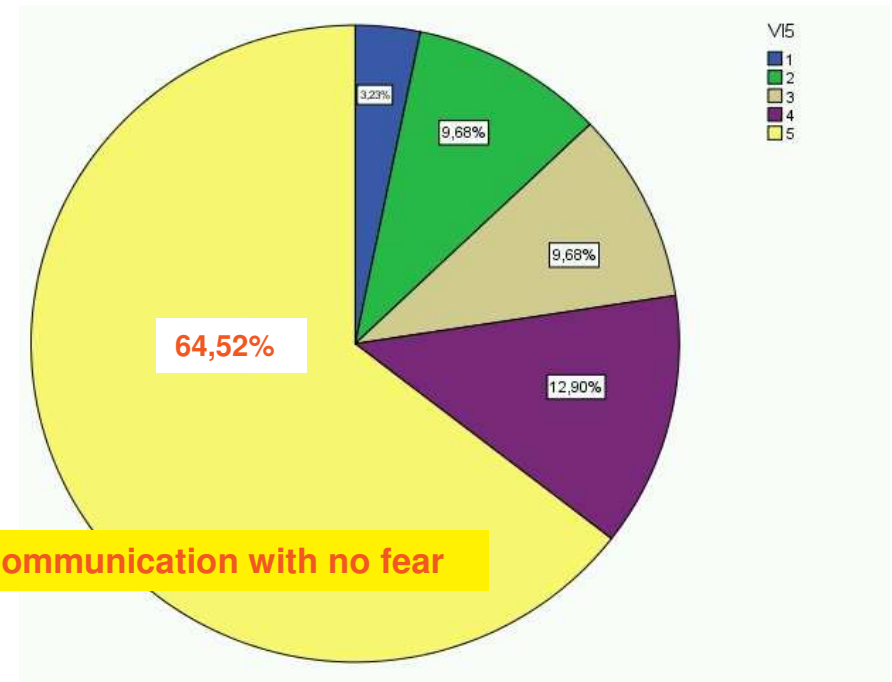
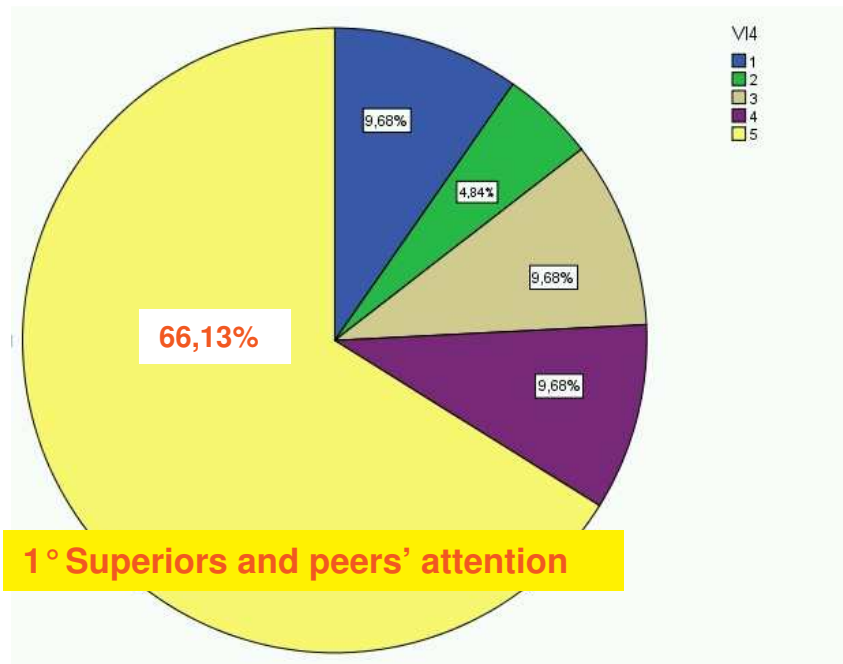


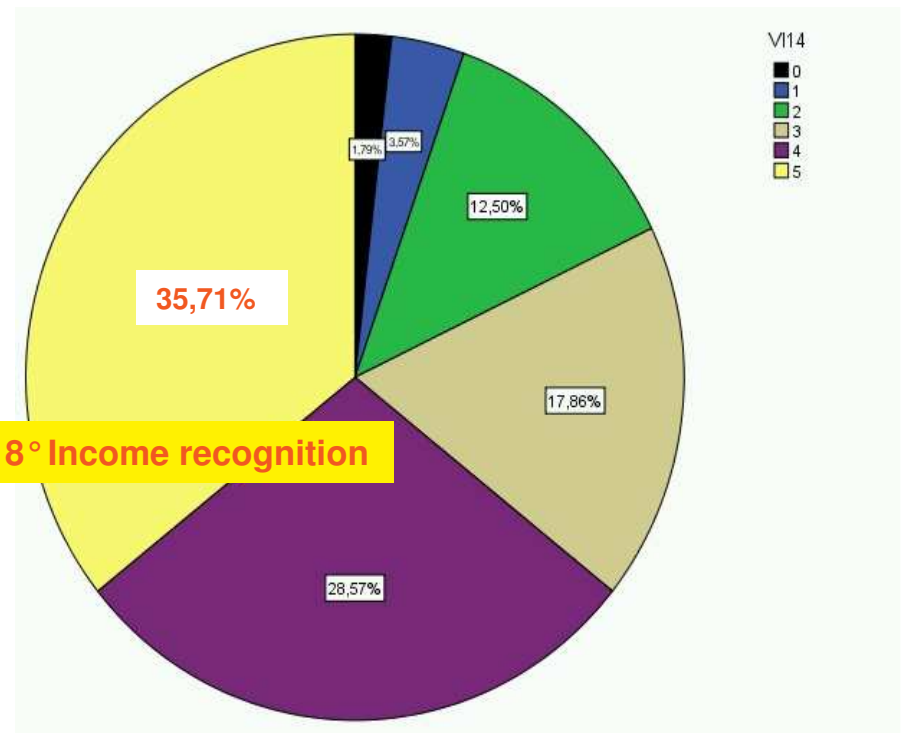
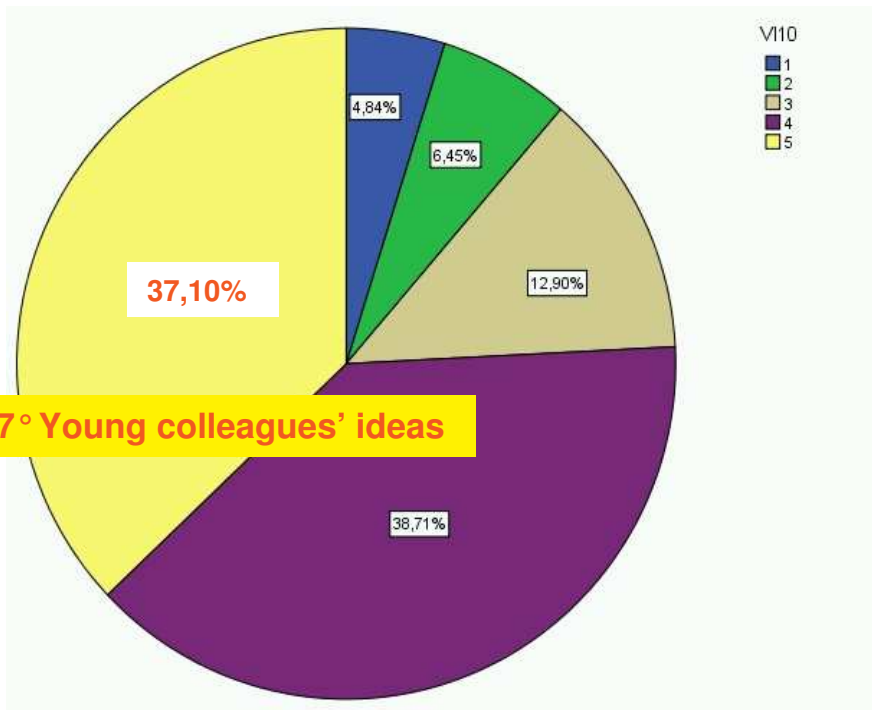
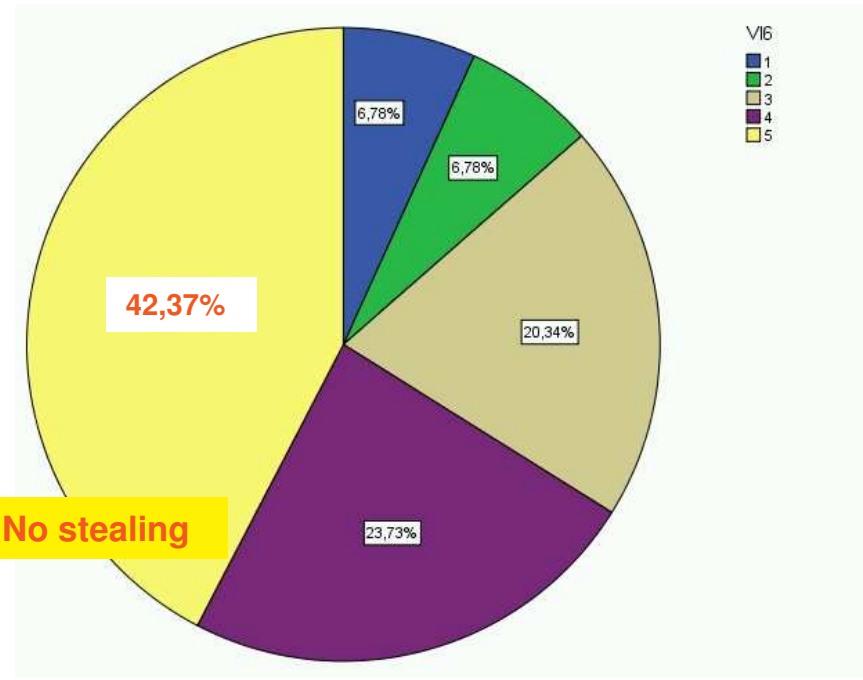
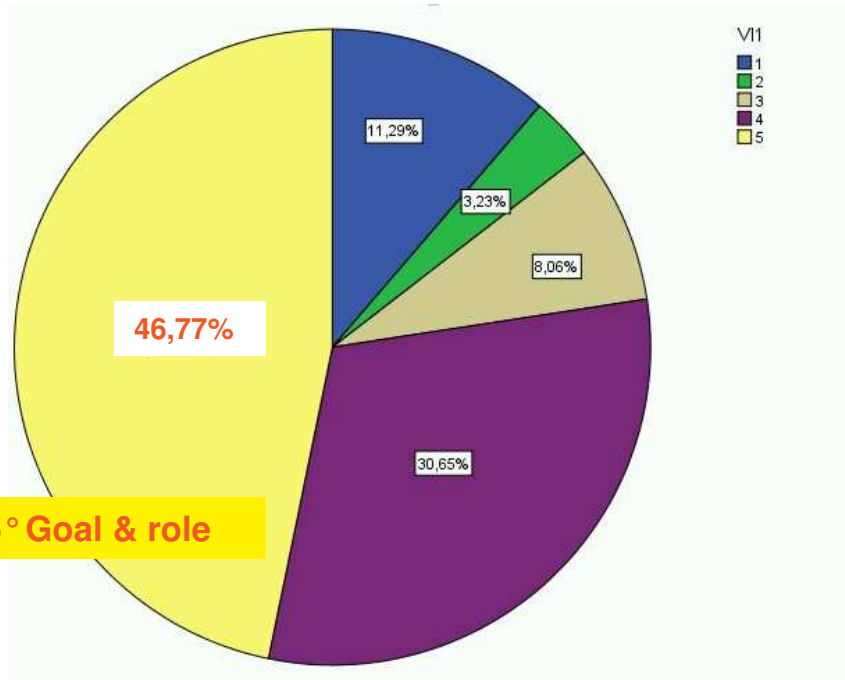
**Employees at low level should be creative?**



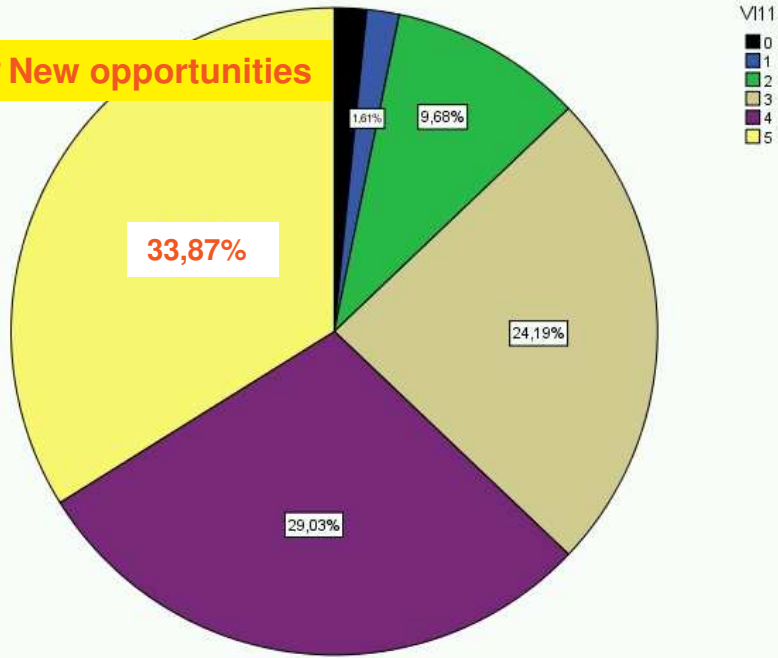
**Can the working environment influence creative thinking?**

**Factors**  
**FACILITATING**  
**creative performance**  
**within the company**

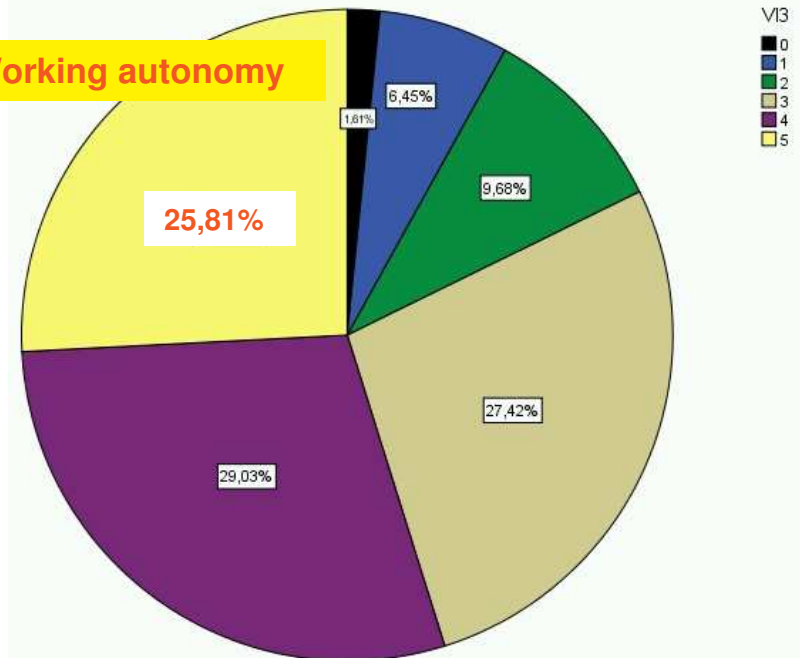




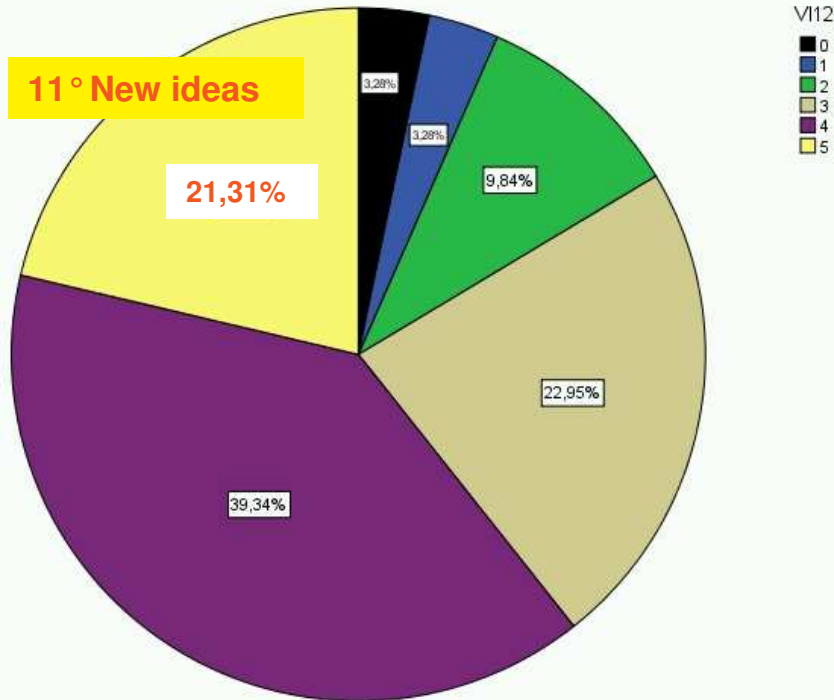
**9° New opportunities**



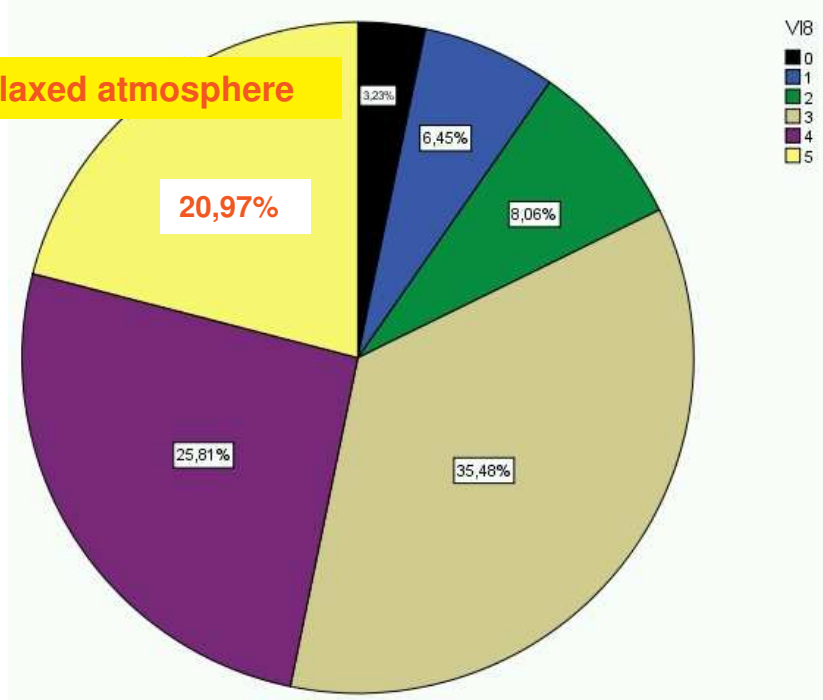
**10° Working autonomy**



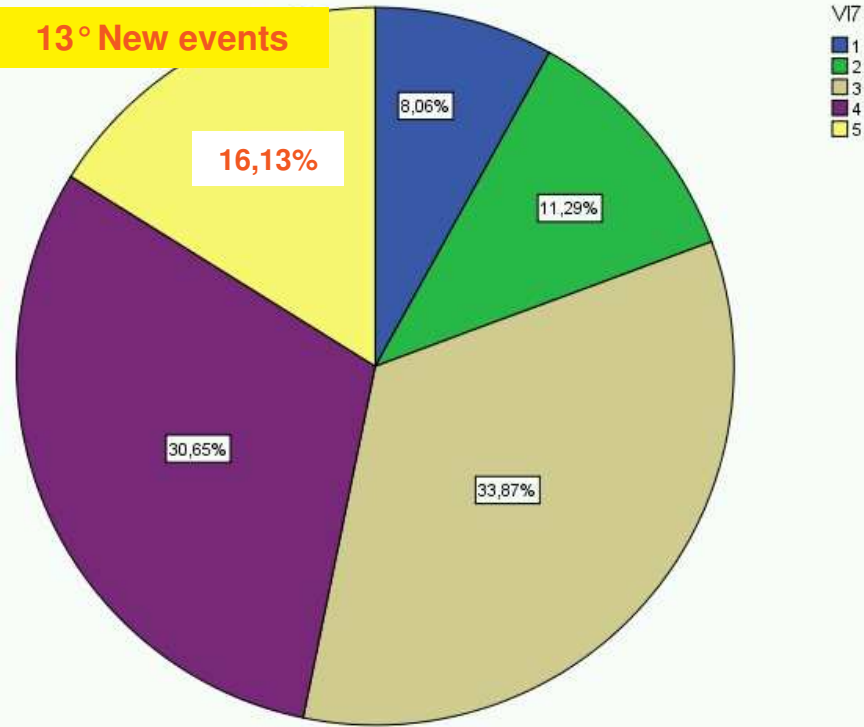
**11° New ideas**



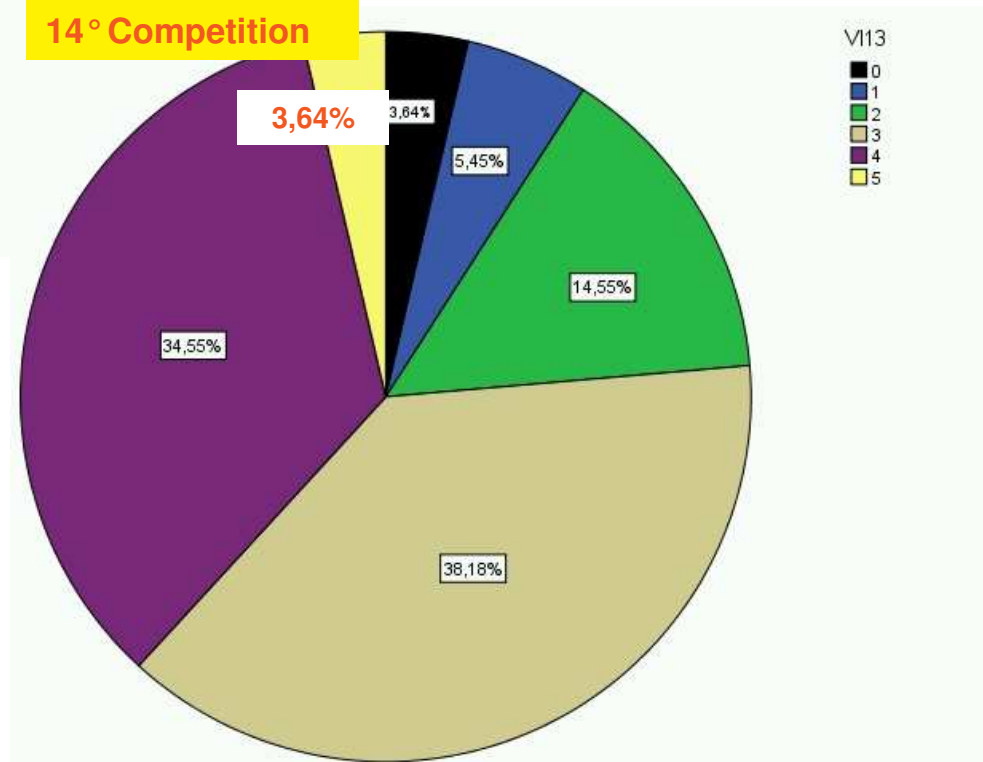
**12° Relaxed atmosphere**



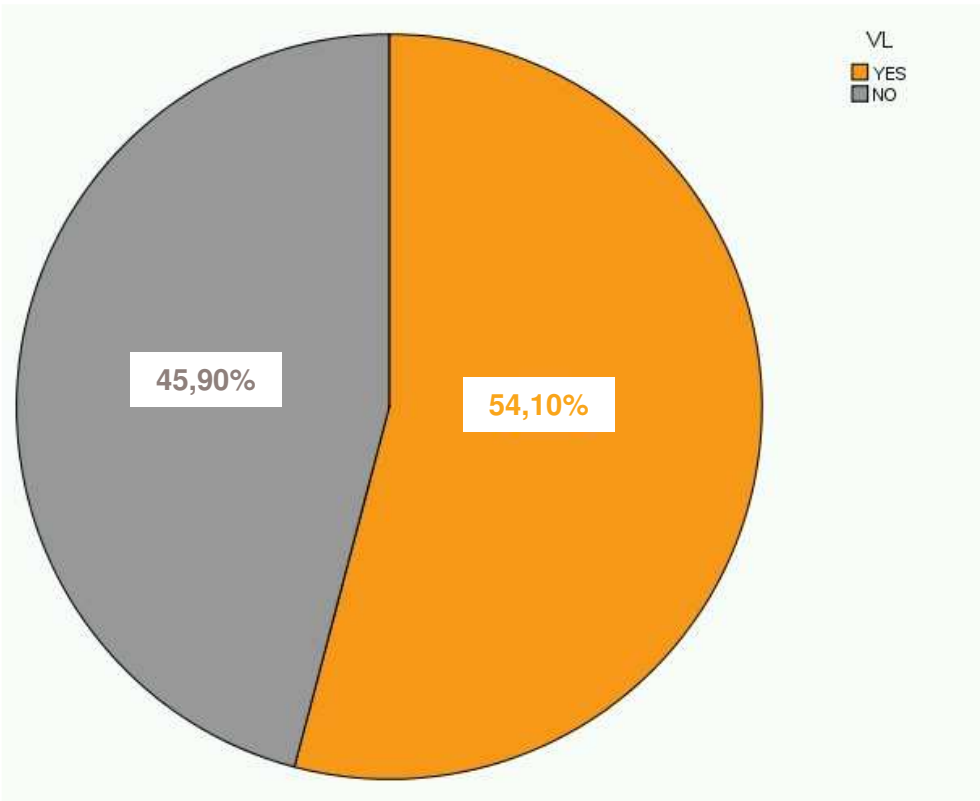
### 13° New events



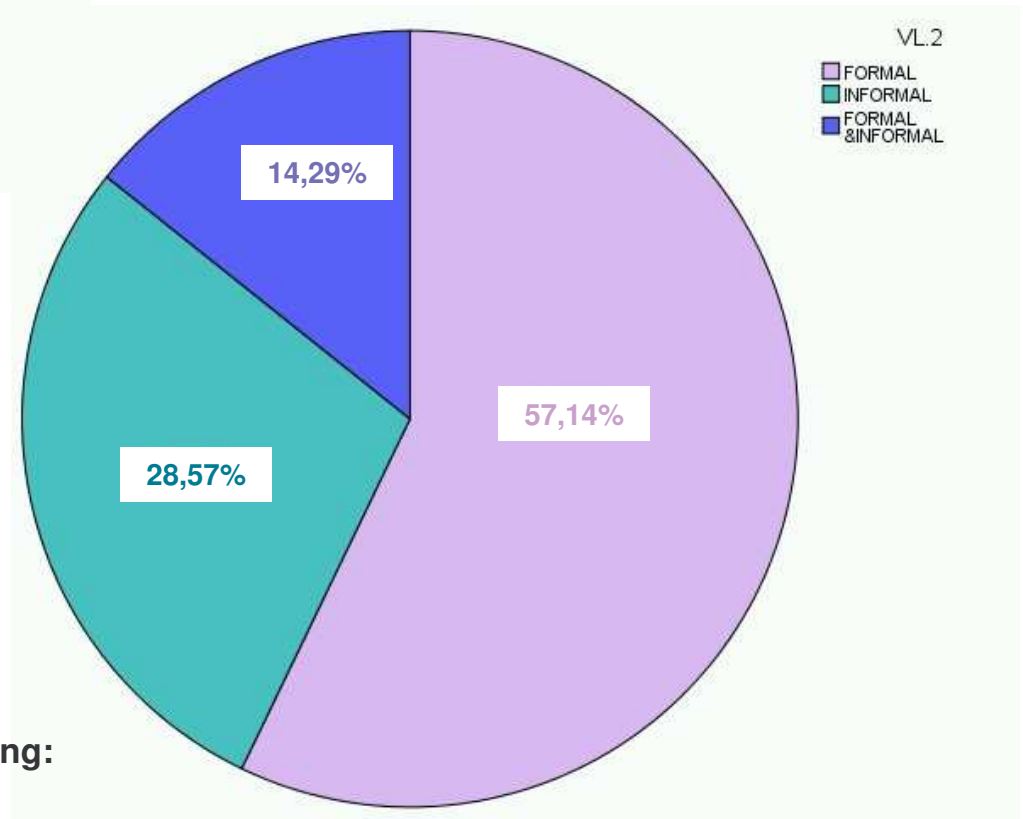
### 14° Competition



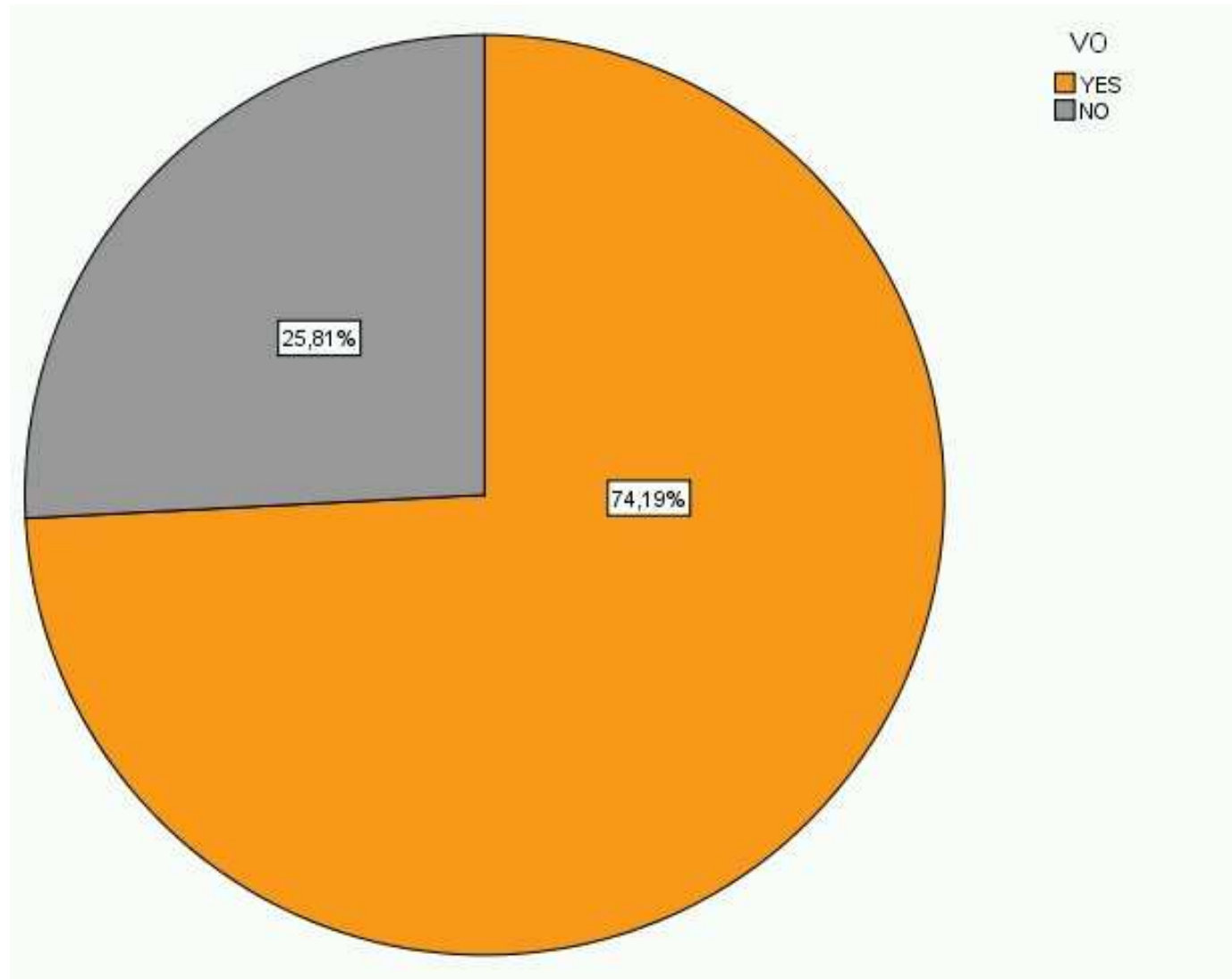




Have you ever had any training on creativity?

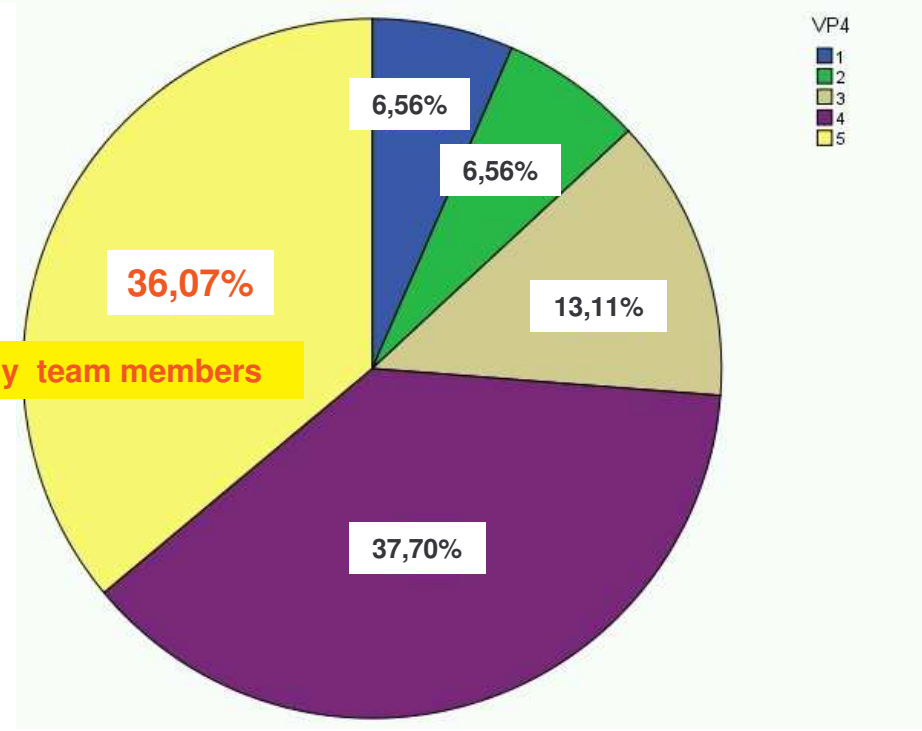
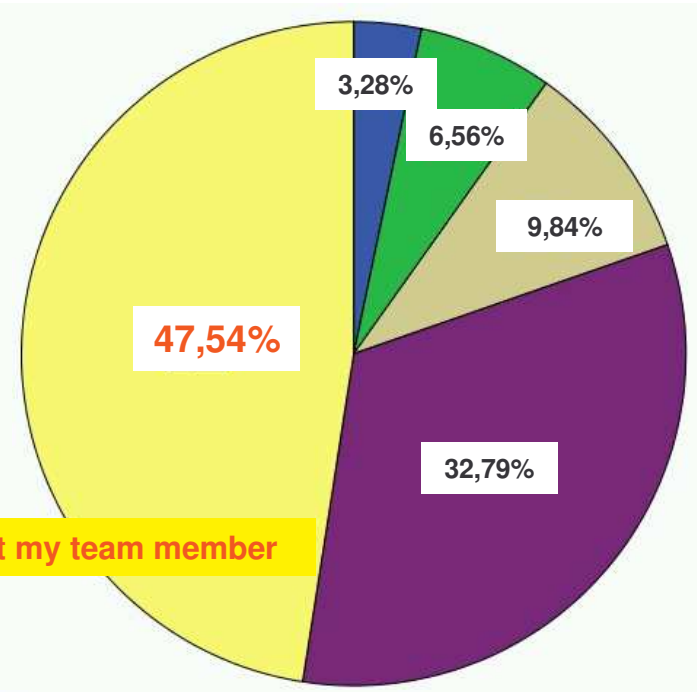
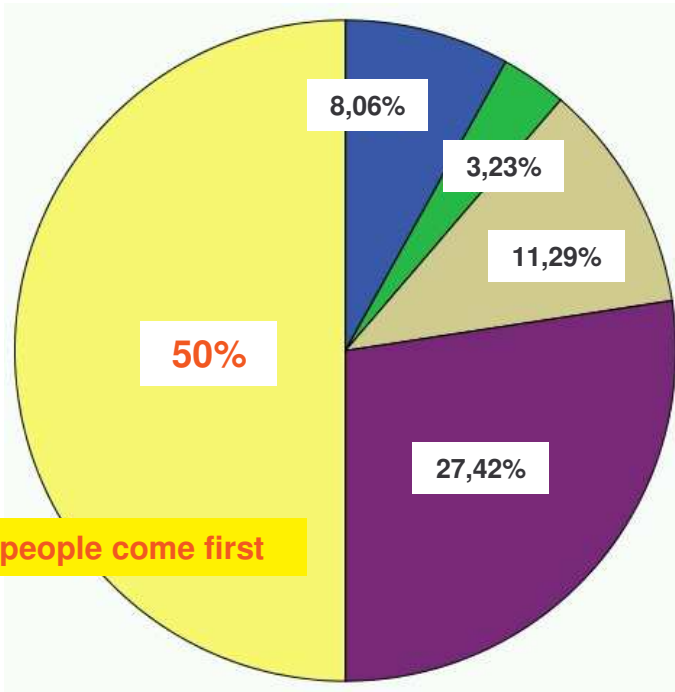


Types of training:

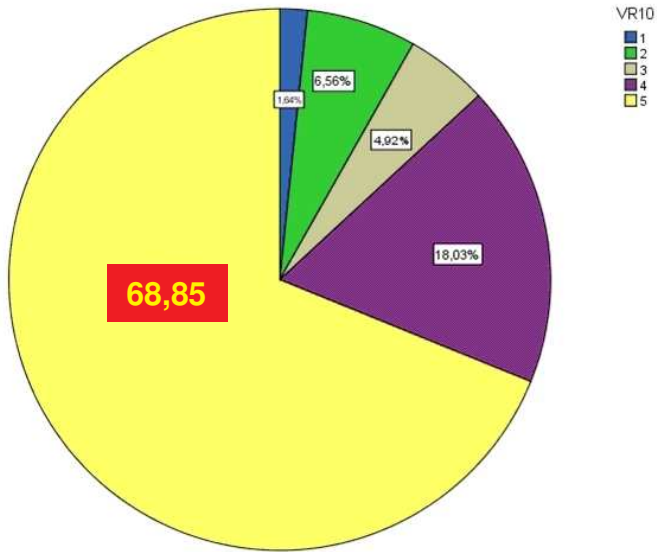


**Is there any difference between a leader and a manager?**

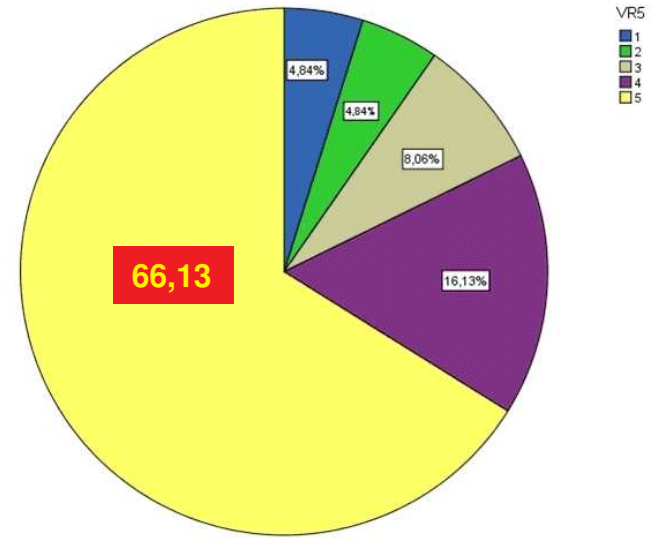
**How much  
do you identify yourself  
with the following styles?**



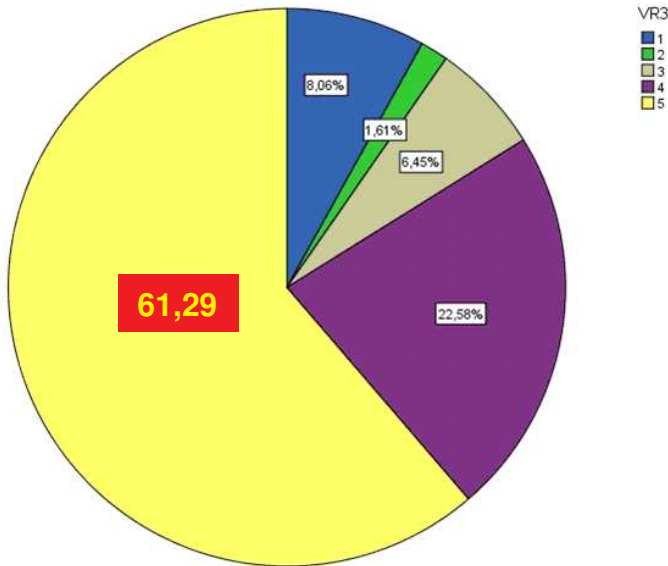
**In your opinion, which will be  
the most important  
qualities and skills  
of successful leaders  
in the future?**



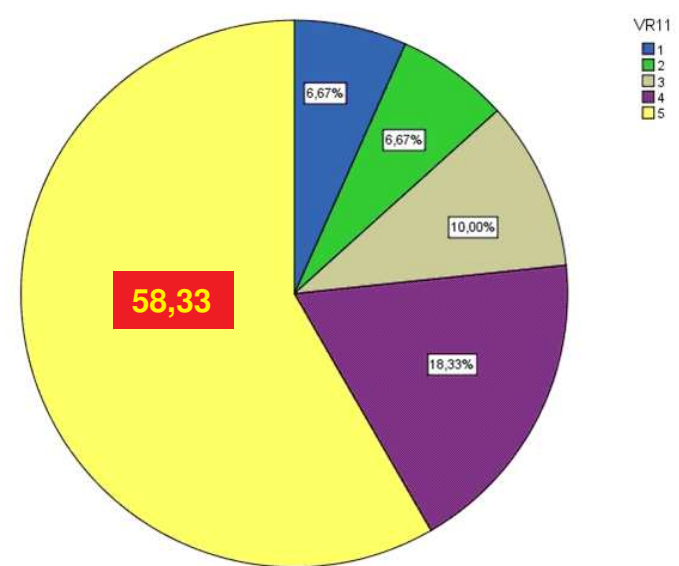
**1° Team management: capability to manage a team effectively**



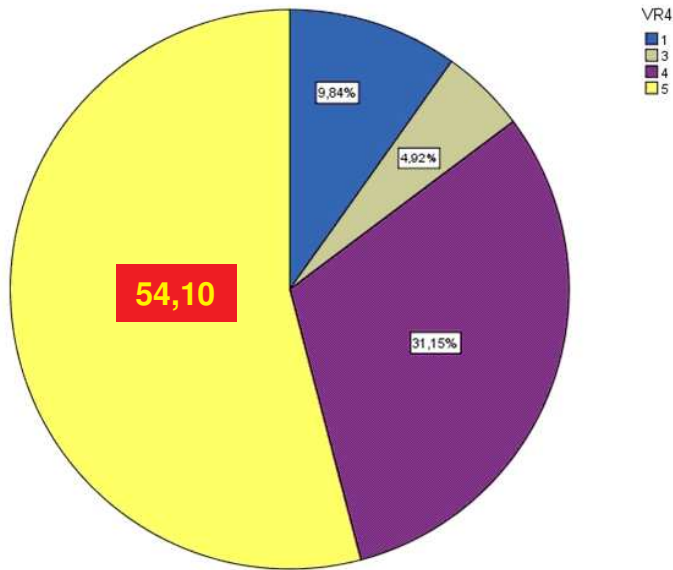
**2° Flexibility: ability to adapt to different situations**



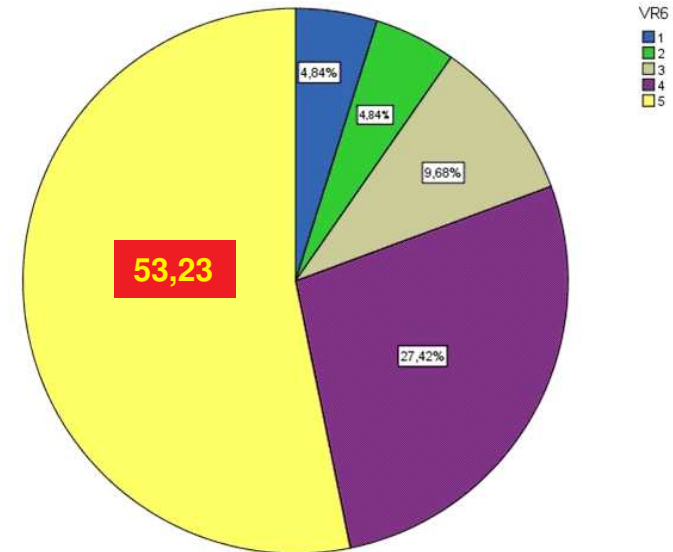
**3° Interpersonal openness; relationship building**



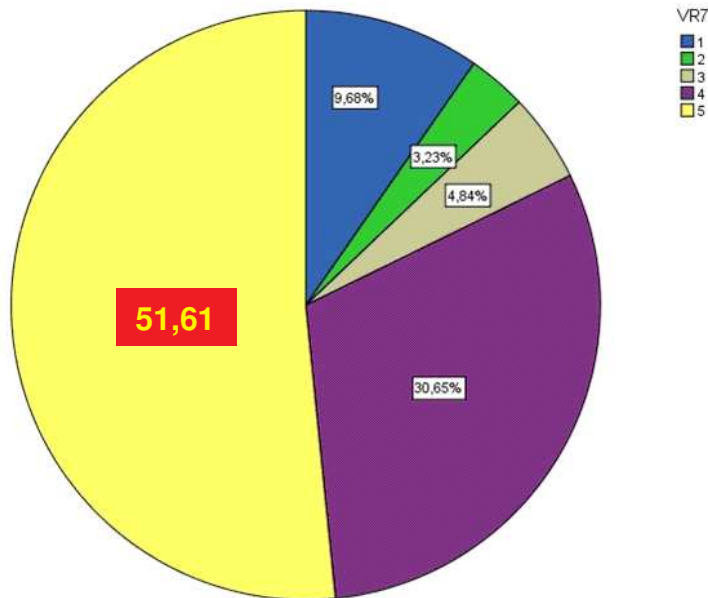
**4° Strategic vision**



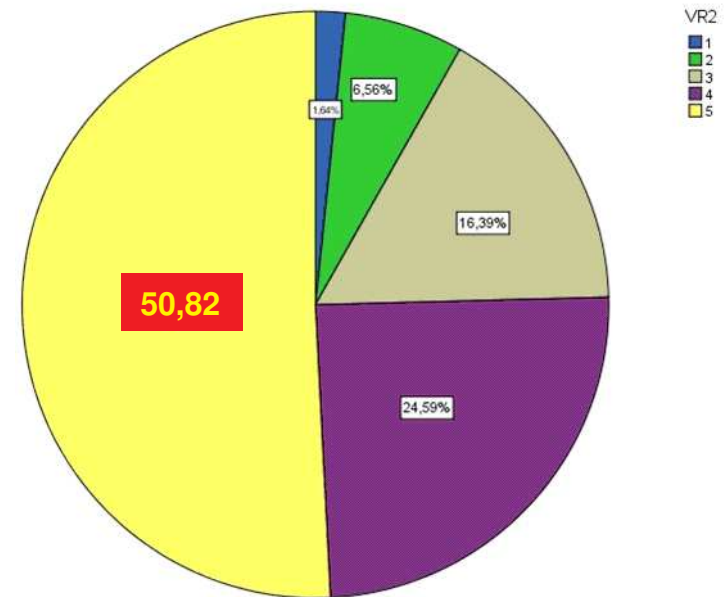
**5° Persuasion: negotiation, conflict management**



**6° Decisiveness: being determined in making decisions**



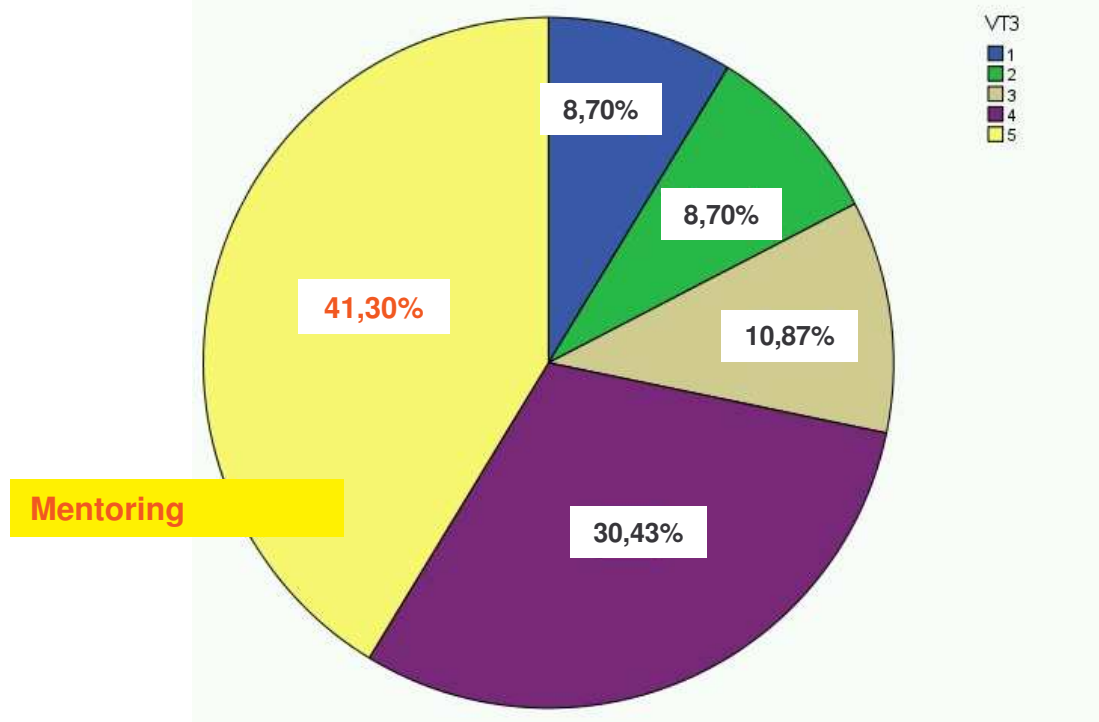
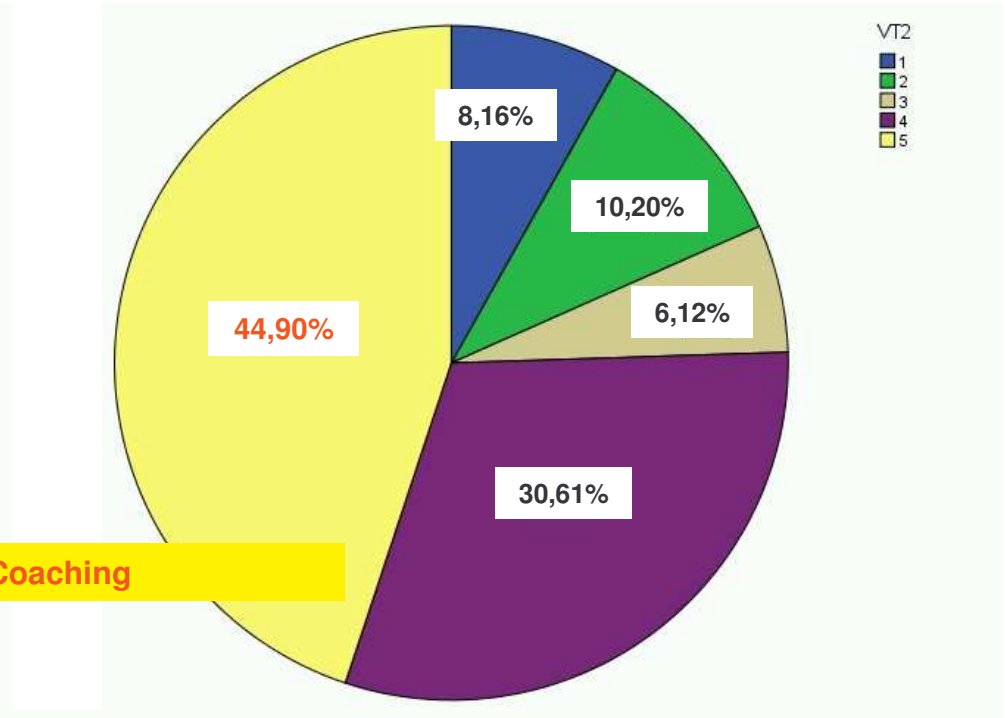
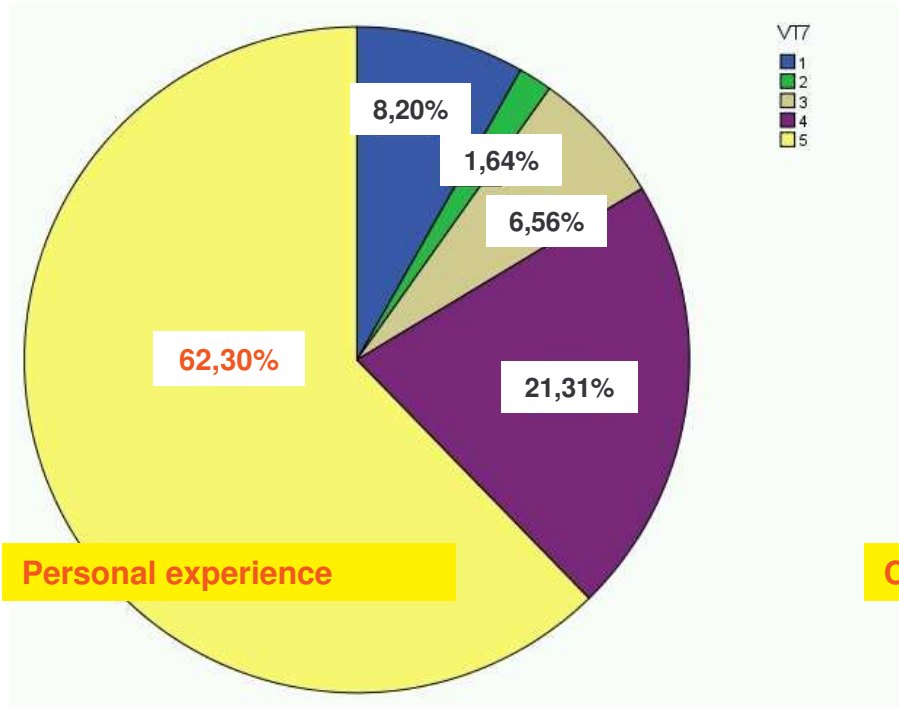
**7° Frequent and consistent communication**

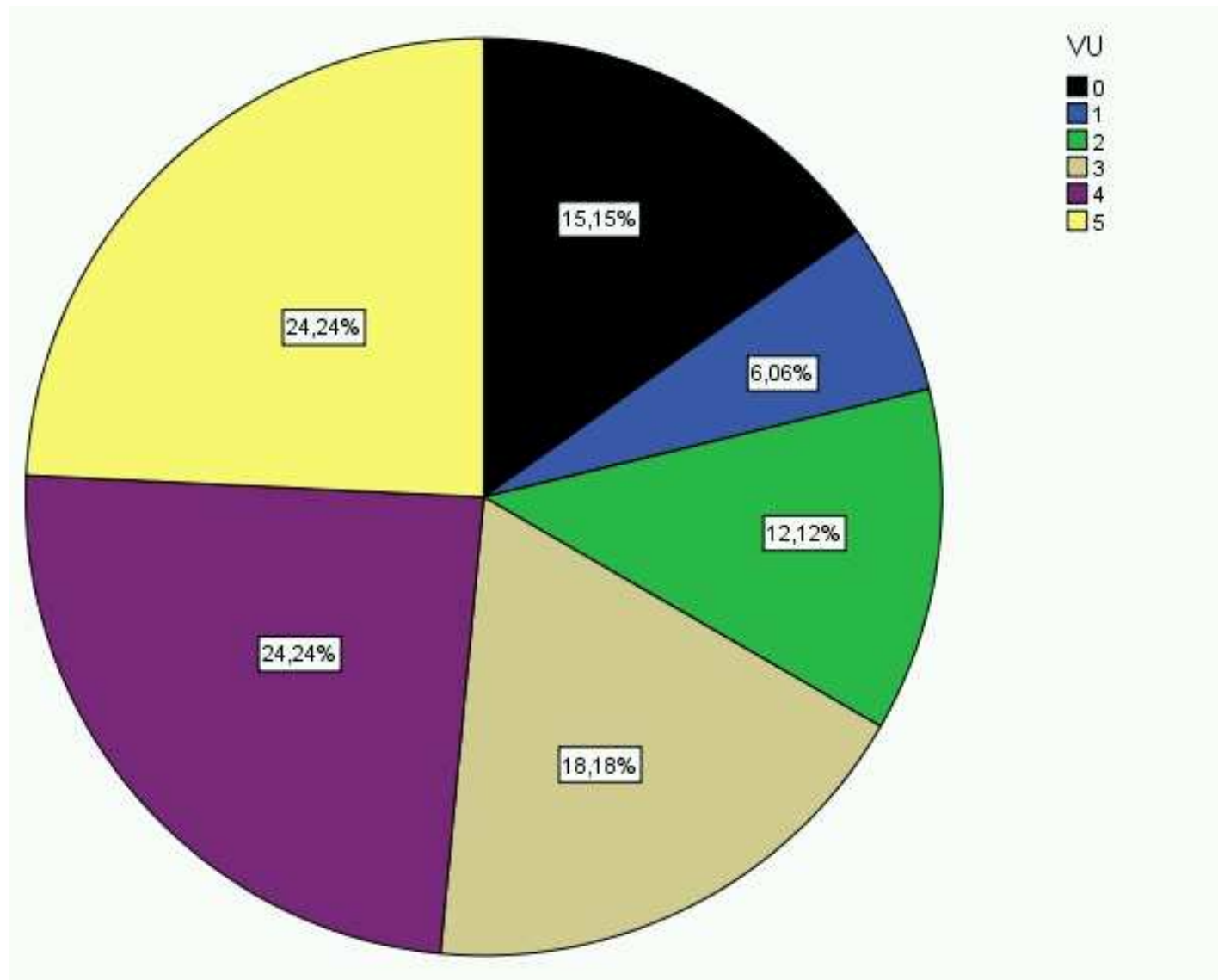


**8° Project and time management**

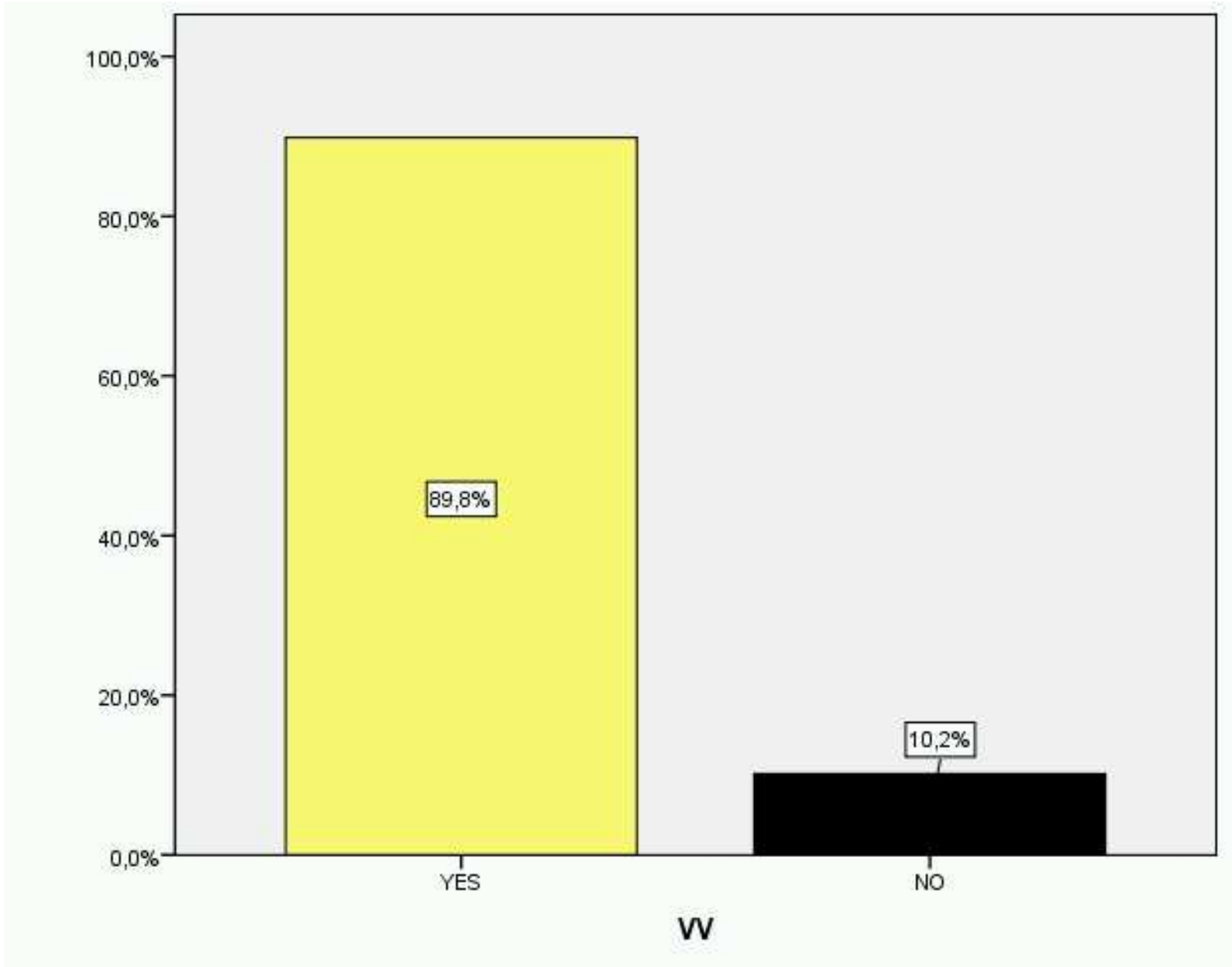
**Ways of  
learning/developing  
leadership skills**



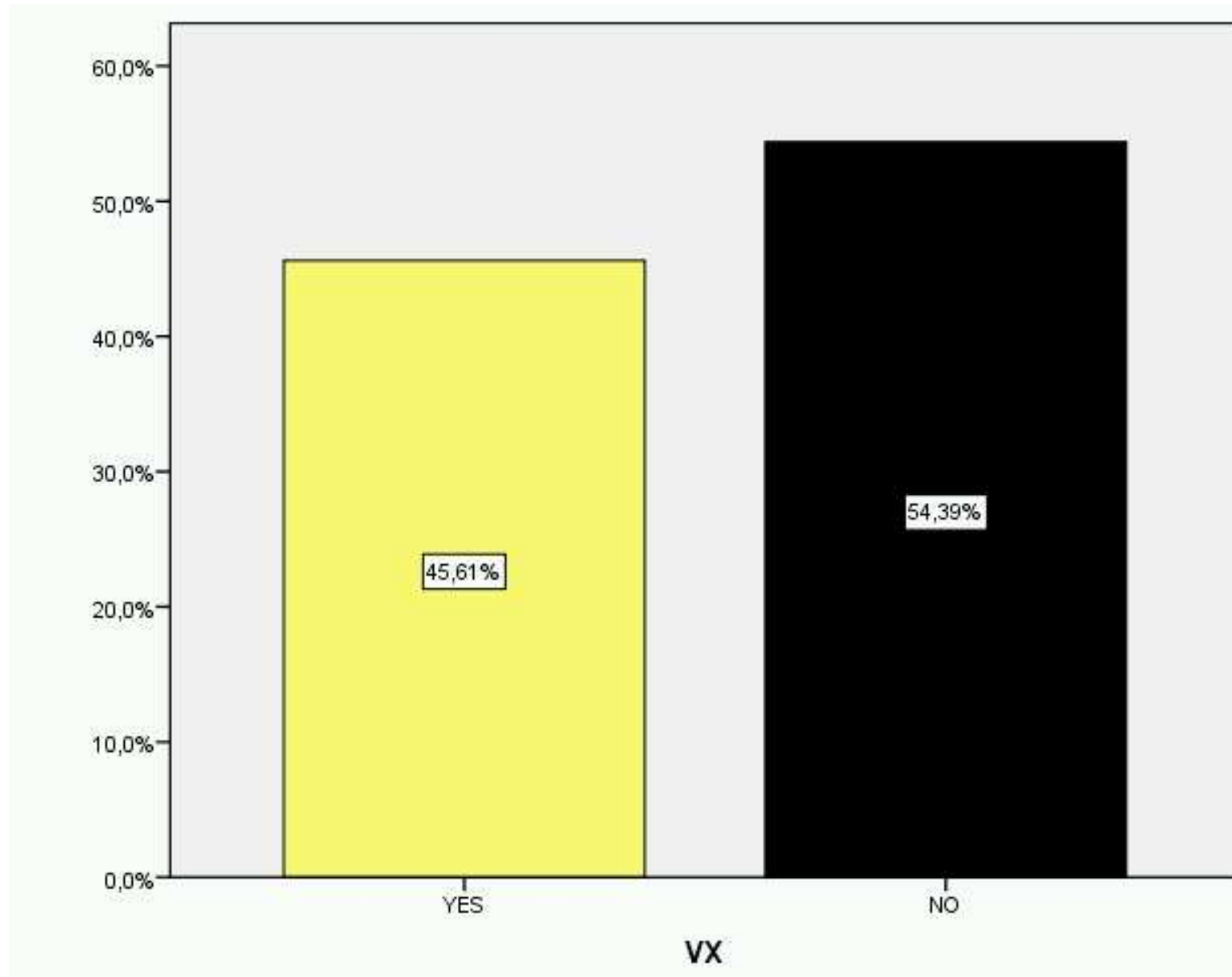




**Did your scientific background play a role to reach a leadership position?**



**Do you find a good work/life balance compatible with effective leadership?**



**Do you think gender plays a role to reach top level position in your company?**