

APPENDICES

Appendix 1: COVID-19 dictionary

Abstandhalten	Epidemiologie	Isolation	SARA-COV-2
Abstandswahrung	Gesundheit	IT-Infrastruktur	Schutz
Achtsamkeit	Gesundheitsamt	Krise	Schutzvorschriften
Aerosole	Gewalt	Krisenstabmanagement	Schutzwirkung
Angst	Grenzen	Krisenmanagement	Schweren Fälle
Ansteckungsgefahr	Grippe	Krisenmodus	Seife
Ausbreitung Risiko	Herausforderung	Krisenstab	Sicherheit
Beachtungen	Herdenimmunität	Lage	Todesfälle
Bedingungen	Homeoffice	Landkreise	Tot
Belastungen	Hygiene	Lockdown	Tröpfchen
Besondere Zeiten	Hygiene Regeln	Lockerung	Unfällen
Corona	Hygienebestimmungen	Masken	Ungewissheit
Covid	Hygienevorschriften	Maskenpflicht	Verantwortung
Desinfektionsmittel	Immunsütze	Mundschutz	Video-meetings
Die Kurve abflachen	Immunsuppression	Mutation	Viren
Digital	Impf	Nebenwirkungen	Virtuelle
Distanz	Impfstoff	Notbetrieb	Virus
Einschränkung	Infektion	Pandemie	Viruspartikel
Epidemie	Infektionsfälle	Panik	Virusträger
Epidemiegesetz	Infektios	Postcoronawelt	Wiedereröffnung
	Intensivmedizin	Risikogruppen	Zwangsdigitalisierung

Appendix 2a: Leadership assignment

Person Number	A: Boundary Spanning	B: Nurturing Human Talent	C: Operations	D: Social Contribution	Dimension	Leadership	Gender
1	81	476	0	0	Nurturing Human Talent	Transformational	male
2	244	0	0	0	Boundary Spanning	Transformational	male
3	0	0	0	0	0	0	female
4	0	0	0	0	0	0	female
5	168	6	19	0	Boundary Spanning	Transformational	male
6	136	0	20	35	Boundary Spanning	Transformational	male
7	365	792	350	21	Nurturing Human Talent	Transformational	female
8	0	0	0	0	0	0	male
9	0	0	0	0	0	0	male
10	0	0	52	0	Operational	Transactional	male
11	8	124	0	0	Nurturing Human Talent	Transformational	male
12	101	158	0	0	Nurturing Human Talent	Transformational	male
13	225	345	0	0	Nurturing Human Talent	Transformational	male
14	0	0	0	0	0	0	female
15	799	145	0	0	Boundary Spanning	Transformational	male
16	0	0	52	0	Operational	Transactional	male
17	564	189	246	20	Boundary Spanning	Transformational	male
18	0	56	0	0	Nurturing Human Talent	Transformational	male
19	0	0	0	0	0	0	female
20	1775	729	79	0	Boundary Spanning	Transformational	male
21	77	85	20	0	Nurturing Human Talent	Transformational	male
22	44	248	157	4	Nurturing Human Talent	Transformational	male
23	0	0	0	0	0	0	male
24	0	0	0	0	0	0	male
25	828	3639	680	100	Nurturing Human Talent	Transformational	male
26	87	280	0	0	0	0	female
27	1697	464	149	188	Boundary Spanning	Transformational	female
28	0	0	0	0	0	0	male
29	0	0	0	0	0	0	female
30	4113	35	0	0	Boundary Spanning	Transformational	male
31	856	718	644	0	Boundary Spanning	Transformational	female
32	709	330	792	0	Mix	Transformational	female
33	39	130	47	0	Nurturing Human Talent	Transformational	male
34	0	78	29	0	Nurturing Human Talent	Transformational	male
35	1921	868	1144	228	Boundary Spanning	Transformational	male
36	0	13	99	0	Operational	Transactional	female
37	1043	1003	15894	170	Operational	Transactional	male
38	106	68	261	0	Operational	Transactional	female
39	0	547	460	400	Nurturing Human Talent	Transformational	male
40	0	0	0	0	0	0	female
41	0	0	0	0	0	0	male
42	89	0	0	0	Boundary Spanning	Transformational	female
43	0	0	0	0	0	0	male
44	0	0	0	0	0	0	male
45	58	741	153	0	Nurturing Human Talent	Transformational	female
46	0	73	0	228	Social Contribution	Servant	female

Appendix 2b: Leadership assignment

Person Number	A: Boundary Spanning	B: Nurturing Human Talent	C: Operations	D: Social Contribution	Dimension	Leadership	Gender
47	36	349	202	90	Nurturing Human Talent	Transformational	male
48	0	0	0	0	0	0	male
49	0	0	0	0	0	0	male
50	0	0	0	0	0	0	male
51	0	0	0	0	0	0	male
52	882	961	128	64	Nurturing Human Talent	Transformational	male
53	243	0	52	0	Boundary Spanning	Transformational	female
54	283	0	184	0	Boundary Spanning	Transformational	male
55	802	2050	1091	11	Nurturing Human Talent	Transformational	male
56	0	0	0	0	0	0	female
57	32	4050	12287	1120	Operational	Transactional	male
58	0	121	507	0	Operational	Transactional	male
59	0	0	0	0	0	0	male
60	0	52	113	0	Operational	Transactional	male
61	393	75	47	0	Boundary Spanning	Transformational	male
62	0	18	0	0	Nurturing Human Talent	Transformational	female
63	0	0	0	0	0	0	male
64	0	0	0	0	0	0	male
65	335	0	0	0	Boundary Spanning	Transformational	female
66	0	989	0	0	Nurturing Human Talent	Transformational	female
67	164	371	602	108	Operational	Transactional	female
68	0	0	0	0	0	0	male
69	0	0	0	0	0	0	male
70	662	1124	1190	0	Mix	Transformational	female
71	0	759	0	161	Nurturing Human Talent	Transformational	female
72	0	0	0	0	0	0	male
73	0	418	0	0	Nurturing Human Talent	Transformational	male
74	331	380	300	175	Nurturing Human Talent	Transformational	male
75	0	607	198	0	Nurturing Human Talent	Transformational	male
76	95	284	0	0	Nurturing Human Talent	Transformational	female
77	0	33	0	0	Nurturing Human Talent	Transformational	female
78	1430	0	0	0	Boundary Spanning	Transformational	female
79	0	0	0	0	0	0	male
80	0	0	0	0	0	0	female
81	86	22	0	0	Boundary Spanning	Transformational	female
82	0	0	0	0	0	0	female
83	0	0	0	0	0	0	male
84	0	0	0	0	0	0	female
85	879	1883	1004	0	Nurturing Human Talent	Transformational	female
86	779	1699	1017	375	Nurturing Human Talent	Transformational	male
87	0	0	840	0	Operational	Transactional	male
88	127	0	0	36	Boundary Spanning	Transformational	female
89	0	32	1269	0	Operational	Transactional	male
90	53	0	0	0	Boundary Spanning	Transformational	female

Appendix 2c: Leadership assignment

Person Number	A: Boundary Spanning	B: Nurturing Human Talent	C: Operations	D: Social Contribution	Dimension	Leadership	Gender
91	0	0	0	13	Social Contribution	Servant	male
92	0	161	369	77	Operational	Transactional	male
93	0	0	0	50	Social Contribution	Servant	male
94	83	80	2622	0	Operational	Transactional	male
95	1971	1846	2462	178	Mix	Transformational	female
96	0	97	80	30	Nurturing Human Talent	Transformational	male
97	0	0	0	0	0	0	female
98	0	0	0	0	0	0	male
99	233	191	376	0	Mix	Transformational	male
100	0	0	0	0	0	0	male
101	0	41	0	0	Nurturing Human Talent	Transformational	male
102	0	1885	1547	612	Nurturing Human Talent	Transformational	male
103	1652	36	61	149	Boundary Spanning	Transformational	male
104	0	309	6227	39	Operational	Transactional	male
105	4700	12242	8863	1158	Nurturing Human Talent	Transformational	male
106	0	0	0	0	0	0	male
107	408	0	26	0	Boundary Spanning	Transformational	female
108	0	0	0	0	0	0	male
109	1223	0	0	38	Boundary Spanning	Transformational	female
110	221	881	181	168	Nurturing Human Talent	Transformational	male
111	39	435	0	0	Nurturing Human Talent	Transformational	female
112	0	1007	766	0	Nurturing Human Talent	Transformational	female
113	0	0	0	0	0	0	male
114	0	0	0	0	0	0	female
115	408	902	411	54	Nurturing Human Talent	Transformational	male
116	512	0	0	379	Boundary Spanning	Transformational	female
117	4162	0	0	0	Boundary Spanning	Transformational	male
118	67	0	0	0	Boundary Spanning	Transformational	male
119	111	98	31	76	Nurturing Human Talent	Transformational	female
120	0	46	0	0	Nurturing Human Talent	Transformational	female
121	391	6052	28872	951	Operational	Transactional	male
122	0	249	692	0	Operational	Transactional	male
123	0	249	674	0	Operational	Transactional	male
124	13	249	674	20	Operational	Transactional	female
125	64	2456	17656	396	Operational	Transactional	female
126	0	249	601	73	Operational	Transactional	female
127	935	750	0	10	Boundary Spanning	Transformational	male
128	2827	2603	3366	132	Mix	Transformational	female
129	134	1684	1107	0	Nurturing Human Talent	Transformational	male
130	1200	155	0	1531	Social Contribution	Servant	male
131	9635	0	0	30	Boundary Spanning	Transformational	male
132	0	0	0	0	0	0	female
133	2244	164	54	37	Boundary Spanning	Transformational	female
134	211	0	0	0	Boundary Spanning	Transformational	female
135	91	0	0	0	Boundary Spanning	Transformational	male
136	41	0	0	0	Boundary Spanning	Transformational	female

Appendix 2d: Leadership assignment

Person Number	A: Boundary Spanning	B: Nurturing Human Talent	C: Operations	D: Social Contribution	Dimension	Leadership	Gender
137	0	0	0	0	0	0	male
138	245	1293	7679	451	Operational	Transactional	male
139	0	0	0	0	0	0	male
140	0	0	0	0	0	0	male
141	0	29	0	0	Nurturing Human Talent	Transformational	male
142	128	0	109	0	Boundary Spanning	Transformational	female
143	0	0	0	0	0	0	female
144	673	1418	123	40	Nurturing Human Talent	Transformational	female
145	1360	21	0	39	Boundary Spanning	Transformational	male
146	0	0	0	0	0	0	female
147	0	0	0	0	0	0	male
148	0	587	3487	0	Operational	Transactional	male
149	67	335	1495	0	Operational	Transactional	male
150	0	0	0	0	0	0	male
151	4570	3754	772	268	Boundary Spanning	Transformational	male
152	173	1959	163	0	Nurturing Human Talent	Transformational	female
153	0	0	41	0	Operational	Transactional	male
154	97	0	95	3373	Social Contribution	Servant	male
155	82	2090	3049	319	Operational	Transactional	male
156	185	1071	1700	218	Operational	Transactional	female
157	144	141	1208	0	Operational	Transactional	male
158	0	0	0	0	0	0	male
159	62	97	0	0	Nurturing Human Talent	Transformational	female
160	50	178	1109	0	Operational	Transactional	female
161	261	340	118	0	Nurturing Human Talent	Transformational	female
162	98	94	269	0	Operational	Transactional	male
163	1232	932	2634	68	Operational	Transactional	female
164	0	83	185	0	Operational	Transactional	male
165	264	0	0	0	Boundary Spanning	Transformational	male
166	543	121	483	0	Boundary Spanning	Transformational	male
167	611	713	488	42	Nurturing Human Talent	Transformational	male
168	0	0	0	0	0	0	male
169	0	0	0	0	0	0	female
170	0	0	0	0	0	0	male
171	1036	434	2760	157	Operational	Transactional	male
172	0	0	0	0	0	0	male
173	0	0	0	0	0	0	female
174	91	6120	15114	882	Operational	Transactional	male
175	0	0	0	0	0	0	male
176	0	0	0	0	0	0	female
177	0	0	0	0	0	0	female
178	166	388	3428	13	Operational	Transactional	male
179	0	389	8911	0	Operational	Transactional	male
180	293	108	115	197	Boundary Spanning	Transformational	female
181	0	0	0	0	0	0	female
182	5375	4563	8670	206	Mix	Transformational	male

Appendix 2e: Leadership assignment

Person Number	A: Boundary Spanning	B: Nurturing Human Talent	C: Operations	D: Social Contribution	Dimension	Leadership	Gender
183	385	0	0	0	Boundary Spanning	Transformational	female
184	50	853	5037	73	Operational	Transactional	female
185	0	0	0	0	0	0	male
186	172	5053	13373	1537	Operational	Transactional	male
187	0	33	740	94	Operational	Transactional	male
188	0	0	0	0	0	0	male
189	0	56	0	0	Nurturing Human Talent	Transformational	female
190	0	0	0	0	0	0	male
191	0	0	0	0	0	0	male
192	0	0	0	0	0	0	female
193	0	0	42	0	Operational	Transactional	male
194	273	269	352	595	Social Contribution	Servant	male
195	0	0	50	0	Operational	Transactional	male
196	0	0	0	0	0	0	female
197	0	0	0	0	0	0	male
198	0	0	0	0	0	0	male
199	0	0	0	0	0	0	female
200	58	377	0	0	Nurturing Human Talent	Transformational	male
201	0	0	0	0	0	0	male
202	0	0	0	0	0	0	female
203	0	0	0	0	0	0	male
204	0	267	5791	0	Operational	Transactional	male
205	0	163	75	0	Nurturing Human Talent	Transformational	female
206	0	0	0	0	0	0	male
207	1218	2018	4591	0	Operational	Transactional	male
208	0	0	0	0	0	0	male
209	31	0	0	0	Boundary Spanning	Transformational	female
210	0	0	0	0	0	0	female
211	0	0	0	0	0	0	male
212	0	0	0	805	Social Contribution	Servant	male
213	0	0	0	0	0	0	female
214	0	0	0	0	0	0	male
215	22	0	0	0	Boundary Spanning	Transformational	male
216	210	0	0	25	Boundary Spanning	Transformational	female
217	0	0	0	0	0	0	male
218	0	285	0	0	Nurturing Human Talent	Transformational	female
219	45	175	510	0	Operational	Transactional	male
220	0	0	0	0	0	0	male
221	0	137	25	0	Nurturing Human Talent	Transformational	female
222	0	0	0	0	0	0	male
223	502	2104	904	405	Nurturing Human Talent	Transformational	male
224	0	373	630	0	Operational	Transactional	female
225	0	0	0	0	0	0	male
226	1130	0	0	0	Boundary Spanning	Transformational	male
227	80	539	11818	0	Operational	Transactional	male
228	0	95	0	0	Nurturing Human Talent	Transformational	male
229	0	485	11848	61	Operational	Transactional	male

Appendix 2f: Leadership assignment

Person Number	A: Boundary Spanning	B: Nurturing Human Talent	C: Operations	D: Social Contribution	Dimension	Leadership	Gender
230	0	337	11884	186	Operational	Transactional	male
231	297	223	236	70	Boundary Spanning	Transformational	male
232	0	0	0	0	0	0	male
233	41	211	0	26	Nurturing Human Talent	Transformational	male
234	0	115	0	0	Nurturing Human Talent	Transformational	male
235	0	0	0	0	0	0	female
236	0	0	0	0	0	0	male
237	168	0	38	0	Boundary Spanning	Transformational	male
238	0	0	76	0	Operational	Transactional	male
239	66	0	0	46	Boundary Spanning	Transformational	female
240	139	196	28	0	Nurturing Human Talent	Transformational	male
241	0	0	0	0	0	0	female
242	0	0	0	0	0	0	male
243	71	0	134	0	Operational	Transactional	male
244	482	1532	92	0	Nurturing Human Talent	Transformational	female
245	26	327	52	179	Nurturing Human Talent	Transformational	male
246	0	180	0	0	Nurturing Human Talent	Transformational	male
247	0	0	0	0	0	0	male
248	0	0	0	0	0	0	female
249	172	1912	1382	0	Nurturing Human Talent	Transformational	female
250	0	127	0	0	Nurturing Human Talent	Transformational	female
251	0	0	0	0	0	0	female
252	0	3	21	0	Operational	Transactional	male
253	494	383	0	86	Boundary Spanning	Transformational	female
254	0	0	0	0	0	0	female
255	297	0	0	0	Boundary Spanning	Transformational	male
256	3855	0	0	0	Boundary Spanning	Transformational	male
257	462	296	0	0	Boundary Spanning	Transformational	male
258	0	0	0	0	0	0	female
259	99	0	0	0	Boundary Spanning	Transformational	female
260	249	1171	204	266	Nurturing Human Talent	Transformational	male
261	0	0	0	0	0	0	female
262	0	0	0	0	0	0	male
263	697	2946	430	295	Nurturing Human Talent	Transformational	female
264	0	0	0	0	0	0	male
265	0	0	0	0	0	0	male
266	0	21	0	0	Nurturing Human Talent	Transformational	female
267	47	0	0	0	Boundary Spanning	Transformational	female
268	0	0	0	0	0	0	male
269	53	613	1135	0	Operational	Transactional	male
270	0	0	0	0	0	0	male
271	0	0	0	0	0	0	female
272	358	3887	3888	45	Mix	Transformational	female
273	0	0	0	0	0	0	male
274	1109	0	0	0	Boundary Spanning	Transformational	male
275	201	371	797	0	Operational	Transactional	male
276	203	3926	297	83	Nurturing Human Talent	Transformational	female

Appendix 2g: Leadership assignment

Person Number	A: Boundary Spanning	B: Nurturing Human Talent	C: Operations	D: Social Contribution	Dimension	Leadership	Gender
277	0	0	0	0	0	0	male
278	0	0	0	0	0	0	male
279	162	0	0	0	Boundary Spanning	Transformational	male
280	226	891	57	0	Nurturing Human Talent	Transformational	male
281	58	0	102	0	Operational	Transactional	male
282	0	0	42	0	Operational	Transactional	male
283	150	411	119	0	Nurturing Human Talent	Transformational	male
284	42	77	0	0	Nurturing Human Talent	Transformational	male
285	846	0	0	0	Boundary Spanning	Transformational	female
286	193	0	0	0	Boundary Spanning	Transformational	male
287	222	0	0	0	Boundary Spanning	Transformational	female
288	0	0	0	0	0	0	male
289	0	0	0	0	0	0	female
290	0	0	0	0	0	0	male
291	0	1959	822	138	Nurturing Human Talent	Transformational	male
292	0	0	0	0	0	0	male
293	63	0	0	0	Boundary Spanning	Transformational	female
294	200	604	1881	0	Operational	Transactional	female
295	60	417	350	0	Nurturing Human Talent	Transformational	female
296	246	69	0	352	Social Contribution	Servant	female
297	881	2480	1165	202	Nurturing Human Talent	Transformational	male
298	0	0	0	0	0	0	male
299	107	917	0	0	Nurturing Human Talent	Transformational	male
300	188	52	0	0	Boundary Spanning	Transformational	female
301	54	0	111	0	Operational	Transactional	male
302	0	0	0	0	0	0	female
303	288	620	315	0	Nurturing Human Talent	Transformational	male
304	29	0	0	0	Boundary Spanning	Transformational	male
305	314	37	0	0	Boundary Spanning	Transformational	male
306	0	0	0	0	0	0	female
307	602	739	1800	35	Operational	Transactional	female
308	0	0	0	0	0	0	male
309	2306	957	1072	144	Boundary Spanning	Transformational	female
310	0	0	80	11	Operational	Transactional	male
311	0	0	0	0	0	0	female
312	89	350	199	0	Nurturing Human Talent	Transformational	male
313	619	3763	0	2276	Nurturing Human Talent	Transformational	male
314	0	179	0	0	Nurturing Human Talent	Transformational	female
315	0	0	0	0	0	0	male
316	0	0	0	0	0	0	male
317	0	0	0	0	0	0	male
318	1822	2531	3131	61	Mix	Transformational	male
319	0	0	0	0	0	0	male
320	158	411	736	0	Operational	Transactional	male
321	0	0	0	0	0	0	male

Appendix 2h: Leadership assignment

Person Number	A: Boundary Spanning	B: Nurturing Human Talent	C: Operations	D: Social Contribution	Dimension	Leadership	Gender
322	854	0	0	671	Boundary Spanning	Transformational	female
323	795	178	0	0	Boundary Spanning	Transformational	female
324	281	1931	1616	16	Nurturing Human Talent	Transformational	male
325	0	0	0	0	0	0	female
326	1085	366	0	0	Boundary Spanning	Transformational	female
327	0	7	0	0	Nurturing Human Talent	Transformational	female
328	1002	199	353	15	Boundary Spanning	Transformational	male
329	119	72	356	0	Operational	Transactional	female
330	180	0	0	0	Boundary Spanning	Transformational	female
331	0	0	69	0	Operational	Transactional	male
332	1110	0	0	0	Boundary Spanning	Transformational	female
333	43	0	0	0	Boundary Spanning	Transformational	male
334	368	721	0	0	Nurturing Human Talent	Transformational	male
335	0	555	0	0	Nurturing Human Talent	Transformational	male
336	0	0	0	0	0	0	male
337	0	54	0	12	Nurturing Human Talent	Transformational	female
338	0	184	0	0	Nurturing Human Talent	Transformational	female
339	271	11209	598	656	Nurturing Human Talent	Transformational	female
340	27	5	477	0	Operational	Transactional	male
341	177	55	378	0	Operational	Transactional	male
342	64	1527	148	0	Nurturing Human Talent	Transformational	female
343	0	0	30	0	Operational	Transactional	male
344	148	1498	1044	93	Nurturing Human Talent	Transformational	female
345	0	126	257	0	Operational	Transactional	female
346	0	0	0	0	0	0	male
347	382	0	353	4	Boundary Spanning	Transformational	male
348	167	0	0	0	Boundary Spanning	Transformational	male
349	254	0	0	0	Boundary Spanning	Transformational	male
350	3193	144	286	63	Boundary Spanning	Transformational	male
351	0	107	0	0	Nurturing Human Talent	Transformational	female
352	0	42	0	0	Nurturing Human Talent	Transformational	female
353	0	0	0	0	0	0	male
354	0	124	0	0	Nurturing Human Talent	Transformational	female
355	4065	0	0	0	Boundary Spanning	Transformational	male
356	0	0	0	0	0	0	male
357	2267	3475	5085	169	Mix	Transformational	male
358	0	0	0	0	0	0	female
359	0	21	386	0	Operational	Transactional	male
360	546	980	6431	80	Operational	Transactional	male
361	82	0	0	0	Boundary Spanning	Transformational	male
362	1150	2414	4004	100	Operational	Transactional	male
363	18	0	1064	0	Operational	Transactional	male
364	0	338	53	0	Nurturing Human Talent	Transformational	male
365	0	0	0	0	0	0	female
366	131	0	0	0	Boundary Spanning	Transformational	female
367	0	0	0	0	0	0	male

Appendix 2i: Leadership assignment

Person Number	A: Boundary Spanning	B: Nurturing Human Talent	C: Operations	D: Social Contribution	Dimension	Leadership	Gender
368	1437	1998	449	2137	Nurturing Human Talent	Transformational	male
369	86	0	157	0	Operational	Transactional	male
370	4	0	37	0	Operational	Transactional	male
371	0	0	0	0	0	0	female
372	747	1209	857	88	Nurturing Human Talent	Transformational	male
373	14	0	84	0	Operational	Transactional	male
374	276	0	0	778	Social Contribution	Servant	female
375	0	0	0	0	0	0	female
376	0	0	0	0	0	0	male
377	176	314	24	0	Nurturing Human Talent	Transformational	female
378	82	0	0	0	Boundary Spanning	Transformational	male
379	21	0	0	0	Boundary Spanning	Transformational	female
380	576	651	3427	92	Operational	Transactional	male
381	36	0	0	0	Boundary Spanning	Transformational	male
382	199	369	28	0	Nurturing Human Talent	Transformational	female
383	0	0	0	0	0	0	male
384	55	0	0	0	Boundary Spanning	Transformational	male
385	0	0	0	0	0	0	female
386	604	70	1109	0	Operational	Transactional	male
387	287	0	0	0	Boundary Spanning	Transformational	male
388	454	2795	1624	507	Nurturing Human Talent	Transformational	male
389	88	479	1191	0	Operational	Transactional	female
390	172	365	1183	0	Operational	Transactional	male
391	0	0	0	0	0	0	male
392	0	27	0	0	Nurturing Human Talent	Transformational	female
393	0	0	0	0	0	0	male
394	967	730	124	328	Boundary Spanning	Transformational	male
395	0	0	0	0	0	0	female
396	483	0	0	23	Boundary Spanning	Transformational	male
397	525	0	0	0	Boundary Spanning	Transformational	female
398	6580	737	1081	0	Boundary Spanning	Transformational	male
399	0	0	0	0	0	0	male
400	0	0	0	0	0	0	female
401	159	2104	15859	1468	Operational	Transactional	male
402	556	125	0	20	Boundary Spanning	Transformational	female
403	0	0	0	0	0	0	male
404	360	94	0	0	Boundary Spanning	Transformational	female
405	27	1940	263	352	Nurturing Human Talent	Transformational	male
406	0	0	0	0	0	0	male
407	82	0	0	0	Boundary Spanning	Transformational	male
408	0	584	0	0	Nurturing Human Talent	Transformational	female
409	0	265	0	0	Nurturing Human Talent	Transformational	male
410	275	1141	0	0	Nurturing Human Talent	Transformational	male
411	0	0	122	11	Operational	Transactional	female
412	0	0	0	0	0	0	male
413	0	154	39	0	Nurturing Human Talent	Transformational	male

Appendix 2j: Leadership assignment

Person Number	A: Boundary Spanning	B: Nurturing Human Talent	C: Operations	D: Social Contribution	Dimension	Leadership	Gender
414	421	159	613	59	Operational	Transactional	male
415	84	0	0	0	Boundary Spanning	Transformational	female
416	22	411	524	4	Operational	Transactional	male
417	0	0	0	0	0	0	female
418	158	166	600	20	Operational	Transactional	female
419	0	26	600	0	Operational	Transactional	male
420	77	26	600	0	Operational	Transactional	male
421	806	2933	2551	44	Nurturing Human Talent	Transformational	male
422	123	112	7501	0	Operational	Transactional	male
423	0	0	0	0	0	0	male
424	0	0	0	0	0	0	female
425	0	0	0	0	0	0	female
426	425	439	716	0	Mix	Transformational	male
427	104	120	342	0	Operational	Transactional	female
428	30	0	0	562	Social Contribution	Servant	male
429	0	0	0	0	0	0	male
430	0	0	0	0	0	0	female
431	23	12	275	0	Operational	Transactional	female
432	0	2091	0	0	Nurturing Human Talent	Transformational	male
433	0	0	0	0	0	0	male
434	88	1280	50	0	Nurturing Human Talent	Transformational	female
435	0	0	0	0	0	0	female
436	118	901	47	254	Nurturing Human Talent	Transformational	male

Appendix 3: Leadership assignment calculation

	<i>Female</i>		<i>Male</i>	
	absolute	%	absolute	%
transformational leadership style	87	54%	112	41%
transactional leadership style	20	12%	66	24%
servant leadership style	3	2%	7	3%
No-post	52	32%	89	32%
SUM	162	100%	274	100%

Appendix 4a: Sentiment analysis - females - all communication channels - absolute values

		Sentiment - females						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	1604	105	1499	1016	205	811	2620
	Files Coded Count	60	9	55	50	12	38	110
	WCC/FCC	39	12	27	38	17	21	77
Nurturing Human Talent	Words Coded Count	2682	466	2216	2614	625	1989	5296
	Files Coded Count	87	19	75	111	34	77	198
	WCC/FCC	54	25	30	44	18	26	98
Operations	Words Coded Count	1708	206	1502	1015	105	910	2723
	Files Coded Count	36	6	32	32	3	29	68
	WCC/FCC	81	34	47	66	35	31	148
Social Contribution	Words Coded Count	107	0	107	208	51	157	315
	Files Coded Count	7	0	7	13	4	9	20
	WCC/FCC	15	0	15	30	13	17	45

Appendix 4b: Sentiment analysis - females - all communication channels - percentages

		Sentiment - females						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	61%	4%	57%	39%	8%	31%	100%
	Files Coded Count	55%	8%	50%	45%	11%	35%	100%
	WCC/FCC	50%	15%	35%	50%	22%	28%	100%
Nurturing Human Talent	Words Coded Count	51%	9%	42%	49%	12%	38%	100%
	Files Coded Count	44%	10%	38%	56%	17%	39%	100%
	WCC/FCC	55%	25%	30%	45%	19%	26%	100%
Operations	Words Coded Count	63%	8%	55%	37%	4%	33%	100%
	Files Coded Count	53%	9%	47%	47%	4%	43%	100%
	WCC/FCC	55%	23%	32%	45%	24%	21%	100%
Social Contribution	Words Coded Count	34%	0%	34%	66%	16%	50%	100%
	Files Coded Count	35%	0%	35%	65%	20%	45%	100%
	WCC/FCC	33%	0%	34%	67%	28%	39%	100%

Appendix 4c: Sentiment analysis - females - all communication channels - WCC/FCC dimensions

		Sentiment - females						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
BS	WCC/FCC	50%	15%	35%	50%	22%	28%	100%
NHT	WCC/FCC	55%	25%	30%	45%	19%	26%	100%
O	WCC/FCC	55%	23%	32%	45%	24%	21%	100%
SC	WCC/FCC	33%	0%	34%	67%	28%	39%	100%
Average		48%	16%	33%	52%	23%	28%	100%

Appendix 5a: Sentiment analysis - males - all communication channels - absolute values

		Sentiment - males						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	6055	789	5266	2776	497	2279	8831
	Files Coded Count	168	29	139	104	24	80	272
	WCC/FCC	65	27	38	49	21	28	114
Nurturing Human Talent	Words Coded Count	5961	729	5232	5907	1661	4246	11868
	Files Coded Count	188	31	157	230	74	156	418
	WCC/FCC	57	24	33	50	22	27	107
Operations	Words Coded Count	3967	581	3386	3526	621	2905	7493
	Files Coded Count	102	20	82	132	28	104	234
	WCC/FCC	70	29	41	50	22	28	120
Social Contribution	Words Coded Count	973	223	750	579	190	389	1552
	Files Coded Count	44	8	36	33	8	25	77
	WCC/FCC	49	28	21	39	24	16	88

Appendix 5b: Sentiment analysis - males - all communication channels – percentages

		Sentiment - males						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	69%	9%	60%	31%	6%	26%	100%
	Files Coded Count	62%	11%	51%	38%	9%	29%	100%
	WCC/FCC	57%	24%	33%	43%	18%	25%	100%
Nurturing Human Talent	Words Coded Count	50%	6%	44%	50%	14%	36%	100%
	Files Coded Count	45%	7%	38%	55%	18%	37%	100%
	WCC/FCC	53%	22%	31%	47%	21%	26%	100%
Operations	Words Coded Count	53%	8%	45%	47%	8%	39%	100%
	Files Coded Count	44%	9%	35%	56%	12%	44%	100%
	WCC/FCC	58%	24%	34%	42%	18%	23%	100%
Social Contribution	Words Coded Count	63%	14%	48%	37%	12%	25%	100%
	Files Coded Count	57%	10%	47%	43%	10%	32%	100%
	WCC/FCC	55%	32%	24%	45%	27%	18%	100%

Appendix 5c: Sentiment analysis - males - all communication channels – WCC/FCC

		Sentiment - males						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
BS	WCC/FCC	57%	24%	33%	43%	18%	25%	100%
NHT	WCC/FCC	53%	22%	31%	47%	21%	26%	100%
O	WCC/FCC	58%	24%	34%	42%	18%	23%	100%
SC	WCC/FCC	55%	32%	24%	45%	27%	18%	100%
Average		56%	25%	31%	44%	21%	23%	100%

Appendix 6a: Sentiment analysis - females - University Websites - absolute values

		Sentiment - females - University Website						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	391	0	391	330	34	296	721
	Files Coded Count	14	0	14	16	1	15	30
	WCC/FCC	28	0	28	54	34	20	82
Nurturing Human Talent	Words Coded Count	1815	357	1458	1751	410	1341	3566
	Files Coded Count	61	14	47	77	23	54	138
	WCC/FCC	57	26	31	43	18	25	99
Operations	Words Coded Count	1422	169	1253	754	41	713	2176
	Files Coded Count	27	4	23	24	2	22	51
	WCC/FCC	97	42	54	53	21	32	150
Social Contribution	Words Coded Count	53	0	53	104	14	90	157
	Files Coded Count	3	0	3	7	1	6	10
	WCC/FCC	18	0	18	29	14	15	47

Appendix 6b: Sentiment analysis - females - University Websites - percentages

		Sentiment - females - University Website						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	54%	0%	54%	46%	5%	41%	100%
	Files Coded Count	47%	0%	47%	53%	3%	50%	100%
	WCC/FCC	34%	0%	34%	66%	42%	24%	100%
Nurturing Human Talent	Words Coded Count	51%	10%	41%	49%	11%	38%	100%
	Files Coded Count	44%	10%	34%	56%	17%	39%	100%
	WCC/FCC	57%	26%	31%	43%	18%	25%	100%
Operations	Words Coded Count	65%	8%	58%	35%	2%	33%	100%
	Files Coded Count	53%	8%	45%	47%	4%	43%	100%
	WCC/FCC	65%	28%	36%	35%	14%	22%	100%
Social Contribution	Words Coded Count	34%	0%	34%	66%	9%	57%	100%
	Files Coded Count	30%	0%	30%	70%	10%	60%	100%
	WCC/FCC	38%	0%	38%	62%	30%	32%	100%

Appendix 6c: Sentiment analysis - females - University Websites - WCC/FCC

		Sentiment - females - University Website						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
BS	WCC/FCC	34%	0%	34%	66%	42%	24%	100%
NHT	WCC/FCC	57%	26%	31%	43%	18%	25%	100%
O	WCC/FCC	65%	28%	36%	35%	14%	22%	100%
SC	WCC/FCC	38%	0%	38%	62%	30%	32%	100%
Average		48%	13%	35%	52%	26%	26%	100%

Appendix 7a: Sentiment analysis - males – University Websites - absolute values

		Sentiment - males - University Website						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	913	173	740	685	150	535	1598
	Files Coded Count	34	8	26	26	5	21	60
	WCC/FCC	30	22	28	55	30	25	106
Nurturing Human Talent	Words Coded Count	3472	483	2989	3491	968	2523	6963
	Files Coded Count	106	18	88	130	39	91	236
	WCC/FCC	61	27	34	53	25	28	113
Operations	Words Coded Count	3316	522	2794	3112	440	2672	6428
	Files Coded Count	76	16	60	114	21	93	190
	WCC/FCC	79	33	47	50	21	29	129
Social Contribution	Words Coded Count	526	163	363	188	51	137	714
	Files Coded Count	19	5	14	10	1	9	29
	WCC/FCC	39	33	26	66	51	15	125

Appendix 7b: Sentiment analysis - males - University Websites – percentages

		Sentiment - males - University Website						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	57%	11%	46%	43%	9%	33%	100%
	Files Coded Count	57%	13%	43%	43%	8%	35%	100%
	WCC/FCC	47%	20%	27%	53%	28%	24%	100%
Nurturing Human Talent	Words Coded Count	50%	7%	43%	50%	14%	36%	100%
	Files Coded Count	45%	8%	37%	55%	17%	39%	100%
	WCC/FCC	54%	24%	30%	46%	22%	24%	100%
Operations	Words Coded Count	52%	8%	43%	48%	7%	42%	100%
	Files Coded Count	40%	8%	32%	60%	11%	49%	100%
	WCC/FCC	61%	25%	36%	39%	16%	22%	100%
Social Contribution	Words Coded Count	74%	23%	51%	26%	7%	19%	100%
	Files Coded Count	66%	17%	48%	34%	3%	31%	100%
	WCC/FCC	47%	26%	21%	53%	41%	12%	100%

Appendix 7c: Sentiment analysis - males - University Websites – WCC/FCC

		Sentiment - males - University Website						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
BS	WCC/FCC	47%	20%	27%	53%	28%	24%	100%
NHT	WCC/FCC	54%	24%	30%	46%	22%	24%	100%
O	WCC/FCC	61%	25%	36%	39%	16%	22%	100%
SC	WCC/FCC	47%	26%	21%	53%	41%	12%	100%
Average		52%	24%	28%	48%	27%	21%	100%

Appendix Sa: Sentiment analysis - females – Google News - absolute values

		Sentiment - females - Google News						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	743	46	697	383	54	329	1126
	Files Coded Count	35	5	30	19	5	14	54
	WCC/FCC	32	9	23	34	11	24	67
Nurturing Human Talent	Words Coded Count	65	8	57	34	0	34	99
	Files Coded Count	3	1	2	2	0	2	5
	WCC/FCC	37	8	29	17	0	17	54
Operations	Words Coded Count	88	0	88	39	0	39	127
	Files Coded Count	5	0	5	2	0	2	7
	WCC/FCC	18	0	18	20	0	20	37
Social Contribution	Words Coded Count	21	0	21	33	0	33	54
	Files Coded Count	2	0	2	1	0	1	3
	WCC/FCC	11	0	11	33	0	33	44

Appendix Sb: Sentiment analysis - females – Google News – percentages

		Sentiment - females - Google News						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	66%	4%	62%	34%	5%	29%	100%
	Files Coded Count	65%	9%	56%	35%	9%	26%	100%
	WCC/FCC	49%	14%	35%	51%	16%	35%	100%
Nurturing Human Talent	Words Coded Count	66%	8%	58%	34%	0%	34%	100%
	Files Coded Count	60%	20%	40%	40%	0%	40%	100%
	WCC/FCC	68%	15%	53%	32%	0%	32%	100%
Operations	Words Coded Count	69%	0%	69%	31%	0%	31%	100%
	Files Coded Count	71%	0%	71%	29%	0%	29%	100%
	WCC/FCC	47%	0%	47%	53%	0%	53%	100%
Social Contribution	Words Coded Count	39%	0%	39%	61%	0%	61%	100%
	Files Coded Count	67%	0%	67%	33%	0%	33%	100%
	WCC/FCC	24%	0%	24%	76%	0%	76%	100%

Appendix Sc: Sentiment analysis - females – Google News – WCC/FCC

		Sentiment - females - Google News						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
BS	WCC/FCC	49%	14%	35%	51%	16%	35%	100%
NHT	WCC/FCC	68%	15%	53%	32%	0%	32%	100%
O	WCC/FCC	47%	0%	47%	53%	0%	53%	100%
SC	WCC/FCC	24%	0%	24%	76%	0%	76%	100%
Average		47%	7%	40%	53%	4%	49%	100%

Appendix 9a: Sentiment analysis - males – Google News - absolute values

		Sentiment - males - Google News						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	3334	255	3079	1363	168	1195	4697
	Files Coded Count	102	11	91	48	8	40	150
	WCC/FCC	57	23	34	51	21	30	108
Nurturing Human Talent	Words Coded Count	410	94	316	201	29	172	611
	Files Coded Count	17	4	13	9	2	7	26
	WCC/FCC	48	24	24	39	15	25	87
Operations	Words Coded Count	148	10	138	24	0	24	172
	Files Coded Count	6	1	5	1	0	1	7
	WCC/FCC	38	10	28	24	0	24	62
Social Contribution	Words Coded Count	100	0	100	0	0	0	100
	Files Coded Count	5	0	5	0	0	0	5
	WCC/FCC	20	0	20	0	0	0	20

Appendix 9b: Sentiment analysis - males – Google News – percentages

		Sentiment - males - Google News						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	71%	5%	66%	29%	4%	25%	100%
	Files Coded Count	68%	7%	61%	32%	5%	27%	100%
	WCC/FCC	53%	21%	31%	47%	19%	28%	100%
Nurturing Human Talent	Words Coded Count	67%	15%	52%	33%	5%	28%	100%
	Files Coded Count	65%	15%	50%	35%	8%	27%	100%
	WCC/FCC	55%	27%	28%	45%	17%	28%	100%
Operations	Words Coded Count	86%	6%	80%	14%	0%	14%	100%
	Files Coded Count	86%	14%	71%	14%	0%	14%	100%
	WCC/FCC	61%	16%	45%	39%	0%	39%	100%
Social Contribution	Words Coded Count	100%	0%	100%	0%	0%	0%	100%
	Files Coded Count	100%	0%	100%	0%	0%	0%	100%
	WCC/FCC	100%	0%	100%	0%	0%	0%	100%

Appendix 9c: Sentiment analysis - males – Google News – WCC/FCC

		Sentiment - males - Google News						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
BS	WCC/FCC	53%	21%	31%	47%	19%	28%	100%
NHT	WCC/FCC	55%	27%	28%	45%	17%	28%	100%
O	WCC/FCC	61%	16%	45%	39%	0%	39%	100%
SC	WCC/FCC	100%	0%	100%	0%	0%	0%	100%
Average		67%	16%	51%	33%	9%	24%	100%

Appendix 10a: Sentiment analysis - females – YouTube - absolute values

		Sentiment - females - YouTube						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	92	0	92	60	13	47	152
	Files Coded Count	3	0	3	3	1	2	6
	WCC/FCC	31	0	31	37	13	24	67
Nurturing Human Talent	Words Coded Count	738	101	637	829	215	614	1567
	Files Coded Count	28	4	24	32	11	21	60
	WCC/FCC	52	25	27	49	20	29	101
Operations	Words Coded Count	143	37	106	222	64	158	365
	Files Coded Count	5	2	3	6	1	5	11
	WCC/FCC	54	19	35	96	64	32	149
Social Contribution	Words Coded Count	25	0	25	48	14	34	73
	Files Coded Count	1	0	1	3	1	2	4
	WCC/FCC	25	0	25	31	14	17	56

Appendix 10b: Sentiment analysis - females – YouTube – percentages

		Sentiment - females - YouTube						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
Boundary Spanning	Words Coded Count	61%	0%	61%	39%	9%	31%	100%
	Files Coded Count	50%	0%	50%	50%	17%	33%	100%
	WCC/FCC	46%	0%	46%	54%	19%	35%	100%
Nurturing Human Talent	Words Coded Count	47%	6%	41%	53%	14%	39%	100%
	Files Coded Count	47%	7%	40%	53%	18%	35%	100%
	WCC/FCC	51%	25%	26%	49%	19%	29%	100%
Operations	Words Coded Count	39%	10%	29%	61%	18%	43%	100%
	Files Coded Count	45%	18%	27%	55%	9%	45%	100%
	WCC/FCC	36%	12%	24%	64%	43%	21%	100%
Social Contribution	Words Coded Count	34%	0%	34%	66%	19%	47%	100%
	Files Coded Count	25%	0%	25%	75%	25%	50%	100%
	WCC/FCC	45%	0%	45%	55%	25%	30%	100%

Appendix 10c: Sentiment analysis - females – YouTube – WCC/FCC

		Sentiment - females - YouTube						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
BS	WCC/FCC	46%	0%	46%	54%	19%	35%	100%
NHT	WCC/FCC	51%	25%	26%	49%	19%	29%	100%
O	WCC/FCC	36%	12%	24%	64%	43%	21%	100%
SC	WCC/FCC	45%	0%	45%	55%	25%	30%	100%
Average		44%	9%	35%	56%	27%	29%	100%

Appendix 11a: Sentiment analysis - males - YouTube - absolute values

		Sentiment - males - YouTube						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
BoundarySpanning	Words Coded Count	646	118	528	276	85	191	922
	Files Coded Count	14	4	10	13	4	9	27
	WCC/FCC	82	30	53	42	21	21	125
Nurturing Human Talent	Words Coded Count	2037	145	1892	2087	659	1428	4124
	Files Coded Count	61	8	53	85	32	53	146
	WCC/FCC	54	18	36	48	21	27	101
Operations	Words Coded Count	466	49	417	384	181	203	850
	Files Coded Count	19	3	16	16	7	9	35
	WCC/FCC	42	16	26	48	26	23	91
Social Contribution	Words Coded Count	319	60	259	364	133	231	683
	Files Coded Count	12	3	9	16	6	10	28
	WCC/FCC	49	20	29	45	22	23	94

Appendix 11b: Sentiment analysis - males - YouTube - percentages

		Sentiment - males - YouTube						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
BoundarySpanning	Words Coded Count	70%	13%	57%	30%	9%	21%	100%
	Files Coded Count	52%	15%	37%	48%	15%	33%	100%
	WCC/FCC	66%	24%	42%	34%	17%	17%	100%
Nurturing Human Talent	Words Coded Count	49%	4%	46%	51%	16%	35%	100%
	Files Coded Count	42%	5%	36%	58%	22%	36%	100%
	WCC/FCC	53%	18%	35%	47%	20%	27%	100%
Operations	Words Coded Count	55%	6%	49%	45%	21%	24%	100%
	Files Coded Count	54%	9%	46%	46%	20%	26%	100%
	WCC/FCC	47%	18%	29%	53%	28%	25%	100%
Social Contribution	Words Coded Count	47%	9%	38%	53%	19%	34%	100%
	Files Coded Count	43%	11%	32%	57%	21%	36%	100%
	WCC/FCC	52%	21%	31%	48%	24%	25%	100%

Appendix 11c: Sentiment analysis - males - YouTube - WCC/FCC

		Sentiment - males - YouTube						
		Negative	Very negative	Moderately negative	Positive	Very positive	Moderately positive	SUM
BS	WCC/FCC	66%	24%	42%	34%	17%	17%	100%
NHT	WCC/FCC	53%	18%	35%	47%	20%	27%	100%
O	WCC/FCC	47%	18%	29%	53%	28%	25%	100%
SC	WCC/FCC	52%	21%	31%	48%	24%	25%	100%
Average		54%	20%	34%	46%	22%	23%	100%