

DECIDING TO GO ABROAD: THE EXPATRIATE EXPERIENCE

by

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This exploratory study uses a survey design to examine the decision-making process people use when considering a move abroad. We explore the following questions: (1) How do expatriates (expats) make their decisions to move abroad? (2) Do those with previous experience living abroad (expats) value different factors in their decision than those who do not have experience living abroad (non-expats)? (3) Do non-expats who are willing to move abroad value different considerations than non-expats who are unwilling to move abroad? To answer these questions, we employed two surveys with a combined 108 participants. The first survey asked people with expatriate experience to recall the decision process they used when moving abroad for the first time and the second asked full-time employees without experience living abroad to consider a hypothetical move to another country. Participants were recruited through Facebook groups for expatriates and professionals, as well as through personal contacts. We found that expats most valued the opportunity for personal growth and new experiences and the location's cuisine, political landscape, cost of living, perceived safety, and overall reputation in their decision-making process. The two groups significantly differed in their importance ratings. Additionally, we found effects of family situation on the importance of relationship status and age and a near-significant effect on the importance of personal growth and new experiences. This topic has real-world implications in professional settings where employees are sent abroad, as

many reject these experiences. We hope that employees will feel more comfortable accepting these experiences if they have a better idea of what they entail and the factors to consider.

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Introduction

To run smoothly, companies operating globally need people to move and work abroad; however, uprooting one's family and moving to a potentially unfamiliar culture is complicated. For this reason, many people prematurely terminate their stay, or even refuse to go (Borstoff et al., 1997). An expatriate¹ (expat) is defined as someone living outside their country of citizenship (Oxford Languages, n.d.). The earliest known use of the word was in the 1810s, making the concept nothing new (Oxford Languages, n.d.), but academic research into the topic did not seriously begin until the 1950s (McNulty et al., 2018). The use of expats in the business sector, known as "traditional expats" (Doherty et al., 2011), is not uncommon, as many companies need managers with global skills to maintain their competitive edge (Richardson & Rullo, 1992). These expat experiences² usually last for a finite period (McNulty et al., 2018). When sent overseas, these employees bring with them a wealth of knowledge from their home office, which companies use to coordinate new projects (Richardson & Rullo, 1992). Although important for business, many employees are reluctant to accept expatriate experiences, as a significant number of assignees face issues abroad and return prematurely (Borstoff et al., 1997). It is important for employers to understand factors that employees consider when presented with an expatriate offer, especially those factors that lead people to accept the role.

¹ There has been some controversy regarding expat terminology, related to race and socio-economic connotations (Koutonin, 2015; Orgill, 2023). Although these interpretations exist, the definition neutrally refers to those who temporarily move from their home country to another (Orgill, 2023; Oxford Languages, n.d.). In this paper, "expat" will refer to anyone temporarily living outside their home country, no matter their background.

² Some people are "assigned" to move abroad, while others choose to do so on their own. In this study, the term "expatriate experience" will be used in reference to all stays abroad for work. It is synonymous with "expatriate assignment," "overseas assignment," etc.

Self-Initiated and Company-Backed Expatriates

Researchers have recently sub-divided expatriates into those who are self-initiated and those company-backed (McNulty et al., 2018; Suutari & Brewster, 2000). Self-initiated expats (SIE) are categorized as “individuals who initiate and usually finance their own expatriation and are not transferred by organizations. They relocated to a country of their choice to pursue cultural, personal, and career development experiences, often with no definite time frame in mind,” (Shaffer et al., 2012, p. 1286). On the other hand, company-backed expats (CBE) are “employees working for business organizations, who are sent overseas on a temporary basis to complete a time-based task or accomplish an organizational goal,” (Shaffer et al., 2012, p. 1286). The primary distinguisher between the two groups is the source of initiative for leaving their home country; however, these groups differ on several other characteristics. Since SIE move on their own, they do not receive as much support as CBE who are often given generous compensation packages that account for healthcare, children’s schooling, travel to their home country, and comparable lifestyle considerations (Bussin et al., 2015; Inkson et al., 1997; Richardson & Rullo, 1992; Shaffer et al., 2012; Suutari & Brewster, 2000). Regarding demographics, CBEs are selected by their employer to make a strategic move abroad, indicating that they are well-educated and skilled and advanced in their management careers (Suutari & Brewster, 2000). On the other hand, SIE may be earlier in their careers and younger, without many obligations in their home country (Doherty et al., 2011; Shaffer et al., 2012; Suutari & Brewster, 2000).

The Decision to Move Abroad

The decision to move to a new country and leave behind a familiar context can be very difficult, as there are many factors to consider. To compound the issue, human resource

managers do not fully grasp which factors prove most important to employees when making this decision (Dickmann et al., 2008). Due to all the differences between the CBE and SIE populations, it should not come as a surprise that the two groups value different aspects of the international experience.

Company-Backed Expatriates

Most of the research on expats has been done on company-backed expatriates because they are a well-defined group of people who are easy to reach. For this reason, there is much more information on their motivations than on the motivations of self-initiated expats.

Compared to SIE, CBE place more importance on career-related factors in their decision to move (Doherty et al., 2011; Suutari & Brewster, 2000). Since CBE are sent by their employers, they tend to emphasize future career opportunities and growth in their decision to move. These employees expect to be rewarded in their career for uprooting their lives in their home country and moving for the company's benefit (Doherty et al., 2011; Miller & Cheng, 1978). In a survey conducted by Dickmann et al. (2008), CBE rated the position they were offered on their assignment as the number one consideration in their decision, with potential for leadership skills development, career progression, potential for job skills development, professional challenge of working abroad, and potential role(s) available upon assignment completion all falling in the top ten. Other research has found that increased pay and career mobility are the most important considerations for CBE (Miller & Cheng, 1978). Finally, employees consider the offered benefits package to be a major determinant in their decision (Konopaske & Werner, 2005). The primary motivators for CBE are job-related.

Although the number one concern for CBE is how the move abroad will impact their career, they also consider many other factors. One such factor is the location. Employees are

more likely to accept assignments in culturally similar locations to their home country, compared to those culturally dissimilar (Aryee et al., 1996). Also, employees consider the host country's educational and healthcare provisions, especially if they have a family (Chew & Zhu, 2002). Potential assignees also consider the impact that the move will have on their spouses and children. Some are unwilling to accept an international assignment if their spouse does not want to make the move (Chew & Zhu, 2002; Dickmann et al., 2008; Tharenou, 2008). Other factors rated highly important to CBEs were personal financial impacts, security, length of the assignment, a desire to live abroad, and work/life balance (Dickmann et al., 2008).

Self-Initiated Expatriates

Self-initiated expats, on the other hand, value adventure and international experience when deciding to move abroad (Doherty et al., 2011). SIE tend to value the location of where they are moving, including “perceptions of the attractiveness of the host country and culture and the lure to live in the host setting,” (Doherty et al., 2011, p. 605). Similarly, they report considering the reputation of the host country and its employment prospects, especially the prestige associated with working there, since they generally make their own job arrangements (Doherty et al., 2011; Inkson et al., 1997). Because SIE often move abroad for unspecified periods of time, they want to ensure they are moving somewhere that they will enjoy living (Doherty et al., 2011; Shaffer et al., 2012). Self-initiated expats are motivated by more individual factors than are company-backed expats, such as a personal desire for adventure and locations that will best fit them in terms of their ability to adjust and find a prestigious job so that they can spend several years there.

It would be logical to assume that many of the non-career-related factors considered by CBEs would be shared by SIEs; however, no research has been conducted in this area.

The Current Study

Researchers have investigated which factors self-initiated and company-backed expats consider when making their decision to move abroad (Dickmann et al., 2008; Doherty et al., 2011; McNulty et al., 2018; Shaffer et al., 2012; Suutari & Brewster, 2000). However, no one has compared the decision-making processes of those with expat experiences to the processes of those without such experience. Through this exploratory study, we aim to investigate the general factors considered by those deciding whether they will move abroad, the differences in decision-making between individuals with expat experience and those without this experience, and how the factors considered in deciding whether to move abroad affect individuals' experiences as expats. Our research questions are:

1. How do expats make their decisions to move abroad?
 - a. On which decision-making approaches do they rely?
 - b. What do they consider important?
 - i. Which factors are most important in the decision-making process?
 - ii. Does the decision-making process change when considering a partner or children?
 - iii. Does company sponsorship affect the decision-making process?
 - iv. Does previous international experience impact the process?
 - c. What effect do the factors have on their emotions throughout the experience?
2. Do expats differ from non-expats in their decision-making processes?
 - a. Do they rely on different decision-making approaches?
 - b. Do they value different factors?

3. Do non-expats who are willing to move abroad value different factors than those who are not willing to move?

Method

Participants

The participants were 98 expatriates (66 females, 29 males, mean age = 49.67) and 10 non-expatriates (5 females, 5 males, mean age = 39.11). Within the expatriate group, there were 31 company-backed expats and 39 self-initiated expats. Most of the respondents were from the United States. Participants were recruited through Facebook groups designated for expatriates and working professionals. To ensure that participants completed the correct survey, they were asked about their expatriate experience level. If they were not suited for the survey that they started, they were redirected to the other survey. All participated voluntarily. Responses from participants who did not complete the entire survey were considered in the analyses for the questions that they answered.

Materials

Expatriate Survey

Expatriate participants completed a comprehensive survey, consisting of three main parts: the process of deciding whether to go abroad, life abroad, and reflections following completion of the expatriate experience. In the decision-making process segment, participants reflected on the decision-making process that they had used when considering their first employed expatriate experience, whether they were working or accompanying a working partner. They were first asked about the factors that may have influenced their decision to move abroad in free response and rating scale formats. We then asked them which sources they consulted in their decision (books, websites, coworkers, etc.) and which decision-making approach(es) on which they relied. There are four commonly discussed decision-making approaches: analytical, associative,

simulative, and codified (Goldstein & Hogarth, 1997). Analytical decision-making involves gathering data and thinking through the implications of a decision, associative decision-making relies on feelings, and simulative decision-making involves conducting a mental simulation. We did not ask participants whether they used codified decision-making because it relies on the existence of rules, which do not apply in this situation. We also asked them about their emotions at this point in the process, asking them to select all feelings they experienced from a list: happy, sad, angry, anxious, interested, excited, disgusted, guilty, lonely, homesick, relieved, and/or regretful. In the life abroad section, participants recounted some of their overseas experiences in free response format and were asked about how they felt while living abroad using the same list as in the decision-making section. Finally, we asked those who had already completed their first experience to share some of their reflections, again asking for their emotional response to the experience now that it was over, using the same list of 12 feelings. While additional data was collected, it falls outside the scope of the current study.

Non-Expat Survey

Since the non-expats did not have real-life experience considering a move abroad, their survey was much shorter. Their survey consisted of the same questions as those in the decision-making process section of the expat survey. These were based on a hypothetical consideration of an offer to move abroad. We did not ask the non-expats about their emotions since the situation was not real.

The Consideration Variables

To make the survey more digestible for participants, we split the consideration variables into four groups: professional, personal, location-based, and others-focused. Within the professional factors group, we included the following considerations: the position was a

promotion, position responsibilities, position benefits, working hours, long-term career prospects, and experience duration. The personal factors consisted of the opportunity for personal growth, travel opportunities, previous travel experience, it was a cool experience, it was a fresh start, respondent's relationship status, and their age. Our location-based factors were cuisine, location's political landscape, cost of living, perceived safety, overall reputation of the location, location's native language, and its similarity to the respondent's home country. Lastly, our others-focused factor group was made up of quality of schools, children's activities, the opportunity to raise globally minded children, reputation of the expat community in the location, family health status, the opportunity to meet new people, reaction of others about the respondent's move, and children's ages. These variable groupings were then used to create four separate matrices that participants used to rate each consideration's importance in their decision-making process.

Procedure

All participants completed a survey through the Qualtrics platform. They first read through an informed consent page and determined whether to participate in the study. If they consented, they moved onto the next page with the verification question, then to the demographics page. After answering the questions in the body of their respective survey, they read through a debriefing page.

Analyses

To answer our research questions, we used the importance ratings provided by both sets of participants, which were split into the four categories. All data analysis was conducted using the Statistical Package for Social Sciences (SPSS) software and used the conventional $\alpha = 0.05$ significance threshold.

Results & Discussion

Expats

How did expats make their decisions to move abroad?

Decision-Making Approaches

Expats reported that they relied primarily and equally on the analytical ($M = 3.09$, $SD = 0.94$) and associative ($M = 3.09$, $SD = 0.96$) approaches to decision-making when evaluating the opportunity to move abroad. See Figure 1. There was a significant difference between their reliance on the analytical and simulative ($M = 2.79$, $SD = 1.08$) approaches, $F(1, 57) = 4.30$, $p < 0.05$, and a near-significant difference between reliance on associative and simulative approaches, $F(1, 57) = 2.84$, $p = 0.10$. This result may be significant with a larger sample size. These results indicate that expats equally gathered and analyzed data and their decision's implications and relied on their feelings when making their decisions, while relying less on mental simulations.

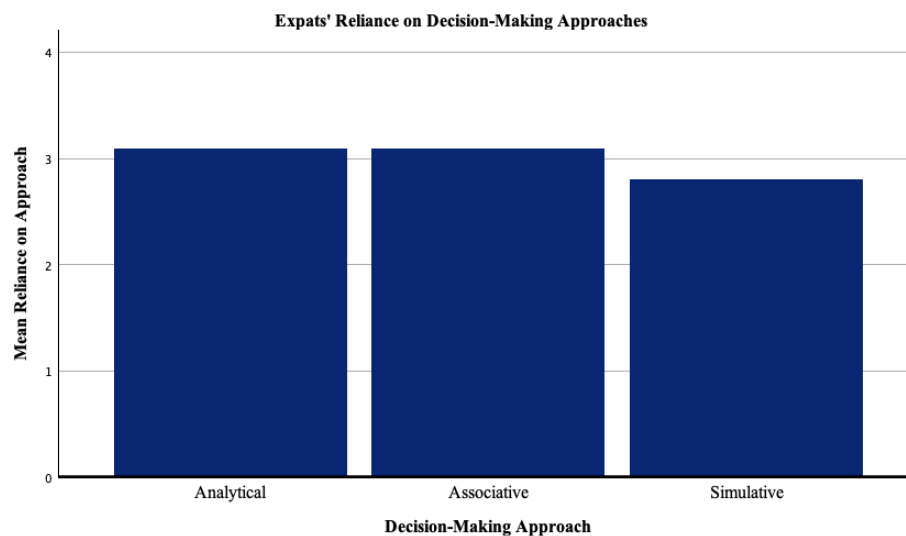


Figure 1: Expats' Reliance on Decision-Making Approaches

Perceived Importance of Factors

To analyze the importance ratings of potential concerns with moving abroad, we began by conducting a series of principal component analyses to determine what unifying factors underlie the participants' responses.

Six questions measuring professional considerations (the position was a promotion, position responsibilities, position benefits, working hours, long-term career prospects, and experience duration) were reduced into a single factor that explained 59.93% of the variance. See Table 1 and Table 2.

The questions measuring personal considerations were split into two distinct factors, growth and experience (the opportunity for personal growth, travel opportunities, previous travel experience, it was a cool experience, and it was a fresh start) which measured 37.20% of the variance in the original variables and demographics (respondent's relationship status and age) which explained 62.45% of the variance. See Table 3 and Table 4.

The questions measuring location-based considerations were also split into two factors: practicalities of life abroad (cuisine, location's political landscape, cost of living, perceived safety, and overall reputation of the location) which accounted for 37.11% of the variance and similarity to home (location's native language and its similarity to one's home country) which explained 60.22% of the variance in the original variables. See Table 5 and Table 6.

Finally, the questions regarding the others-focused considerations were divided into three factors: children's enrichment (quality of schools, children's activities, and the opportunity to raise globally minded children) which measured 32.32% of the variance, social considerations (reputation of the expat community in the location, family health status, and the opportunity to meet new people) which accounted for 56.40% of the variance, and children's ages and approval

of others (reaction of others about the respondent's move and children's ages) which explained 78.71% of the variance in the original variables. See Table 7 and Table 8.

Most Important Factors

The most important factor in expats' decisions to move abroad was growth and experience ($M = 3.46$, $SD = 0.97$), followed by practicalities of life abroad ($M = 2.68$, $SD = 0.88$), social considerations ($M = 2.43$, $SD = 0.94$), demographics ($M = 2.24$, $SD = 1.26$), professional considerations ($M = 2.24$, $SD = 1.07$), and finally, similarity to home ($M = 2.12$, $SD = 0.97$). See Figure 2. The differences in ratings between growth and experience and all other factors was significant, $p < 0.05$. Similarly, the differences between practicalities of life abroad and the other factors were significant, $p < 0.05$, in that the practicalities of life abroad factor was rated significantly less important than growth and experience but significantly more important than the remaining factors. The differences between the remaining factors were not significant. These results indicate that in making their decision to move abroad or not, expats value their personal growth and the new experiences they will have more than all other factors, including the implications for their professional careers. They also care about considerations related to the location of the move including its cuisine, political landscape, cost of living, perceived safety, and overall reputation.

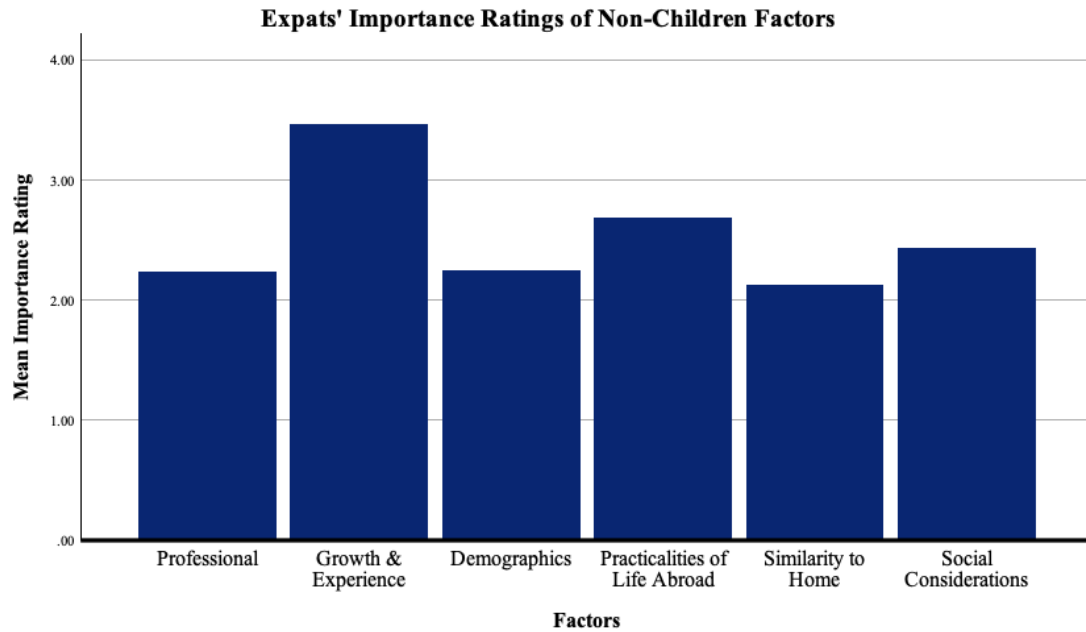


Figure 2: Expats' Importance Ratings of Non-Children Factors

Effect of Children

Among those expats with children, the factor reported most influential was growth and experience ($M = 3.43$, $SD = 0.80$) followed by children's enrichment ($M = 3.06$, $SD = 1.44$), children's ages and approval of others ($M = 3.00$, $SD = 1.00$), social considerations ($M = 2.92$, $SD = 1.08$), practicalities of life abroad ($M = 2.83$, $SD = 0.75$), similarity to home ($M = 2.44$, $SD = 0.77$), demographics ($M = 2.31$, $SD = 1.12$), and professional considerations ($M = 2.30$, $SD = 1.13$). See Figure 3. Growth and experience was rated significantly higher than all other factors; $p < 0.05$; except the three others-focused factors; social considerations, children's enrichment, and children's ages and the approval of others. There were no other significant differences. These results indicate that expats with children concur with the general expat population that personal growth and new experiences are the most important considerations in the decision to move abroad. These results also tell us that expats with children value additional factors related to their children in their decision; including the quality of schools in the location, children's

activities, the opportunity for their children to become globally minded, and their children’s ages. They also highly value others’ reactions to the potential move, which could include their children. Expats with children consider these aspects more important than the remaining four factors. Interestingly, respondents with children also valued the location’s similarity to their home country more than did the general expat population, indicating that parents may want their children to grow up somewhere more like home.

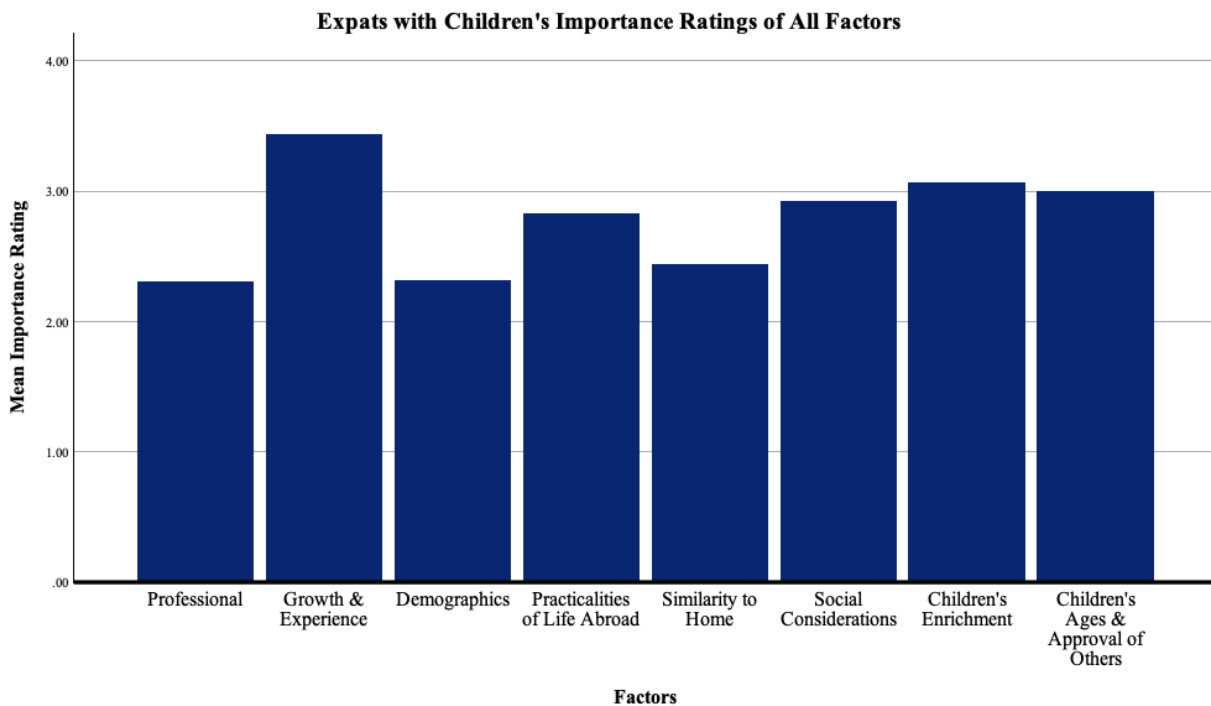


Figure 3: Expats with Children’s Importance Ratings of All Factors

Effect of Relationship Status

We found that ratings on the demographics factor significantly differed by family situation, $F(3, 53) = 3.71, p < 0.05$. Pairwise comparisons of the means using Tukey HSD indicated that there was a significant difference between singles without children ($M = -0.39, SD = 0.91$) and those in serious relationships without children ($M = 0.89, SD = 1.01$), $p < 0.05$. We also found a near-significant difference between singles without children and married people

without children ($M = 0.49$, $SD = 1.22$), $p = 0.09$. These results indicate that relationship status, but not children, impacted people's importance ratings of relationship status and age. People in serious relationships without children and married people without children found these considerations more important to their decision-making process than did single people without children.

We also found near-significant differences in ratings on the growth and experience factor by family situation, $F(3, 53) = 2.24$, $p = 0.08$. Pairwise comparisons demonstrated a near-significant difference in the ratings by singles without children ($M = 0.34$, $SD = 0.92$) and married people without children ($M = -0.57$, $SD = 1.02$), $p = 0.08$. With a larger sample size, these results may indicate that single people without children value the opportunities for personal growth and new experiences associated with moving abroad to a greater extent than married people without children.

Overall, these findings indicate that relationship status affects some aspects of the decision-making process, namely the importance of relationship status and age and that of personal growth and new experiences, but not others.

Effect of Company Sponsorship

When comparing the company-backed and self-initiated expats' importance ratings on all factors, we only found one significant result: CBE ($M = 2.71$, $SD = 1.12$) and SIE ($M = 1.89$, $SD = 1.29$) significantly differed in their ratings of the demographics factor, $p < 0.05$. None of the other factors had differences that came anywhere close to being significant. Based on these findings, we can conclude that company-backed expats value their relationship status and age in their decision to move abroad to a greater extent than self-initiated expats. On a larger scale,

these results indicate that CBEs and SIEs may be more similar than previous studies have indicated; however, this study has a small sample size, so it is difficult to say for sure.

Effect of Previous International Experience

We found that overall, previous international experience did not influence expats' decision-making process. Previous international experience was operationalized as having international travel experience or having lived abroad previously (as a child or for schooling). The only near-significant result showed a difference between the importance ratings on the children's enrichment factor by those with children who had previously lived abroad ($M = 3.70$, $SD = 0.94$) and those who had not ($M = 1.67$, $SD = 1.49$), $p = 0.06$. This result may be significant with a larger sample size. None of the other factors came close to having a significant result. These results indicate that those expats who had previous experience living abroad may value the children's enrichment variables; quality of schools, children's activities, and the opportunity for children to become globally minded; more strongly in their decision than those who did not previously live abroad.

What effect did these factors have on how expats felt about their experience?

To analyze expats' feelings at different points throughout their experience, we created affect scale variables. These values were calculated by subtracting the number of negative emotions (sadness, anger, anxiety, disgust, guilt, loneliness, homesickness, and regret) reported from the number of positive emotions (happiness, excitement, interest, and relief) at each point in the process (while making the decision, while abroad, and after experience completion). We used these new affect scale variables as the dependent variables in linear regression analyses and set the importance factors as predictors.

While Making Decision

We found that that the non-others-focused importance factors significantly predicted affect scores while participants were making their decision, $F(5, 54) = 3.76, p < 0.05, R^2 = 0.26$. See Table 9 and Table 10. This result indicates that these importance predictors account for 26% of the overall variance in expats' affect during the decision-making process, which is quite high. The importance placed on the practicalities of life abroad factor had a significant positive impact on affect during the decision-making process, $b = 0.51, t(5, 54) = 2.05, p < 0.05$. Conversely, the importance placed on the demographics factor had a significant negative impact on affect while deciding to move abroad, $b = -0.545, t(5, 54) = -2.67, p < 0.05$. Similarity to home importance had a near-significant negative effect on affect at this point, $b = -0.344, t(5, 54) = -1.72, p = 0.09$. This effect may be significant with a larger sample size. The remaining two non-others-focused factors had no significant effect on affect. The others-focused factors did not significantly predict affect at the point of decision. These results indicate that the more important personal growth and new experiences were to expats, the more positive emotions they felt while making their decision, but a greater importance placed on relationship status and age was associated with more negative emotions reported at this point in the experience.

While Abroad

Non-others-focused factors also significantly predicted expats' affect while abroad, $F(5, 54) = 2.54, p < 0.05, R^2 = 0.19$, indicating these factors account for 19% of the variation in affect while abroad. See Table 11 and Table 12. None of the factors were significant themselves, but three came close. Importance ratings on the professional factor positively predicted affect while abroad, $b = 0.53, t(5, 54) = 1.88, p = 0.07$. Ratings on the demographics factor negatively impacted affect scores, $b = -0.53, t(5, 54) = -1.86, p = 0.07$, as did those on the similarity to

home factor, $b = -0.53$, $t(5, 54) = -1.92$, $p = 0.06$. The others-focused factors did not significantly predict affect abroad as a group; however, social considerations ($p = 0.10$) and children's ages and the approval of others ($p = 0.08$) had near-significant effects. These results suggest that with a larger sample size, importance placed on professional considerations; relationship status and age; a location's native language and its similarity to one's home country; and the reputation of the expat community, the health status of one's family members, and the opportunity to meet new people may predict affect while expats are abroad. Children's ages and the reactions of others may predict the affect of those with children. Valuing relationship status, age, the reputation of the expat community, family health status, and/or the opportunity to meet new people may be associated with people experiencing more negative emotions while abroad. On the other hand, people who place greater emphasis on professional considerations may experience more positive emotions while abroad, which may suggest that people who consider these aspects more seriously may enjoy their job more, which may in turn lead to a more positive experience.

After Experience

Just as at the previous two time points, importance ratings on non-others-focused factors significantly predicted emotions regarding the experience upon its completion, $F(5, 54) = 3.58$, $p < 0.05$, $R^2 = 0.25$, signifying the importance of these factors account for a quarter of the variance in expats' affect at this point. See Table 13 and Table 14. Participants' importance rating on the professional factor had a significant positive effect on their affect after their first employed expatriate experience concluded, $b = 0.47$, $t(5, 54) = 2.74$, $p < 0.05$. Again, importance ratings on the demographics factor had a significant negative impact on affect scores, $b = -0.40$, $t(5, 54) = -2.33$, $p < 0.05$. The remaining three non-others-focused factors did not significantly predict

affect after the experience. The others-focused factors, again, did not significantly predict affect; however, ratings on the social considerations factor ($p = 0.08$) had a near-significant impact on affect. These findings suggest that importance ratings of professional considerations may positively influence expats' reported emotions when reflecting on their experience once it has ended, which could be for the same reason as that while they were abroad. Importance ratings associated with relationship status and age consistently negatively impacted emotions, which could indicate that placing importance on these variables may overall increase negative feelings.

Comparing Expats & Non-Expats

Did expats differ from non-expats in their decision-making processes?

Decision-Making Approaches

Expats and non-expats significantly differed in their reliance on the decision-making approaches, $F(2, 130) = 3.29, p < 0.05$. See Figure 4. Just like expats, non-expats ($M = 3.67, SD = 0.50$) relied most on the analytical decision-making approach, but even more heavily. Unlike the expats, who rated their reliance on the analytical and associative approaches equally, the non-expats ($M = 2.56, SD = 0.88$) relied less on the associative approach. The two groups rated their reliance on the simulative approach, using a mental simulation, similarly, with non-expats ($M = 2.89, SD = 1.05$) relying on it slightly more than expats. Since the non-expats were considering a hypothetical situation, it makes sense that they relied less on their feelings than did expats, as the situation likely did not evoke strong feelings. It seems the analytical approach, collecting and analyzing data and the implications of the decision, is the most used across the board when considering a move abroad.

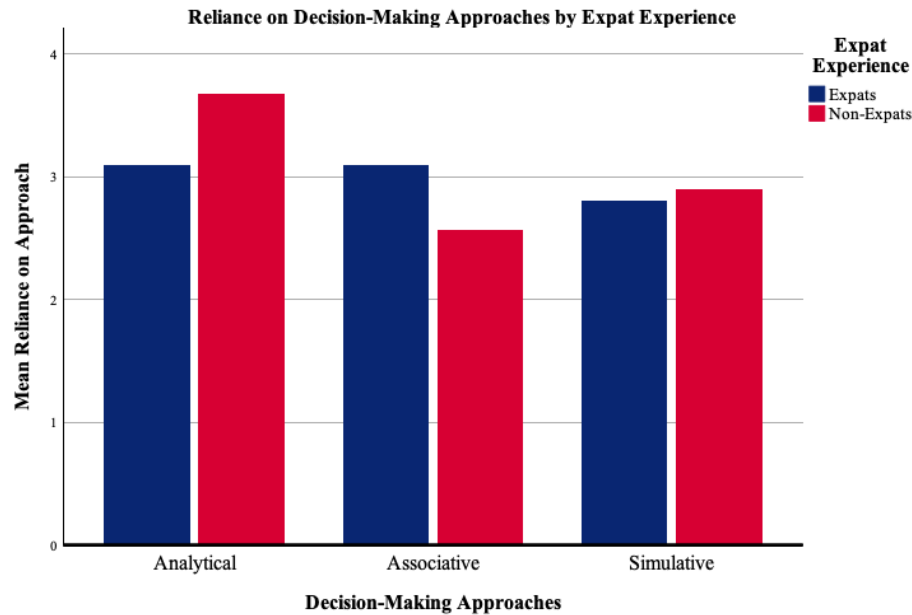


Figure 4: Reliance on Decision-Making Approaches by Expat Experience

Perceived Importance of Factors

In terms of the most important factors for expats and non-expats, we found that the two groups significantly differed in their importance ratings of the non-children factors, $F(4.10, 274.82) = 2.68, p < 0.05$. See Figure 5. Whereas expats valued growth and experience over the other factors, non-expats valued the practicalities of life abroad factor ($M = 3.62, SD = 0.63$). After practicalities of life abroad, non-expats valued social considerations ($M = 3.11, SD = 0.41$) and demographics ($M = 3.11, SD = 1.02$) equally, followed by growth and experience ($M = 2.96, SD = 0.74$) and similarity to home ($M = 2.83, SD = 0.66$), with the professional factor ($M = 2.67, SD = 1.14$) valued least. The high importance placed on the practicalities of life abroad factor; consisting of cuisine, cost of living, perceived safety, political landscape, and the location's overall reputation; may be related to the fact that non-expats have not previously considered such an experience and thus, their willingness to move abroad would depend on the location and its qualities. Besides the opportunity for personal growth and new experiences, non-expats rated each factor as more important than did expats, which may also be related to their lack of real-life

experience, indicating that their decision is much more situation-dependent with each consideration important to their hypothetical decision to move.

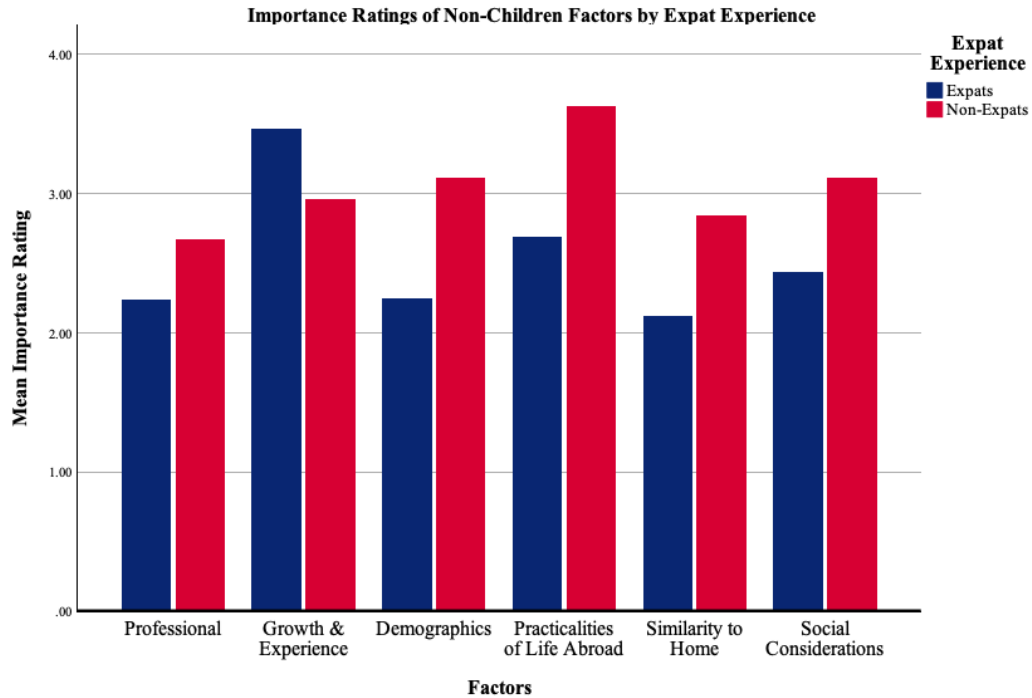


Figure 5: Importance Ratings of Non-Children Factors by Expat Experience

Just as the importance ratings on the non-children factors significantly differed by expat experience, the ratings on all factors by participants with children significantly differed by expat experience, $F(4.185, 75.33) = 3.32, p < 0.05$. See Figure 6. The non-expats with children rated the factors that contained variables regarding children, children’s enrichment ($M = 1.75, SD = 0.88$) and children’s ages and approval of others ($M = 2.13, SD = 1.31$), as less important than did expats with children. This pattern is opposite from the expats with children, who valued the others-focused factors with variables related to children more than the social considerations factor. Non-expats also rated the social considerations factor ($M = 3.00, SD = 0.47$) as slightly more important than the expats. The remaining factors followed the same patterns as the greater expat and non-expat groups. These findings are limited by sample size, as only four of the non-

expats reported having children; however, based on our results, it seems that people who have experience living abroad considered their children more in their decision-making process than those who do not have experience abroad.

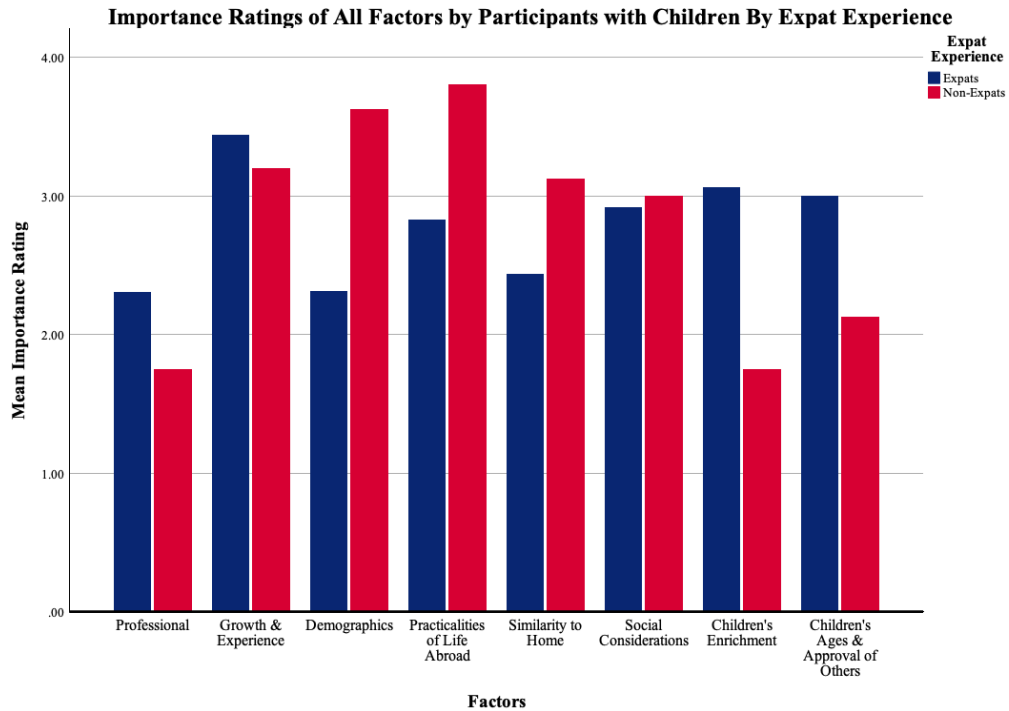


Figure 6: Participants with Children’s Importance Ratings of All Factors by Expat Experience

Non-Expats

Did non-expats who are willing to move abroad value different factors than those who are unwilling to move?

Overall, we found that those non-expats who would accept the position abroad did not differ in their ratings of the non-others-focused factors from those who would turn down the move. The only factor on which the two groups significantly differed was in the importance they assigned to the growth and experience factor, which those who would move abroad ($M = 3.55$, $SD = 0.68$) rated as more important than those who would not ($M = 2.48$, $SD = 0.33$), $p < 0.05$.

The participants who indicated they would accept the hypothetical expatriate experience rated all

the factors, except professional considerations and similarity to home, as more important than did those who would not accept the experience. These results may indicate that those non-expats who are willing to move abroad want to do so to experience personal growth and new opportunities rather than for professional experience. Also, they may be less concerned with the location's similarity to home because they are more focused on the novelty of the experience rather than on comfort, which may be the case for those who are unwilling to go. Finally, those who are willing to move may value the personal growth and new experiences significantly more than those who are not because that is precisely what they want to get out of the move abroad.

Regarding the others-focused factors, the non-expats with children who were willing to move abroad ($M = 1.50$, $SD = 0.50$), three of the four, only significantly differed from the person who was not ($M = 4.00$) on the importance of the children's ages and approval of others factor, $p < 0.05$. The person who was unwilling to move abroad rated the factor as significantly more important than those who were, and consistently rated the others-focused factors as more important than the average of the other three. However, this result could be because the scores for the "yes" group have been averaged and are compared to a single participant's scores. It is difficult to draw conclusions from these findings with such a small sample.

Limitations

This study, although thorough, is constrained by a few limitations, primarily the sample size. With approximately 100 expats and only 10 non-expats, drawing conclusive comparisons between the two groups becomes challenging. This issue partly stems from the difficulty encountered when recruiting non-expats. While expats within Facebook groups were highly responsive and willing to participate, those within professional groups were not as receptive. Additionally, 75% of the sample was white and 90% was American. These characteristics of the

sample make it difficult to generalize to all expats. Addressing these limitations in future studies is crucial to gain a more comprehensive understanding of the decision-making processes expats and non-expats use when considering moving abroad.

Directions for Future Research

In addition to addressing these limitations, future studies should investigate additional aspects of the expat experience. Firstly, exploring personality factors alongside importance ratings would provide a more nuanced understanding of the demographic of individuals relocating abroad and the factors influencing their decisions. Moreover, to gain deeper insights into how different factors impact decision-making processes, combining importance ratings with participant's assessments of the positivity or negativity associated with each factor would be helpful. This data would allow us to better understand "push" and "pull" factors in employees' relocation decisions. Lastly, asking people who have had the opportunity to move abroad but declined the offer would provide further clarity on the decision-making process of people who opt not to go. As the field of expat research continues to evolve, there remains ample opportunity for exploration and advancement in understanding this complex experience.

Conclusions

This exploratory study sought to answer three primary research questions: (1) How did expats make their decision to move abroad? (2) Did expats differ from non-expats in their decision-making processes? (3) Did non-expats who were willing to move abroad value different factors in their decision-making processes?

We found that when making their decisions to move abroad, expats rely equally on data collection and analysis and thinking through the implications of their decisions as well as on their feelings. The most important considerations in their decision-making processes were the opportunity for personal growth and new experiences and the location's cuisine, political landscape, cost of living, perceived safety, and overall reputation. Additionally, expats with children highly valued considerations related to their children such as the quality of schools and presence of children's activities in the location, the opportunity for their children to become globally minded, their children's ages, and other people's reaction to the move. Relationship status only significantly impacted expats' ratings on relationship status and age, with people in serious relationships without children considering these variables as more important to their decision-making processes than single people without children. Single people without children valued the opportunity for personal growth and new experiences more than married people without children to a near-significant extent. Company sponsorship exclusively significantly influenced ratings on relationship status and age, where company-backed expats valued these considerations more heavily than self-initiated expats. These findings do not align with those in previous research, which may indicate that CBEs and SIEs are more similar than previous studies have suggested. Lastly, we found that expats with children who had previously lived abroad, as children or for school, placed greater importance on the quality of schools and

children's activities in the location along with the opportunity for their children to become globally minded than expats with children who had not previously lived abroad.

Importance ratings on the non-others-focused factors; all professional, personal, and location-based considerations; significantly predicted expats' emotions at all three points in the experience—during the decision-making process, while abroad, and after the experience. The importance placed on the location's cuisine, political landscape, cost of living, perceived safety, and overall reputation positively influenced emotions. Expats who valued these consideration more highly reported feeling more positive emotions about the move during the decision-making process. At this point, rating relationship status and age as more important was associated with more reported negative feelings related to the move. None of the factors significantly predicted affect while abroad. When reflecting on their first employed expatriate experience after its conclusion, expats who placed greater importance on professional considerations felt more positive emotions. Those who rated their relationship status and age as more important in their decision to move experienced more negative emotions after their expatriate experience ended. The others-focused factors did not significantly predict expats' emotions at any point in the experience.

Expats and non-expats significantly differed in their reliance on decision-making approaches and in the importance they placed on all considerations in their decision-making processes. Whereas expats relied equally on data collection and analysis and their feelings, non-expats relied primarily on the "thinking" data collection and analysis approach. Non-expats rated all the non-children considerations besides the opportunity for personal growth and new experiences as more important to their decision-making processes than did expats. Additionally, the non-expats with children placed less importance on the considerations related to children—

quality of schools, children's activities, the opportunity to raise globally minded children, children's ages, and others' reactions to the move—than expats with children. Based on these findings, we can conclude that the decision-making processes of expats and non-expats differ when considering a move abroad.

Finally, we found that non-expats who were willing to move abroad did not greatly differ in their considerations from non-expats unwilling to move abroad. The two groups only significantly differed in their ratings of the opportunity for personal growth and new experiences. Non-expats who were willing to move rated this consideration as more important to their decision than those who were unwilling to move.

This study is the first of its kind asking non-expats to reflect on their decision-making process for a hypothetical move. It is also the first study to analyze the expatriate experience and decision-making process with this level of detail. These findings have real-world implications in human resource departments because they will allow companies to understand how employees make these sorts of decisions. Furthermore, these results will help people who have not previously considered a move abroad by directing their attention to potential factors they should think about in their deliberations. Given the accelerating pace of globalization and the expanding prevalence of remote work, an increasing number of people may relocate overseas and require such guidance.

Appendix A

Component Matrices and Total Variance Explained for Principal Component Analyses

Component Matrix for Professional Factor

	Component Professional
Position benefits	.880
Position responsibilities	.808
It was a promotion	.800
Working hours	.754
Long-term career prospects	.749
Duration	.631

Table 1: Component Matrix for Professional Factor

Dimension reduction using a principal component analysis extraction method, creating one component.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
It was a promotion	3.596	59.934	59.934	3.596	59.934	59.934
Position responsibilities	.716	11.927	71.861			
Position benefits	.561	9.350	81.211			
Working hours	.503	8.389	89.600			
Long-term career prospects	.357	5.950	95.551			
Duration	.267	4.449	100.000			

Table 2: Variance Explained for Professional Factor from Principal Component Analysis

Rotated Component Matrix for Personal Factors

	Component	
	Growth & Experience	Demographics
It was a cool experience	.850	.180
Travel opportunities	.827	-.055
Personal growth	.679	-.178
It was a fresh start	.648	.443
Previous travel experience	.519	-.111
Age	.074	.867
Relationship status	-.203	.860

Table 3: Rotated Component Matrix for Personal Factors

Dimension reduction using a principal component analysis extraction method and rotated using the varimax without Kaiser normalization method, creating two factors.

Component	Total Variance Explained								
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
Personal growth	2.617	37.380	37.380	2.617	37.380	37.380	2.604	37.195	37.195
Travel opportunities	1.755	25.071	62.451	1.755	25.071	62.451	1.768	25.257	62.451
Previous travel experience	.894	12.773	75.224						
Relationship status	.605	8.637	83.861						
Age	.463	6.615	90.476						
It was a cool experience	.377	5.384	95.860						
It was a fresh start	.290	4.140	100.000						

Table 4: Variance Explained for Two Personal Factors from Principal Component Analysis

Rotated Component Matrix for Location-Based Factors

	Component	
	Practicalities of Life Abroad	Similarity to Home
Perceived safety	.821	.291
Cost of living	.801	-.199
Political landscape	.757	.049
Location's overall reputation	.697	.347
Cuisine	.440	.382
Native language	-.036	.829
Similarity to "home"	.167	.733

Table 5: Rotated Component Matrix for Location-Based Factors

Dimension reduction using a principal component analysis extraction method and rotated using the varimax without Kaiser normalization method, creating two factors.

Component	Total Variance Explained								
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
Native Language	2.896	41.377	41.377	2.896	41.377	41.377	2.598	37.109	37.109
Cuisine	1.319	18.840	60.217	1.319	18.840	60.217	1.618	23.108	60.217
Political landscape	.766	10.939	71.157						
Similarity to "home"	.698	9.971	81.128						
Cost of living	.574	8.207	89.335						
Perceived safety	.444	6.343	95.677						
Location's overall reputation	.303	4.323	100.000						

Table 6: Variance Explained for Two Location-Based Factors from Principal Component Analysis

Rotated Component Matrix for Others-Focused Factors

	Component		
	Children's Enrichment	Social Considerations	Children's Ages & Approval of Others
Quality of schools	.958	.106	.039
Children's activities	.903	.257	-.036
Opportunity for globally minded children	.833	-.166	.092
Family health status	.039	.847	.288
Opportunity to meet new people	-.028	.784	-.212
Reputation of expatriate community	.295	.672	.485
Reaction of others	-.161	-.054	.895
Children's age(s)	.209	.187	.780

Table 7: Rotated Component Matrix for Others-Focused Factors

Dimension reduction using a principal component analysis extraction method and rotated using the varimax without Kaiser normalization method, creating three factors.

Component	Total Variance Explained								
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
Reputation of expatriate community	2.995	37.436	37.436	2.995	37.436	37.436	2.586	32.321	32.321
Family health status	1.943	24.285	61.721	1.943	24.285	61.721	1.926	24.076	56.397
Reactions of others	1.359	16.985	78.706	1.359	16.985	78.706	1.785	22.309	78.706
Opportunity to meet new people	.645	8.058	86.763						
Quality of schools	.426	5.325	92.089						
Children's activities	.372	4.645	96.734						
Children's ages	.212	2.654	99.388						
Opportunity for "globally minded" children	.049	.612	100.000						

Table 8: Variance Explained for Three Others-Focused Factors from Principal Component Analysis

Appendix B

Linear Regression Tables

		ANOVA				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	45.137	5	9.027	3.756	.005
	Residual	129.797	54	2.404		
	Total	174.933	59			

Table 9: Linear Regression Predicting Affect During Decision-Making Process from Expats' Importance Ratings on Non-Others-Focused Factors

		Coefficients		
		Unstandardized Coefficients		
Model		B	t	Sig.
1	(Constant)	.880	4.283	<.001
	Professional	.253	1.236	.222
	Growth & Experience	.092	.390	.698
	Demographics	-.545	-2.665	.010
	Practicalities of Life Abroad	.514	2.054	.045
	Similarity to Home	-.344	-1.721	.091

Table 10: Effects of Individual Predictors on Expats' Affect During Decision-Making Process

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.875	5	5.975	3.583	.007
	Residual	90.058	54	1.668		
	Total	119.933	59			

Table 11: Linear Regression Predicting Affect After Experience Completion from Expats' Importance Ratings on Non-Others-Focused Factors

Coefficients				
		Unstandardized Coefficients		
Model		B	t	Sig.
1	(Constant)	.597	3.492	<.001
	Professional	.467	2.742	.008
	Growth & Experience	.239	1.220	.228
	Demographics	-.397	-2.332	.023
	Practicalities of Life Abroad	-.107	-.513	.610
	Similarity to Home	-.255	-1.531	.132

Table 12: Effects of Individual Predictors on Expats' Affect After Experience Completion

		ANOVA				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	58.082	5	11.616	2.537	.039
	Residual	247.251	54	4.579		
	Total	305.333	59			

Table 13: Linear Regression Predicting Affect While Abroad from Expats' Importance Ratings on Non-Others-Focused Factors

		Coefficients		
		Unstandardized Coefficients		
Model		B	t	Sig.
1	(Constant)	.349	1.231	.223
	Professional	.530	1.878	.066
	Growth & Experience	-.047	-.146	.885
	Demographics	-.525	-1.859	.068
	Practicalities of Life Abroad	.357	1.035	.305
	Similarity to Home	-.531	-1.923	.060

Table 14: Effects of Individual Predictors on Expats' Affect While Abroad

Appendix C

Expatriate Decision-Making Survey

Expatriate Decision Making

Start of Block: Introduction/Consent

We are investigating the unique experience of expatriates who worked or accompanied a working partner overseas.

We are interested in your entire experience: how you made your decisions, your experience abroad, and any reflections on that experience. What did you know before going? What did you wish that you had known? What would you tell a friend about your experience? What guidance would you give them based on your experience? Your responses to this questionnaire and those of other expatriates will be used to build a picture of a range of experiences that individuals had abroad. We hope that it will help others facing the same decisions.

If you are interested in sharing your experience, please proceed to the next page.

Page Break

You are invited to participate in a research study conducted by Sarah Field from the University of Oregon Psychology Department.

We hope to learn more about how people make the decision to move abroad. You were selected to participate in this study because you have been identified as someone who has experience living abroad. We ask that you read this entire form before agreeing to participate in the study.

If you agree to participate, you will only be asked to complete this survey, which should take approximately 30-40 minutes. Your risk in participating is minimal. Your responses will be anonymous and no personally identifiable information will be collected. The responses you provide will be used in an undergraduate honors thesis, and may be included in future studies, publications, or presentations.

Your participation is voluntary. If you decide to participate, you are free to withdraw your consent and discontinue your participation at any point without penalty.

If you have any questions, please feel free to contact Sarah Field, sfield5@uoregon.edu, or her faculty advisor Dr. Robert Mauro, mauro@uoregon.edu. If you are interested in receiving the results of this study, there will be an opportunity for you to provide an email address to which they can be sent upon the completion of data analysis and synthesis.

Your agreement to the consent item below indicates that you have read and understand the above information; that you willingly agree to participate; that you may withdraw your consent at any time and discontinue participation without penalty; and that you are not waiving any legal claims, rights, or remedies. You understand that all information will be kept confidential and will be reported in a way that does not explicitly identify you.

Do you consent to participate in this study?

Yes

No

End of Block: Introduction/Consent

Start of Block: Determine Survey Fit

Do you have any expatriate experience working abroad or accompanying a working partner abroad (currently or previously)?

Yes

No

End of Block: Determine Survey Fit

Start of Block: If no experience

We're sorry. This survey is meant only for individuals who have expatriate experience working abroad or accompanying a working partner abroad (currently or previously). Please take this survey intended for those without expatriate experience instead: ([link to non-expat survey](#)).

End of Block: If no experience

Start of Block: Demographics

Now please tell us a little about yourself:

With which gender do you identify?

Male

Female

Non-binary / third gender

Prefer not to say

What is your race?

- White or Caucasian
 - Black or African American
 - American Indian or Alaska Native
 - Asian
 - Native Hawaiian or Pacific Islander
 - Other; please specify: _____
-

What is your nationality?

- United States
 - Other; please specify: _____
-

What is your age?

End of Block: Demographics

Start of Block: The Experience

Some people are "assigned" to move abroad, while others choose to do so on their own. For the purpose of this study, the term "expatriate experience" will be used in reference to your stay abroad. This term is synonymous with "expatriate assignment," "overseas assignment," "stay abroad," etc.

What was the location of your **first** (or only) expat experience? **Please respond in the form of City, Country.**

Page Break

Now please tell us about your experience in $\${Q7/ChoiceTextEntryValue}$:

In what year did you move to $\${Q7/ChoiceTextEntryValue}$?

Do you still live in $\${Q7/ChoiceTextEntryValue}$?

Yes

No

In what year did you leave $\${Q7/ChoiceTextEntryValue}$?

In what year will you leave $\${Q7/ChoiceTextEntryValue}$?

Did you travel to other countries prior to your first (or only) expatriate experience?

Yes

No

To how many countries did you travel prior to living in $\${Q7/ChoiceTextEntryValue}$?

To which countries did you travel prior to living in $\${Q7/ChoiceTextEntryValue}$?

Did you live abroad before your first (or only) employed expatriate experience (as a child, for school, etc.)?

Yes

No

What was your relationship status when you were making your decision to move to $\${Q7/ChoiceTextEntryValue}$?

Single

In a serious relationship

Married/Legal domestic partnership

Are you still in this relationship?

Yes

No

Page Break

Please tell us a little bit about your partner:

With which gender do they identify?

Male

Female

Non-binary / third gender

Prefer not to say

With which gender did they identify?

Male

Female

Non-binary / third gender

Prefer not to say

What is their race?

- White or Caucasian
 - Black or African American
 - American Indian or Alaska Native
 - Asian
 - Native Hawaiian or Pacific Islander
 - Other; please specify: _____
-

What was their race?

- White or Caucasian
 - Black or African American
 - American Indian or Alaska Native
 - Asian
 - Native Hawaiian or Pacific Islander
 - Other; please specify: _____
-

What is their nationality?

- United States
 - Other; please specify: _____
-

What was their nationality?

United States

Other; please specify: _____

What was their age when you were deciding to move to $\${Q7/ChoiceTextEntryValue}$?

Page Break _____

Who initiated interest in moving abroad?

I did

My partner did

We both equally initiated interest

Who worked when you lived in $\${Q7/ChoiceTextEntryValue}$?

I did

My partner did

Both of us did

In which industry did you work when you lived in \${Q7/ChoiceTextEntryValue}?

- Automotive
 - Oil & gas
 - Software
 - Semiconductors
 - Banking
 - Insurance
 - NGOs
 - Journalism
 - Healthcare
 - Other; please specify: _____
-

In which industry did your partner work when you lived in $\${Q7/ChoiceTextEntryValue}$?

- Automotive
 - Oil & gas
 - Software
 - Semiconductors
 - Banking
 - Insurance
 - NGOs
 - Journalism
 - Healthcare
 - Other; please specify: _____
-

Under which category did your occupation fall when you lived in $\${Q7/ChoiceTextEntryValue}$?

- Management
 - Technical
 - Research
 - Other; please specify: _____
-

Under which category did your partner's occupation fall when you lived in $\{Q7/ChoiceTextEntryValue\}$?

- Management
 - Technical
 - Research
 - Other; please specify: _____
-

What was your employment status prior to moving to $\{Q7/ChoiceTextEntryValue\}$?

- Employed at the company/organization with the position abroad
 - Not yet employed at the company/organization with the position abroad
-

What was your partner's employment status prior to moving to $\{Q7/ChoiceTextEntryValue\}$?

- Employed at the company/organization with the position abroad
 - Not yet employed at the company/organization with the position abroad
-

Which situation best describes your experience?

- My company/organization asked me to consider a position abroad
 - I sought out a position abroad from my company/organization
 - I sought out a company/organization that had a position abroad
-

Which situation best describes your partner's experience?

- My partner's company/organization asked them to consider a position abroad
 - My partner sought out a position abroad from their company/organization
 - My partner sought out a company/organization that had a position abroad
-

Did you have children when you were making your decision to move to $\${Q7/ChoiceTextEntryValue}$?

- Yes; please specify how many:

- No
-

How old were your children when you moved to $\${Q7/ChoiceTextEntryValue}$?

End of Block: The Experience

Start of Block: Decision-Making Process

Now please tell us about the factors considered in your decision to move to $\${Q7/ChoiceTextEntryValue}$:

What factors did you consider in your decision to move to $\${Q7/ChoiceTextEntryValue}$?

How did your decision-making process to move to $\{Q7/ChoiceTextEntryValue\}$ unfold? Please provide a sequence of events to the best of your recollection.

Page Break

How important were the following **professional factors** in your decision to move abroad (positive or negative)?

	Not at all	Slightly	Moderately	Very	Extremely
It was a promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Position responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Position benefits (i.e., salary, lodging expenses, healthcare, travel allowance, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term career prospects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job opportunities for your partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Duration (how long you will be abroad)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How would you rate the following **professional factors** in your decision to move abroad?

	Very negative	Negative	Neutral	Positive	Very positive
It was a promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Position responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Position benefits (i.e., salary, lodging expenses, healthcare, travel allowance, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term career prospects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job opportunities for your partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Duration (how long you will be abroad)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How important were the following **personal factors** in your decision to move abroad?

	Not at all	Slightly	Moderately	Very	Extremely
Personal growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Previous travel experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"Cool experience"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"Fresh start"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How would you rate the following **personal factors** in your decision to move abroad?

	Very negative	Negative	Neutral	Positive	Very positive
Personal growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Previous travel experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"Cool experience"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"Fresh start"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How important were the following **location-based factors** in your decision to move abroad?

	Not at all	Slightly	Moderately	Very	Extremely
Native language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cuisine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political landscape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Similarity to "home"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perceived safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall reputation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How would you rate the following **location-based factors** in your decision to move abroad?

	Very negative	Negative	Neutral	Positive	Very positive
Native language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cuisine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political landscape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Similarity to "home"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perceived safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall reputation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How important were the following **others-focused factors** in your decision to move abroad?

	Not at all	Slightly	Moderately	Very	Extremely
Reputation of expatriate community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health status of family members (immediate or extended)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reaction of others (parents, partner, children, etc.) about you going	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to meet new people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of schools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Activities available for children (sports, clubs, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age(s) of your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for your children to become "globally minded"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How would you rate the following **others-focused factors** in your decision to move abroad?

	Very negative	Negative	Neutral	Positive	Very positive
Reputation of the expatriate community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health status of family members (immediate or extended)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reaction of others (parents, partner, children, etc.) about you going	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to meet new people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of schools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Activities available for children (sports, clubs, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age(s) of your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for your children to become "globally minded"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are there any other factors you considered in your decision that are not reflected in the matrices above that you did not previously mention? If so, what are they?

Are there any factors you did not consider in your decision that you wish you had? If so, what are they?

Page Break

Which information sources did you use in your decision-making process?

- Internet
- Books
- Other expatriates
- Coworkers
- Other; please specify:

Are there any specific resources you would recommend to someone currently considering moving abroad?

Page Break

People sometimes use different approaches to make their decisions. Please tell us how much you relied on each of these strategies:

	Not at all	Slightly	Moderately	Greatly
Analytical: I tried to consider all of the important factors and weight them appropriately in making my decision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feelings: I mostly went with how I felt about the move	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental simulation: I tried to imagine how it would be to live abroad in the location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other; please specify:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Who did you consult in your decision?

No one (I decided alone)

Partner

Friends

Parents

Children

Coworkers

Other; please specify:

How did you feel about your move to $\{Q7/ChoiceTextEntryValue\}$ during your decision-making process?

- Happy
- Sad
- Angry
- Anxious
- Interested
- Excited
- Disgusted
- Guilty
- Lonely
- Homesick
- Relieved
- Regretful

End of Block: Decision-Making Process

Start of Block: Response to being abroad

Now, please take a few moments to remember what it was like to be abroad on this expat experience. Try to remember the sights, sounds, and smells. What did you do at work and on your time off? How did you feel?

Once you have the experience clearly in mind, please tell us a little about what it was like:

While abroad, what were the positive experiences you had? Did you expect these before you left?

While abroad, what were the problems or other issues you had? Did you expect these before you left?

How did you cope with these issues?

How did you feel about your move while you were in $\${Q7/ChoiceTextEntryValue}$?

- Happy
 - Sad
 - Angry
 - Anxious
 - Interested
 - Excited
 - Disgusted
 - Guilty
 - Lonely
 - Homesick
 - Relieved
 - Regretful
-

How do you feel about your move to $\{\{Q7/ChoiceTextEntryValue\}$ now?

- Happy
- Sad
- Angry
- Anxious
- Interested
- Excited
- Disgusted
- Guilty
- Lonely
- Homesick
- Relieved
- Regretful

End of Block: Response to being abroad

Start of Block: Post-Experience Reflections

Now please reflect on your experience in $\${Q7/ChoiceTextEntryValue}$, since it has concluded:

Do you feel moving to $\${Q7/ChoiceTextEntryValue}$ was worthwhile?

Yes

No

Please expand on your previous response.

How do you feel now about your first expatriate experience?

- Happy
- Sad
- Angry
- Anxious
- Interested
- Excited
- Disgusted
- Guilty
- Lonely
- Homesick
- Relieved
- Regretful

Would you move abroad again, after living in $\${Q7/ChoiceTextEntryValue}$?

- Yes
- No

Please expand on your previous response.

End of Block: Post-Experience Reflections

Start of Block: Future Experiences

Did you move to any other countries (besides your home country) after your first expatriate experience in $\${Q7/ChoiceTextEntryValue}$?

- Yes; please specify where: _____
- No



Did your decision-making process change in subsequent experiences? If so, how?



Page Break

Have you ever declined an expat experience?

Yes

No

Why did you turn the experience down?

Page Break

What advice would you offer to someone considering moving abroad?

End of Block: Future Experiences

Start of Block: Personality

People's personality can affect their response to living abroad. Below are a number of personality traits that may or may not apply to you. Please rate each statement to indicate the extent to which you agree or disagree with that statement. You should rate the extent to which the pair of traits applies to you, even if one characteristic applies more strongly than the other.

I see myself as:

	Strongly disagree	Moderately disagree	Slightly disagree	Neither agree or disagree	Slightly agree	Moderately agree	Strongly agree
Extraverted, enthusiastic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Critical, quarrelsome	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dependable, self-disciplined	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anxious, easily upset	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Open to new experiences, complex	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reserved, quiet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sympathetic, warm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disorganized, careless	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Calm, emotionally stable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conventional, uncreative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Personality

Start of Block: Follow-ups

Is there anyone else you think would be a good person to answer this survey? If so, please provide their name and a valid email address through which they can be reached.

End of Block: Follow-ups

Start of Block: Debrief

Companies operating globally need people to move and work abroad to run smoothly across the world; however, moving to a potentially unfamiliar culture can be complicated. For this reason, many people prematurely terminate their stay, or even refuse to go.

Thank you so much for your participation in this study, as your experience will help future expatriates. We hope to use the results of this study to provide prospective first-time expatriates with a range of factors to consider, a potential decision-making framework, and advice. Additionally, we would like to understand the factors that push people to go, as well as those that hold people back. These points of consideration will help employers convey all the necessary information to prospective expatriates and determine ways to increase their retention.

If you are interested in receiving the results of this study, please contact the primary researcher, Sarah Field (sfield5@uoregon.edu).

End of Block: Debrief

Appendix D

Non-Expatriate Decision-Making Survey

Non-Expatriate Decision Making

Start of Block: Introduction/Consent

We are investigating the decision-making process of individuals who have never lived abroad when presented with an opportunity to move abroad for work.

We are interested in your entire process: the factors you would consider, the sources you would consult, and any insight into your thinking. Would you accept the experience? What would make you accept the offer? What would make you reject the offer? What would make your “no” become a “yes”? Your responses to this questionnaire, along with those of others, will be used to build a picture of the way people approach this sort of offer. We hope it will help others facing the same decision in real life.

If you are interested in participating, please proceed to the next page.

Page Break

You are invited to participate in a research study conducted by Sarah Field from the University of Oregon Psychology Department.

We hope to learn more about how people make the decision to move abroad. You were selected to participate in this study because you have been identified as someone who does not have experience living abroad. We ask that you read this entire form before agreeing to participate in the study.

If you agree to participate, you will only be asked to complete this survey, which should take approximately 30 minutes. Your risk in participating is minimal. Your responses will be anonymous and no personally identifiable information will be collected. The responses you provide will be used in an undergraduate honors thesis, and may be included in future studies, publications, or presentations.

Your participation is voluntary. If you decide to participate, you are free to withdraw your consent and discontinue your participation at any point without penalty.

If you have any questions, please feel free to contact Sarah Field, sfield5@uoregon.edu, or her faculty advisor Dr. Robert Mauro, mauro@uoregon.edu. If you are interested in receiving the results of this study, there will be an opportunity for you to provide an email address to which they can be sent upon the completion of data analysis and synthesis.

Your agreement to the consent item below indicates that you have read and understand the above information; that you willingly agree to participate; that you may withdraw your consent at any time and discontinue participation without penalty; and that you are not waiving any legal claims, rights, or remedies. You understand that all information will be kept confidential and will be reported in a way that does not explicitly identify you.

Do you consent to participate in this study?

- Yes
- No

Page Break

Do you have any expatriate experience working abroad or accompanying a working partner abroad (currently or previously)?

Yes

No

End of Block: Introduction/Consent

Start of Block: If Experienced

We're sorry. This survey is meant only for individuals who do not have expatriate experience working abroad or accompanying a working partner abroad (currently or previously). Please take this survey intended for people with expatriate experience instead: ([link to expat survey](#)).

End of Block: If Experienced

Start of Block: Demographics

Now please tell us a little about yourself:

With which gender do you identify?

Male

Female

Non-binary / third gender

Prefer not to say

What is your race?

- White or Caucasian
 - Black or African American
 - American Indian or Alaska Native
 - Asian
 - Native Hawaiian or Pacific Islander
 - Other; please specify: _____
-

What is your nationality?

- United States
 - Other; please specify _____
-

What is your age?

Do you have children?

- Yes; please report how many:

 - No
-

How old are your children?

What is your relationship status?

- Single
- In a long-term relationship
- Married/Legal domestic partnership

Please tell us a little about your partner:

With which gender do they identify?

- Male
- Female
- Non-binary / third gender
- Prefer not to say

What is their race?

- White or Caucasian
 - Black or African American
 - American Indian or Alaska Native
 - Asian
 - Native Hawaiian or Pacific Islander
 - Other; please specify: _____
-

What is their nationality?

- United States
 - Other; please specify _____
-

What is their age?

In your partnership, who works?

- I do
 - My partner does
 - We both do
-

In which industry do you work?

- Automotive
 - Oil & gas
 - Software
 - Semiconductors
 - Banking
 - Insurance
 - NGOs
 - Journalism
 - Healthcare
 - Other; please specify: _____
-

In which industry does your partner work?

- Automotive
 - Oil & gas
 - Software
 - Semiconductors
 - Banking
 - Insurance
 - NGOs
 - Journalism
 - Healthcare
 - Other; please specify: _____
-

Under which category does your occupation fall?

- Management
 - Technical
 - Research
 - Other; please specify: _____
-

Under which category does your partner's occupation fall?

- Management
- Technical
- Research
- Other; please specify: _____

Page Break _____

Have you ever traveled outside your home country?

- Yes
- No

To how many countries, besides your home country, have you traveled?

To which countries have you traveled?

Have you ever lived abroad (as a child, for school, etc.)?

Yes

No

End of Block: Demographics

Start of Block: The Assignment

Please tell us about the factors you would consider when deciding whether to move abroad:

What factors would you consider when deciding whether to move abroad?

How would your decision-making process unfold when deciding whether to move abroad?
Please provide a sequence of events to the best of your ability.

End of Block: The Assignment

Start of Block: Weights

How important would the following **professional factors** be in your decision to move abroad?

	Not at all	Slightly	Moderately	Very	Extremely
It was a promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Position responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Position benefits (i.e., salary, lodging expenses, healthcare, travel allowance, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term career prospects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job opportunities for your partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Duration (how long you would be abroad)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How important would the following **personal factors** be in your decision to move abroad?

	Not at all	Slightly	Moderately	Very	Extremely
Personal growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Previous travel experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"Cool experience"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"Fresh start"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



How important would the following **location-based factors** be in your decision to move abroad?

	Not at all	Slightly	Moderately	Very	Extremely
Native language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cuisine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political landscape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Similarity to "home"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perceived safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall reputation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How important would the following **others-focused factors** be in your decision to move abroad?

	Not	Slightly	Moderately	Very	Extremely
Reputation of expatriate community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health status of family members (immediate or extended)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reaction of others (parents, partner, children, etc.) about you going	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to meet new people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of schools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Activities available for children (sports, clubs, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age(s) of your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for your children to become "globally minded"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are there any other factors you would consider in your decision that are not reflected above that you did not previously mention? If so, what are they?

Which information sources would you use in your decision-making process?

- Internet
- Books
- Other expatriates
- Coworkers
- Other; please specify:

People sometimes use different approaches to make their decisions. Please tell us how much you would rely on each of these strategies:

	Not at all	Slightly	Moderately	Greatly
Analytical: I would consider all the important factors and weight them appropriately in making my decision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feelings: I would mostly go with how I felt about the move	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental simulation: I would try to imagine how it would be to live abroad in the location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other; please specify:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Who would you consult in your decision?

- No one (I would decide alone)
- Partner
- Friends
- Parents
- Children
- Coworkers
- Other; please specify:

Page Break

Based on your deliberation, would you accept an offer to move abroad?

- Yes
- No

Why would you turn the experience down?

What would make you more likely to accept the experience?

What led you to accept the experience?

End of Block: Weights

Start of Block: Personality

People's personality can affect their desire to live abroad. Below are a number of personality traits that may or may not apply to you. Please rate each statement to indicate the extent to which you agree or disagree with that statement. You should rate the extent to which the pair of traits applies to you, even if one characteristic applies more strongly than the other.

I see myself as:

	Strongly disagree	Moderately disagree	Slightly disagree	Neither agree or disagree	Slightly agree	Moderately agree	Strongly agree
Extraverted, enthusiastic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Critical, quarrelsome	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dependable, self-disciplined	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anxious, easily upset	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Open to new experiences, complex	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reserved, quiet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sympathetic, warm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disorganized, careless	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Calm, emotionally stable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conventional, uncreative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Personality

Start of Block: Debrief

Companies operating globally need people to move and work abroad to run smoothly across the world; however, moving to a potentially unfamiliar culture can be complicated. For this reason, many people prematurely terminate their stay, or even refuse to go.

This survey is one of two involved in the project. The second survey will be completed by people who have expatriate experience. We are investigating the differences in decision-making between people who have expatriate experience and those who do not, along with the factors considered in their decisions.

Thank you so much for your participation in this study, as your experience will help future expatriates. We hope to use the results of this study to provide prospective first-time expatriates with a range of factors to consider, a potential decision-making framework, and advice. Additionally, we would like to understand the factors that push people to go, as well as those that hold people back. These points of consideration will help employers convey all the necessary information to prospective expatriates and determine ways to increase their retention.

If you are interested in receiving the results of this study, please contact researcher Sarah Field (sfield5@uoregon.edu).

End of Block: Debrief

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