



<sup>1</sup>THE DIFFERENT LEVELS OF TIGHTNESS-LOOSENESS ARE MUTUALLY ENFORCING, WITH INDIVIDUAL-LEVEL AND GROUP-LEVEL CONSTRUCTS INFLUENCING EACH OTHER.  
<sup>2</sup>EMPIR. DIVERGENT FROM COLLECTIVISM ( $R = .47$ ), POWER DISTANCE ( $R = .42$ ), UNCERTAINTY AVOIDANCE ( $R = -.27$ ) AND GDP ( $R = .05$ ) (GELFAND ET AL, 2011; *SCIENCE*).  
<sup>3</sup>OTHER INDIVIDUAL-LEVEL CONSTRUCTS THAT ARE RELATED TO GROUP-LEVEL STRENGTH OF NORMS AND INDIVIDUAL-LEVEL OPENNESS AND CONSCIENTIOUSNESS.