

# **Collaborative Women Entrepreneurs Questionnaire**

## **Part- A**

### **Individual Demographic Questions**

1. Select the appropriate age category
  - 19-29
  - 30-39
  - 40-49
  - 50-64
  - 65+
  
2. Select the marital status that best describes you
  - a. Married
  - b. Unmarried
  - c. Divorced
  - d. Widowed
  
3. Enter the number of children you have or select N/A \_\_\_\_\_
  
4. How many years of entrepreneurial experience do you have?
  - 1-5
  - 6-10
  - 11-15
  - 16-21
  - 21+
  
5. How many years of work experience do you have?
  - 1-5
  - 6-10
  - 11-15
  - 16-21
  - 21+
  
6. Do you identify as a female social entrepreneur? yes/no
  
7. Identify the highest level of education you have completed:
  - a. Less than high school
  - b. Secondary/High School
  - c. Baccalaureate/College
  - d. Post-graduate Masters
  - e. Doctorate, Law degree (terminal degree)
  - f. Professional Certificates
  - g. Trade certifications

8. What is your nationality ?
9. Which country do you currently live in? \_\_\_\_\_

**Part -B**  
**Organizational Related Questions**

1. What is the main industry of your social enterprise?
  2. What is the percentage of sales that are being invested in the social cause?
  3. Are you the sole investor in the organization company \_\_\_\_\_
  4. How did you acquire the organization? (this might be a two part question)
    - a. Inherited business
    - b. Set up by own
    - c. Acquisition from outsiders
  5. Perception of Industry Technological Change
    - a. High-technology industry
    - b. Medium-technology industry
    - c. Low-technology industry
  6. Number of years the organization has been established? \_\_\_\_\_ years
  7. How many employees does your organization have? \_\_\_\_\_
  8. What is the reach of your organization?
    - a. local market
    - b. national market
    - c. international market
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**Part- C****Attributes of Women entrepreneurs and entrepreneurs****Scale: 1 Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5 Strongly Agree**

1. I see myself as someone who does a thorough job
2. I see myself as a reliable worker
3. I see myself as someone who values artistic, aesthetic experiences.
4. I have an active imagination
5. I see myself as someone who is talkative
6. I see myself as someone who is full of energy
7. I see myself as someone who is emotionally stable and not easily upset
8. I have confidence in my ability to achieve
9. I want to earn only as much as possible to attain a comfortable standard of living (R)
10. Job security is extremely important to me (R)
11. I avoid changing the way things are done (R)
12. I believe I am capable of being a successful entrepreneur.
13. I believe I perform the roles of an entrepreneur successfully
14. I believe I perform the tasks of an entrepreneur successfully
15. I need to accomplish tasks well
16. I find it fun to tackle a complicated problem than to solve a simple one
17. I have the ability to influence events in my life
18. I am a risk-taker
19. I do not bend to being exploited
20. I do not bend to being manipulated

21. What motivations and cultural influences have contributed to your leadership style?

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**Part – D****Collaboration Leadership Tool****Scale: 1 Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5 Strongly Agree**

1. My decision-making power is equally divided among individuals
2. My management practice involves all internal and external stakeholders in a democratic decision-making process
3. Many of our new activities have been developed in teamwork with our beneficiaries
4. I encourage adoption of techniques to create and develop our products and service together
5. I encourage developing project deliverables in collaboration with our beneficiaries
6. I seek feedback to improve interactions with others.
7. I say exactly what I mean
8. I demonstrate beliefs that are consistent with actions
9. I solicit views that challenge my deeply held positions.
10. Collaboration is the basis of decision making
11. Filling in for each other's weaknesses is the way my team works
12. Acknowledging each other's strengths is the way my team works
13. Leveraging each other's strengths is the way my team works
14. I find that being authentic with my team makes my team works together
15. My team appreciates me being authentic
16. My team prefers to collaborate to complete their tasks
17. My team prefers to collaborate to organise their work
18. My team prefers to collaborate to plan their work

19. My team prefers to being authentic with each other
20. My team achieves its objectives most of the times
21. My team demonstrates trusts with each other.
22. I am open to receiving feedback from my team
23. I communicate with others through positive statements to ensure that I am understood clearly.
24. I spend enough time developing the member's skill sets.
25. I create custom plans for development of each of my team member
26. I am aware of the effects of my feelings on ~~other~~ team members' relationships
27. I often provide opportunities for members to exercise collaborative leadership
28. I appropriately grasp the information that the organization needs.
29. I appropriately analyse the information or data collected.(R)
30. I recognise the problem clearly and suggest a solution. (R)
31. I try to solve problems from various perspectives.
32. I ensure that collaboration is acted upon within my organisation
33. I walk the talk of being collaborative
34. I ensure collaboration is enforced within the teams
35. I always ask for each member's opinion before taking the final decision
36. I ensure that majority of the team members are in agreement
37. I acknowledge my mistakes/ignorance openly with my team
38. I share my objectives/vision for the organisation with my team
39. I encourage my team to share their objectives and vision for the organisation
40. I work on the details of the short-term goals of my organisation with my team

41. I work on the details of the medium-term goals of my organisation with my team
42. I work on the details of the long-term goals of my organisation with my team
43. I share the risks of the decisions taken with my team
44. I share the impacts of the decisions taken with my team
45. I demonstrate trust with my team.
46. I make my decisions after a data analysis
47. I make decisions based on my emotions I am feeling at that moment
48. I make my decisions based on a balance of data analysis and emotions felt at that moment
49. How have prior life experiences and circumstances shaped leadership practices?

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### **Part E**

#### **Social Entrepreneurship scale**

**Scale: 1 Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5 Strongly Agree**

What factors have contributed to the failure or sustainability of social entrepreneurs led by women?

1. I am adopting a mission to sustain social value (not just private value).
2. I have a propensity to take risks
3. My personal effort is the primary determinant of outcomes

4. I seek to be a 'world changer' through the accomplishment of my mission.
5. When I have a setback at work, I am confident of recovering
6. When things are uncertain for me at work, I usually expect the best.
7. The stakeholders affected by our organization are part of its decision making process
8. Stakeholders are represented in committees and work groups of our organization
9. Before we develop new ideas, activities, and services, we interact with many stakeholders in our social sector
10. In our company, new ideas to solve social problems come up very frequently.
11. Our organization has a strong tendency to be ahead of others in addressing its social mission.
12. We are generating income from selling products and services
13. We invest heavily in developing new ways to increase our social impact or to serve our beneficiaries
14. Our organization places a strong focus on partnerships with other organizations and/or governments in order to ensure a greater and accelerated accomplishment of the social mission.
15. We set ourselves ambitious goals in regard to sustainability and incorporate them in all strategic decisions
16. Our organization produces and sells goods or services benefitting society
17. We engage in commercial activities to support our social mission
18. Our revenue relies on earned income from market activities
19. The objective to accomplish our social mission precedes the objective to generate a profit.

20. All people working in our organization are remunerated by ordinary employment
21. All people working in our organization receive market rate salaries
22. My culture influences the actions taken by me.
23. My culture influences the decisions taken by me.

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*Thank you for your time 😊*