

## Propositions of this dissertation

# THIRD CULTURE KIDS AS UNIQUE SOURCES

Their intercultural competences  
and cultural identities at work

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1. A person's preference to show a specific style of leadership is related to early crosscultural life experiences (this dissertation).
2. Third Culture Kids (TCKs) have stronger positive diversity beliefs than non-TCKs (this dissertation).
3. The distinction between home and host cultures is an outdated typology (this dissertation).
4. TCKs show a subtractive cultural identity shift more often than an affirmative, additive, or intercultural cultural identity shift (this dissertation).
5. The notion of Cultural Fusion Identity captures the sense of self of cross-cultural people (this dissertation).
6. Systemic organizational change can only be done by people within the organization (Boonstra, 2004).
7. Fusion leadership emphasizes that leaders should integrate their subtle forces, such as being mindful, visionary, heartfelt, communicative, courageous, and showing integrity (Daft & Lengel, 1998). This concept ignores that leaders also need to be firm.
8. Unconscious bias is inappropriately used as an excuse for ongoing systemic racism (Tate & Page, 2018).
9. Gay culture is a subculture in the LGBTQ culture with specific customs, norms, mores, s/heroes, and words (Brown, 2018).
10. During the COVID19 pandemic mobile phones have proven to be *weapons of mass distraction* (Rosen, 2012) in video calls.
11. The shortest way between two points is a straight line, except when following the path of a PhD dissertation.

