Chokhhar et al identify nine cultural dimensions in analyzing leadership within cultural millieux:

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| Dimension | Theoretical Source |
| Assertiveness | Hofstede (1980, 1997) |
| Future Orientation | Klukhohn and Strodbeck (1961) |
| Gender Egalitarianism | Hofstede (1980, 1997) |
| Humane Orientation | Klukhohn and Strodbeck Human nature is good/bad (1961), Putnam’s Civic Society (1993), McLelland’s affiliative motive (1985) |
| Institutional Collectivism | Hofstede (1980, 1997) |
| In-Group Collectivism | Hofstede (1980, 1997) |
| Performance Orientation | McLelland (1961) |
| Power Distance | Hofstede (1980, 1997) |
| Uncertainty Avoidance | Hofstede (1980, 1997) |