

Sl	Codes	Meaning
1	Centralised decision-making	Decisions/approvals pushed up to senior managers/committees.
2	Managers' influence	Managers (incl. client managers) direct or override RE choices/changes.
3	Deference	Juniors refrain from challenging seniors/clients; status/age deference.
4	Establish trust	Intentional trust-building to proceed with elicitation/validation.
5	Building relationships	Relationship/rapport as a prerequisite for access or cooperation.
6	Communication context	High-context/indirect communication; process/clarity issues.
7	Coordination and collaboration/Teamwork	Group-oriented working, affecting who participates and how.
8	Language/Accent	Language, dialect, or accent barriers shaping method choice/clarity.
9	Gender preference	Bias for one gender in roles or access.
10	Gender segregation	Formal/informal separation of genders constraining RE.
11	Clients' resistance	Clients/users reluctant to participate or accept change.
12	Loose employment of RE practices	Low use of formal methods/templates/scope control.
13	Targeting quick results	Speed/visibility prioritised over completeness.
14	Subordinates avoid taking risks	Aversion to uncertain choices to avoid blame.
15	Subordinates avoid taking responsibility	Hesitation to sign-off/own outcomes; push accountability upward.
16	Openness and Honesty	Direct disclosure of issues/limits.
17	Solution-focused requirements	Jumping to solutions/features without going into details each time.
18	Recognition of uncertainty	Admitting ambiguity; iterative clarification accepted.
19	Take responsibility	Willingness to own tasks/decisions and accept consequences.
20	Solving conflicts by compromising	Harmony-preserving, middle-ground resolution.
21	Solving conflicts by favouritism	Resolution via status/relationships over merit.
22	Avoiding conflicts	Steering away from overt disagreement to preserve face/harmony.
23	Relying on previous projects	Re-use of prior specs/templates/process as default.
24	Empathy with users	Active understanding of users' context/constraints to maintain goodwill.
25	Dress code	Attire expectations shaping perceived professionalism/access.
26	Punctuality	Time norms (late/strict) affecting meetings and cadence.
27	Employees' attitude	Dispositions (motivation, conscientiousness) impacting engagement.