




















Please select the top 3 areas that the Executive Director of the Wikimedia Foundation should focus on that will most directly support your work:

#	Answer	Bar	Response	%
1	Forming the long-term vision and strategy of the Wikimedia Foundation		1098	56.86%
2	Managing the day-to-day work of the WMF		707	36.61%
3	Engaging the community in WMF decisions		950	49.20%
4	Fundraising from major donors and foundations		676	35.01%
5	Maintaining relations with groups other than the community (eg, public relations, press, educators, government officials, politicians)		780	40.39%
6	Developing partnerships and contacts (e.g. with universities, NGOs, companies)		1035	53.60%
7	I have no preference / I am not sure		84	4.35%
8	Other		89	4.61%
	Total		5419	100.00%

Based on your involvement in the Wikimedia movement, which 3 of the following audiences are the most important for the Executive Director to focus on?

#	Answer	Bar	Response	%
1	Editors\Contributors\Volunteers		1139	59.17%
2	Employees		411	21.35%
3	Donors		427	22.18%
4	Readers		783	40.68%
5	General Public		549	28.52%
6	Scientific World		594	30.86%
7	The Wikimedia community most active in governance discussions (Wikimedia L, meta)		266	13.82%
8	The Wikimedia affiliates		338	17.56%
9	The ED should act in service to all of these constituencies		414	21.51%
10	Other		30	1.56%
11	I have no preference / I am not sure		64	3.32%
	Total		5015	100.00%

Various people have already expressed that certain personal attributes should make it to the job description for the new Executive Director. To help us decide which points to include in the final job description, please rate the following attributes from 0 (not important) to 5 (extremely important).

* Note - If there is a critical attribute that you feel is missing from this list, please add it to the ED search feedback page

(https://meta.wikimedia.org/wiki/Wikimedia_Foundation_Executive_Director_Transition_Team/2016/Community_input)

#	Question	Not at all important 0	1	2	3	4	Extremely important 5	Response	Average Value
1	Ambassadorial \diplomatic	68	57	124	387	595	523	1754	4.68
2	High emotional intelligence	90	115	209	457	477	407	1755	4.33
3	High commitment to diversity	120	110	201	386	520	494	1831	4.40
4	High commitment to transparency	19	27	73	217	472	968	1776	5.25
5	High commitment to free knowledge	25	24	63	192	423	1051	1778	5.32
6	Interested in sharing power	76	74	166	398	527	520	1761	4.58
7	High commitment to a participative approach	35	40	110	306	591	678	1760	4.94
8	Strong communication skills	23	42	104	269	556	768	1762	5.04
9	Inspirational speaker	134	191	287	548	416	263	1839	3.93
10	Curious and willing to learn (with respect to community, collaboration, etc.)	18	35	93	285	558	779	1768	5.07
11	Big picture thinker (not micromanager)	52	53	156	328	556	717	1862	4.84
12	Operational thinker (internal WMF and global Wikimedia movement operations)	37	70	181	441	559	460	1748	4.60
13	Understands the basics of Wikimedia project's underlying technology	51	113	238	451	497	508	1858	4.48

What is the most desirable background for the Executive Director of the Wikimedia Foundation? (Please rate 0 to 5 with 0 being not desirable and 5 being extremely desirable)

#	Question	Not at all desirable0	1	2	3	4	Extremely desirable5	Response	Average Value
1	Academic institution (eg, Sorbonne University, Free University Berlin)	76	122	330	514	502	306	1850	4.17
2	Government/administration agency (eg, World Bank, Library of Congress, European Research Council)	275	386	369	421	265	123	1839	3.21
3	Wikimedia movement experience (e.g. WMF staff, affiliate staff, volunteer)	48	150	150	369	514	616	1847	4.62
4	For-profit media site (eg, The Guardian, Huffington Post, NY Times, Gazeta.ru)	388	360	388	379	146	84	1745	2.88
5	Software or hardware for-profit (eg, Baidu, Microsoft, V Kontakte)	411	352	362	373	155	93	1746	2.88
6	Tech-oriented not-for-profit (eg, Apache Foundation, Linux Foundation)	87	119	238	490	554	365	1853	4.30
7	Non-tech oriented not-for-profit (eg, Red Cross/Crescent, Greenpeace)	184	237	396	548	325	157	1847	3.58
8	Knowledge distribution organization(e.g. Emerald, PLOS One, TEDx)	59	120	269	491	505	299	1743	4.24
9	Value-driven movement (e.g. Amnesty International, Occupy Wall Street)	241	225	320	422	367	279	1854	3.69
10	Cultural or art-oriented institution (e.g. Musée National d'Art Moderne, Beijing Opera)	115	199	400	534	382	215	1845	3.82

Please rate these other qualifications: (Please rate 0 to 5 with 0 being 0 not important; 5 for extremely important)

#	Question	Not at all important0	1	2	3	4	Extremely important5	Response	Average Value
1	Experience working within an internationally diverse environment	53	72	160	359	614	509	1767	4.66
2	Proven commitment to widely understood diversity (gender, race, LGBTQ, etc.)	243	171	224	423	394	376	1831	3.92
3	Experience growing programs in the Global South	231	237	345	485	293	258	1849	3.62
4	Proven commitment to open knowledge and open source values	32	49	102	301	479	832	1795	5.03
5	Comfort with transparency and receiving criticism – often publicly	12	24	49	198	625	968	1876	5.29
6	Experience of working in an a-hierarchical, participative management environment	54	60	162	439	593	457	1765	4.60





If you could interview the final candidates, what is one question you would ask them?

Text Entry

Are you an active editor?





#	Answer	Bar	Response	%
1	Yes (I generally make five or more edits a month)		1684	88.03%
2	I was an active editor in the past, but I am not currently an active editor		166	8.68%
3	Never edited		63	3.29%
	Total		1913	100.00%

How long have you been part of the community?

#	Answer	Bar	Response	%
1	Less than a year		169	8.82%
2	1-5 years		625	32.62%
3	5-10 years		710	37.06%
4	10 + years		412	21.50%
	Total		1916	100.00%

eh hoe bedoel u?
 other. very much other.
 meisje (12 jaar)
 Wat een achterlijke vraag
 Asexuell

With which gender do you identify?

#	Answer	Bar	Response	%
1	Female		306	16.00%
2	Male		1431	74.84%
3			34	1.78%
4	Prefer not to specify		141	7.37%
	Total		1912	100.00%

In which country do you live?

#	Answer	Bar	Response	%
1	Afghanistan		0	0.00%
2	Albania		0	0.00%
3	Algeria		0	0.00%
4	Andorra		0	0.00%
5	Angola		0	0.00%
6	Antigua and Barbuda		0	0.00%
7	Argentina	■	31	1.77%
8	Armenia		2	0.11%
9	Australia	■	19	1.09%
10	Austria	■	13	0.74%
11	Azerbaijan		0	0.00%
12	Bahamas		0	0.00%
13	Bahrain		0	0.00%
14	Bangladesh		0	0.00%
15	Barbados		1	0.06%
16	Belarus	■	6	0.34%
17	Belgium	■	93	5.31%
18	Belize		0	0.00%
19	Benin		0	0.00%
20	Bhutan		0	0.00%
21	Bolivia		2	0.11%
22	Bosnia and Herzegovina		1	0.06%
23	Botswana		0	0.00%
24	Brazil	■	77	4.40%
25	Brunei Darussalam		0	0.00%
26	Bulgaria	■	8	0.46%
27	Burkina Faso		0	0.00%
28	Burundi		0	0.00%
29	Cambodia		0	0.00%
30	Cameroon		0	0.00%
31	Canada	■	26	1.49%
32	Cape Verde		0	0.00%
33	Central African Republic		1	0.06%
34	Chad		0	0.00%
35	Chile	■	30	1.71%
36	China		4	0.23%
37	Colombia	■	18	1.03%
38	Comoros		1	0.06%
39	Congo, Republic of the...		0	0.00%
40	Costa Rica		0	0.00%

Which of the following describes your association with the WMF?

#	Answer	Bar	Response	%
1	I am currently an employee		158	8.29%
2	I have been an employee in the past, but not currently employed by the WMF		21	1.10%
3	I have never been employed by the WMF		1728	90.61%
	Total		1907	100.00%