



Poland



Country Overview:

Location: Central Europe, east of Germany

Size: 312,685 sq km

Population: 38,383,809 (July 2013 est.)

Capital: Warsaw

Exports-commodities: machinery and transport equipment , intermediate manufactured goods, miscellaneous manufactured goods, food and live animals

Imports-commodities: machinery and transport equipment , intermediate manufactured goods, chemicals, minerals, fuels, lubricants, and related materials

Currency: Zlotych (PLN)

Ethnic groups: Polish 96.7%, German 0.4%, Belarusian 0.1%, Ukrainian 0.1%, other and unspecified 2.7%

Religion: Roman Catholic 89.8% (about 75% practicing), Eastern Orthodox 1.3%

Government type: Republic

Chief of State: President Bronislaw KOMOROWSKI (since 6 August 2010)

Head of Government: Prime Minister Donald TUSK (since 16 November 2007)

Language: Polish (official) 97.8%



Republic of Poland / Rzeczpospolita Polska

Meetings and Negotiations

-When greeting someone a good handshake, direct eye contact, a smile and the appropriate greeting for that time of day will suffice.

-Good morning/afternoon is "dzien dobry" and good evening is "dobry wieczor".

-Address people by their honorific title, "Pan" for a man and "Pani" for a woman, and their surname.

- **Do not** use first names until invited to. Moving from the use of formal to the informal names is such an important step that there is a ritual to acknowledge the changed status and your inclusion in their 'inner circle'.

-Shake hands with **everyone** upon arriving and leaving.

-Some older businessmen may kiss a woman's hand upon meeting. **Do not** imitate this

behavior as it may be seen as you poking fun.

Business Attire

-**Men** usually wear conservative business suits with the only accessories being a watch and wedding ring. Darker colors are most common.

-**Women** generally wear stylish but classic business suits and dresses.

Behavior

-Standing with your hands in your pockets during conversation **is looked down upon.**

- During meal times, you can expect **frequent toasts**. Toasts are only made with hard liquor (usually vodka).

-**Never** sit with one ankle rested on the opposite knee.

-When engaging in business negotiations in Poland, it is **essential** to be respectful to

senior executives, and to remain calm and collected when discussing negotiation terms.

-When receiving business cards in a Polish business meeting, treat each card with **respect** by not folding or writing on it.

Gift Giving

-Gifts are commonly given at initial business meetings and when a negotiation has been completed.

- Gifts are generally opened when received.

- If giving flowers, make sure there is an **odd** number.

Appropriate Gifts: A souvenir from one's home country or a small gift with a company logo are appropriate presents.

Gifts to Avoid: Do not give yellow chrysanthemums as they are used for funerals. Do not give red or white flowers, especially carnations and lilies.

Business Tips continued

Conversation

-Honesty is highly valued in Poland since trust is the **cornerstone** of business relationships. Building personal relationships is essential for successful business dealings, especially if you are looking for a long-term business relationship.

-Poles are known for being

direct communicators, i.e. they say what they are thinking. However they are also very sensitive to other's feelings and let that determine how and what they say.

-Verbal confrontations/ disagreements are commonplace and generally not taken personally.

-While direct communication is

valued in Poland, there is also emphasis on **finessing what is said** in order to deliver information in a diplomatic way

Topics to Discuss:

- Your home state or city, past work experiences, hobbies, art and family

Topics to Avoid:

- Politics, religion, gossip

