

# Stratified factors influencing the choice to defect from non democratic leadership

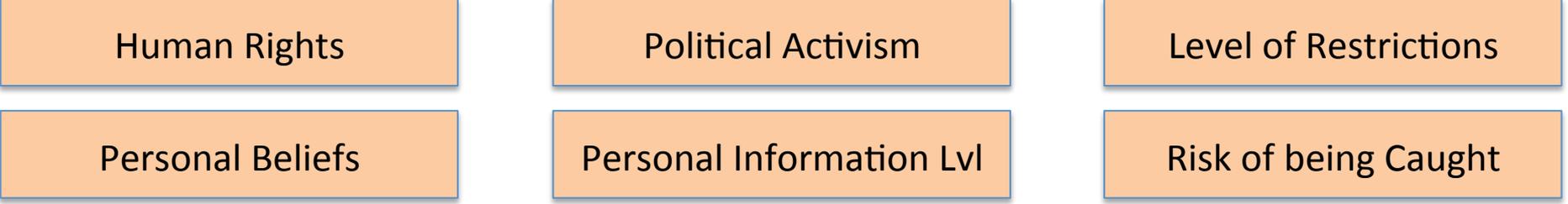
## Level-4: What is the overarching governance model?



## Level-3: “What are the implicit and explicit outcomes?”



## Level-2: “How the environment impacts me and my peers?”



## Level-1: “What is normal?”



Source: Matthew Ayres, Jun 2014