

CHINESE PERSONALITY AT WORK (CPW) QUESTIONNAIRE **華人工作相關性格量表**

For culturally appropriate personnel assessment, the Chinese Personality at Work Questionnaire (CPW) has been developed. CPW is an easy-to-administer and culturally specific assessment tool for personality characteristics in a work setting among the Chinese workforce. CPW provides an analysis of personality characteristics linkable to core competencies at work, and also predict work performance and analyze training needs among different levels of staff. The questionnaire is currently available in both online version (Traditional Chinese / Simplified Chinese) and paper version (Traditional Chinese / Simplified Chinese / English).

CPW (225 questions) measures 15 personality characteristics in a work setting:

- Drive for Personal Achievement
- Deference to Authority
- Planning and Orderliness
- Attention-Seeking
- Autonomy
- Need for Affiliation
- Introspectiveness
- Dependent Support-Seeking
- Dominance
- Non-abrasiveness and Modesty
- Nurturance
- Innovativeness and Change-Oriented
- Tenacity
- Client-Centered Service Orientation
- Overall Managerial Readiness

The common uses of CPW are as follows:

- Recruitment of staff at different levels among Chinese workforce
- Staff training and developmental activities
- Coaching
- Assessment / Development Centre
- Work performance prediction among managerial, supervisory staff, as well as front-line sales staff

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