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Chapter 1 : Cultural Perspective in Personality Assessment - Oxford Handbooks

At the theoretical level, the article compares the etic and emic approaches to personality assessment and highlights the contributions of a combined emic-etic approach in developing culturally relevant personality assessment based on the experience of the Cross-cultural (Chinese) Personality Assessment Inventory.

Leong Online First Publication, January 24, Leong Michigan State University We review recent developments in the study of culture and combined emic-etic approach is then illustrated using two personality measurement. Three approaches are de- examples, one from China and one from South Africa. We propose the latter approach as a Personality way of combining the methodological rigor of the etic approach and the cultural sensitivity of the emic approach. Three approaches to the study of personality in its cultural The combined approach is illustrated by two examples: The article ends with a discussion of the theoretical approach that combines elements of both etic and emic and practical implications of the combined emic-etic approaches see the special issue on indigenous, cultural, and approach for the study of culture and personality and for cross-cultural psychology of the Asian Journal of Social psychology as a science. These three approaches resemble the three goals of cross-cultural psy- Keywords: There are two dominant ways of investigated. Such studies test Western ideas and constructs looking at the interaction of personality and culture. One in other cultures to determine their generalizability and way is to compare measures of personality across cultures; cultural validity; the methods used tend to be top-down and studies that make such comparisons have been called etic Western in origin e. Generally, the goal of such studies is cal, and often lab-based. Apt examples in personality can to address the universality of established Western person- be found in the work on the universality of the five-factor ality models by examining the level of cross-cultural invariance of the personality structure. A second way to look at personality and culture is through in-depth analyses of personality in a specific cultural context, often called emic Fanny M. Cheung, Department of Psychology, Chinese University of studies. Bond and Merry Bullock for their comments on an earlier version of this article. Correspondence concerning this article should be addressed to Fanny We begin by describing the historical context of the M. Cheung, Department of Psychology, Chinese University of Hong three approaches, their strengths, and their limitations. The Kong, Shatin, Hong Kong. This approach provides a structure and taxonomy of emic and etic dimensions of personality that makes sense in local cultural realities. Below, we first review the etic and emic approaches. The Etic Approach In the past two decades, an impressive number of studies that often started from an etic perspective have addressed the comparability of personality traits across cultures e. The main strengths of the etic approach are the large empirical database that has been built up and the sound methodological basis for its studies. Equivalence or invariance is the pivotal concept in comparative studies, and it deals with the question of whether the imported instrument measures the same construct across the cultures studied. Equivalence refers to the level of comparability of constructs or scores in a multigroup comparison Meredith, Fanny M. There is construct equivalence if an instrument measures the same underlying concept in all groups. Metric equivalence implies similar identity of measurement units across groups. Scalar equivalence refers to full com- model, which has been conducted in a large number of parability of interval-level scores so that mean group cultures McCrae et al. This goal corre- provided major impetuses to the field of comparative per- sponds to the stage of indigenous psychology emic ap- sonality research. The main may claim universal validity. Indigenous psychology seeks substantive challenge involves the implied emphasis on a bottom-up and culture-specific typically non-Western Western traits and assumptions in the etic approach. Al- approach to the study of culture. In the study of personality, though there is impressive evidence that the factor structure the lexical approach is commonly adopted to derive local underlying the five-factor personality model is stable across constructs. Researchers typically begin by examining the many cultures McCrae et al. Local respondents replicable across a limited set of languages. Another sub- will be asked to rate themselves or their peers on these stantive challenge involves the

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adequacy of imposed facets. The researchers then use factor analysis to ex- For example, the Openness factor of the five-factor model tract from these ratings the personality dimensions that are could be retrieved in most cross-national studies, yet the meaningful or important to that culture. Studies done with this guiding approach seek an Heine and Buchtel noted that the measures of integration and rapprochement between the etic studies of the five-factor personality model were developed through the first stage and the emic studies of the second stage. We the exploration of English personality terms and largely propose that a combined emicâ€” etic approach can help to with American participants. Culture-specific indicators of com- mon constructs may have been missed. Equivalence testing of data gained with identical instruments in many cultures can lead to an emphasis on cross-cultural similarities. If one starts from an imported instrument, emic aspects of a construct will remain hidden. Without extensive pretesting, the use of interviews to de- termine the accuracy of items, or the inclusion of additional instruments to check the validity of a target instrument, it is impossible to determine whether a closely translated instru- ment is an adequate rendering of a construct in a target culture or whether a more extensive adaptation is required. The second methodological limitation of the etic approach is due to the gap between substantive theories of cross-cultural differences and models of equivalence. Ex- tant models of cross-cultural differences are fairly rudimen- Fons J. However, these models hardly ever address cross-cultural differences or similarities a in the relations between items and their underlying constructs, b in correlations between factors, a different underlying personality structure might emerge and c in error variances. So the high level of detail in from factor analyses. What may be missing from imposed equivalence testing is not matched by an equally detailed etic measures are indigenous constructs that are salient in level of theorizing about constructs and their cross-cultural the local folk concepts of personality and in the local similarities and differences. As a consequence, equivalence taxonomy of person descriptions. The first is that there are more sources of cross-cultural bias i. Bias can arise from three to the increasing monopoly and dominance of Western sources: Cross-cultural expectation that children should assume the role of care- researchers have found that personality tests developed and giver of their elderly parents, is broader than the corre- applied in Western cultures have not proven to adequately sponding Western conception, which focuses more on love capture their assumed underlying constructs in non-West- and respect toward parents. Method bias is due to system- ern cultures. In response, they have developed methodolo- atic distortions in measurement-related aspects such as gies and strategies to describe and understand local con- differential response styles. Harzing found consis- struct models with different measures. Some people have tent cross-cultural differences in acquiescence and extrem- called this the indigenization of the discipline. Yet few studies address Adair described different stages of indigenous cross-cultural response style differences, despite the pres- psychologies across the world, including that in Canada. Bias at the item level differential item func- such as in Asia, the greater would be the need for indi- tioning is frequently identified during test adaptation when genization of the discipline. In these indigenization ap- the item content written for one culture is found to be proaches, cultural concepts and methodologies are em- inapplicable to another. Many of the early attempts to develop multidimensional personality measures adapted and modified imported West- ern measures to accommodate the emic constructs Cheung, Cheung, et al. One of the limitations of the early indigenization movements was the tendency of the local psychologists to emphasize cultural uniqueness and to underrate the poten- tial relevance of incorporating universal aspects in cultural specifics; for example, maintaining face, often associated with Eastern cultures, can be viewed as a manifestation of a universal need for identity management. Leong lidity and cultural specificity approaches. Mainstream psy- chology considered the uniqueness of the emic constructs to be peripheral to the scientific understanding of human behavior. With few studies published in English-language theories on the basis of local phenomena and experiences journals, the indigenization movements tended to be iso- originating within the culture. This focal approach to cul- lated from mainstream psychology. Psychologists from different parts of the world, in- ment, and few have standardized the measures on repre- cluding Europe and Latin America, have developed scales sentative norm samples. Cross-cultural psychologists have such as personality questionnaires based on

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lexically de- further posed theoretical challenges to the indigenous ap- rived indigenous personality dimensions Ashton et al. The most active indigenous that in attempting to distinguish human universals and psychology movements took place in Asia, where the cultural differences, many indigenous measures identified fledging psychology discipline tried to grapple with cul- culture-specific constructs that could also be subsumed tural differences encountered in importing Western psycho- under the universal models of personality. For example, logical theories and measures. Asian psychologists at- Yik and Bond extracted eight factors from a lin- tempted to explain their local realities by taking into guistically balanced person perception scale derived from account the distinct cultural values and characteristics that salient descriptors in both imported and indigenous inven- the Western models failed to explain or consider Cheung, tories. They found that the imported, the indigenous, and Cheung, et al. The indigenous constructs that have the culturally balanced scales did not differ in terms of their been studied include the concept of the selfless-self in power to predict real-life criteria. Through cross-cultural empirical studies, Many of the indigenous personality constructs derived Yamaguchi and Ariizumi found that amae was also in Asia reflect the relational nature of human experience in observed among Chinese and Americans. They argued that a social and interpersonal context. Some emic measures although the term may be indigenous to the Japanese, amae were developed to study specific cultural personality con- is presumably an etic phenomenon because it is based on structs. The combined approach can take on Church argued that emic constructs and mea- various forms and could comprise a the use of a combi- sures need to demonstrate that they provide incremental nation of etic and emic measurement, b studies in which validity beyond that provided by etic measures. The em- universal and culture-specific aspects are delineated in an phases on the compatibility of emic and etic approaches iterative process of data collections with continually and on the methodological rigor of indigenous studies are adapted instruments, and c the use of mixed methods main characteristics of what could be called a second wave e. In all these cases, the Combined Emicâ€™Etic Approaches to aim is to describe a construct or theory with an integrated Personality Assessment and balanced treatment of universal and culture-specific From a cross-cultural perspective, Western psychology aspects. The study of personality has been guided Personality Assessment Inventory and the South African predominantly by Western research. The personality con- Personality Inventory. We discuss the challenges facing structs and measures developed in Western psychology these research programs and future directions for integrat- may provide a framework in which to consider human ing culture in personality research. On the other hand, studies in non-Western cultures could provide new per- The Cross-Cultural Chinese spectives in identifying what appear to be human universals Personality Assessment Inventory and what is culturally variable in personality. The aim of the project was to develop a culturally Kluckhohn and Murray , personality in a certain relevant multidimensional personality measure by adopting culture is like personality in all other cultures, in some the scientific methodology of mainstream psychology. A other cultures, and in no other culture. A comprehensive combined emicâ€™ etic approach was adopted in the develop- theory of personality should encompass all these elements ment of the CPAI and its revised version, the CPAI-2 Church, This view implies that cross-cultural and Cheung et al. Universal and cause they address different aspects. In order to make indigenous personality traits considered to be important in conceptual advances, the field of personality should delin- the Chinese culture were generated in a bottom-up ap- eate both the universal and culture-specific aspects of per- proach in order to develop a set of normal personality and sonality. We argue that a combined emicâ€™ etic approach to Instead of translating imported measures or extracting ad- developing indigenous personality measures may bridge jectives from dictionaries, the researchers explored multi- the divide between mainstream and indigenous psychology ple sources for folk descriptions of personality, including and provide a comprehensive framework in which to un- contemporary Chinese novels, Chinese proverbs, and the derstand universal and culturally variable personality di- psychological research literature. They conducted focus mensions. The combined emicâ€™ etic approach is not limited groups with participants from diverse backgrounds, street to cross-cultural studies of personality. A defining charac- surveys on self-descriptions, and surveys of various

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pro-teristic of the approach is the combined use of emic and etic fessionals on other-descriptions. Using a consensus measures or stages in a study so as to obtain a richer and method, the research team combined the conceptually re-more integrated and balanced view of the universal and lated personality descriptors to form the preliminary list of culture-specific aspects of a target construct or theory than personality scales to be included in the measure. Local could be obtained by the use of an emic or etic method expressions of these constructs were written as items. An important goal of an integrative approach is the same time, the researchers did not ignore the existing to look for synergy and to overcome the limitations of literature on etic personality measures. References were made to translations chological constructs are universal but that their manifes- of other imported measures of similar constructs. Large- tations may differ across cultures Berry et al. This comprehensive collection of per- was again found to be distinct. In a cross-cultural study sonality constructs provides the basis for examining the using translated versions of the CPAI-2 in Korean, Japa-structure of Chinese personality. It was expected that a separate Expansiveness, Dependability, Emotional Stability, and In- Openness factor would be extracted from the CPAI-2 after terpersonal Relatednessâ€™ and 14 clinical scales that load adding these scales.

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One of the winners is Fanny M. Cheung for her outstanding contributions to the assessment of cross-cultural psychopathology, personality psychology, and gender issues, as well as her.

Are beliefs nested within personality? The present study examined the relationship between personality and beliefs about the world by using culturally derived yet universally applicable measures of personality and social beliefs—the Cross-Cultural Personality Assessment Inventory-2 (CPAI-2) and the Social Axioms Survey (SAS). It was found that the overlap between the CPAI-2 and the SAS was slight, suggesting that personality and beliefs about the world are two distinct multi-dimensional concepts, and that their overlap lies in self-assessments of personal control. Elements of beliefs, attitudes, values and self-concept were placed in the domain of cognitions. In this sense, beliefs seem to be nested within the larger construct of personality. Previous research has also found the relation between personality and various attitudes, such as authoritarian personality and attitudes of racial prejudice. Yet, it is a very broad construct that encompasses a variety of aspects and domains. Beliefs can be interpersonal as well, shared among people in a social group. When linked with personality, we need to examine those domain-general beliefs which are context-free, such that generalized beliefs share the same assumption of stability as personality, and can then be compared. Dependability is related to both Neuroticism Emotional Stability and Conscientiousness, and Accommodation is related to Agreeableness (Cheung et al.). Social beliefs as measured by the SAS. In previous research, personality has been found to correlate with behavior only moderately (Leung et al.). They indicated that the items in the NEO PI-R consisted of beliefs about the self and the world, contributing to the overlap between the two constructs. The reason that we employ the CPAI-2 as a personality measure in this study is to adopt an instrument that not only taps intrapersonal qualities but stresses interpersonal relationships as well, especially encompassing cultural variations, corresponding with the social focus of social axioms. The belief dimension of social cynicism represents a negative view of human nature, a biased attitude against some groups of people, a mistrust of social institutions, and a disregard of ethical means to achieve an end (Leung et al.). Slickness measures how trustworthy and reliable an individual is (Cheung,), and is hypothesized to correlate with social cynicism, while Graciousness vs. Meanness, assessing the degree of hostility, sarcasm and harshness an individual shows with others (Cheung,), is expected to relate to social cynicism negatively. Social cynicism related to Internal vs. External Locus of Control, Veraciousness vs. Slickness, and Graciousness vs. These three personality scales all depicting cognitive processing are predicted to correlate positively with social complexity. Social complexity is correlated to Divergent Thinking, Diversity, and Novelty. As social desirability was found to relate positively to reward for application, the belief that hard work will be rewarded is socially desirable in the United States. People believing so are concerned about the social consequences of their own actions. Thus, personality scales that assess interpersonal orientations, such as Renqing Relationship Orientation, Social Sensitivity, and Interpersonal Tolerance, will be relevant to this belief dimension. Reward for application is related to Internal vs. No personality variables in the CPAI-2 measure religious beliefs directly; therefore, given a positive correlation found between religiosity and traditional beliefs (Singelis et al.). Religiosity is associated with Traditionalism vs. Therefore, we predict that it is related to external locus of control in the CPAI External Locus of Control. They were Chinese students originally from 25 provinces of China. Their mean age was All of them agreed to participate in this study on a voluntary basis. Respondents were asked to rate each statement describing a personal characteristic or typical behavior using a yes-or-no format. The average alphas were. The original Chinese version was used without translation in this study. This study adopted the item version, and all responses were anchored on a 5-point Likert scale, ranging from strongly disbelieve 1 to strongly believe 5. Procedure The questionnaire sets were distributed to the participants and collected in class on a self-report basis. In order to encourage honest responding, it was emphasized that all responses were completely anonymous and there were no right or

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wrong answers to any of the questions. Cases with more than one missing item from each scale were excluded. As a result, 40 cases were discarded so that were retained in subsequent analyses. Social Potency Novelty 7. External Locus of Control 5. Accommodation Defensiveness Ah-Q Mentality 2. Interpersonal Relatedness Traditionalism vs. Accommodation Defensiveness Ah-Q Mentality. Meanness and Veraciousness vs. The correlations between social complexity and personality scales were modest, all lower than. External Locus of S. Correlations involving fate control were modest, with Internal vs. Block 2 contained personality variables in order to identify correlates of each belief dimension. In the second regression, personality accounted for Our fourth hypothesis on Traditionalism vs. In sum, reward for application, social cynicism, and social complexity were predicted at a moderate level by personality scales, whereas fate control and religiosity at a relatively weaker level. Still, it has not covered most of the aspects in the pure measure of beliefs as assessed by the SAS. The modest relations between these two instruments clearly indicate that the extent of overlap is not great, and further suggest that personality and belief represent two multi-dimensional constructs, without evidence of beliefs being nested in personality. External Locus of Control shared the most variance with the factors of social axioms. It was positively correlated with reward for application, and negatively with social cynicism and fate control. The relation between social axioms and coping strategies in response to the September 11 terrorist attacks was studied by Safdar, Lewis, Greenglass, and Daneshpour Social axioms, on the contrary, are generalized expectancies about the social world, the external context, what is generally true in social life, e. This may provide an explanation of the small overlap between the two general S. Further studies can be conducted on the SAS with other personality measures, and other dimensions addressing cultural variations, such as values Schwartz, , in order to provide evidence of the distinctiveness of social axioms and more importantly, their predictive power independent of or in addition to the previous measures. Social axioms appear to add predictive power to established measures of personality. Finally, since for the most part personality measures focus on intrapersonal traits of individuals, characteristics that assess interpersonal and social aspects of personality domains should be explored in connection with social beliefs, so that the prediction of social behaviors can be improved. Acknowledgements We would like to express our gratitude to Wai Chan and Shu Fai Cheung for their valuable advice on the statistical analyses, and to the editor, the two reviewers, and Vivian Lun for their helpful comments on earlier versions of the manuscript. Combining social axioms with values in predicting social behaviours. *European Journal of Personality*, 18, " Ethnocentrism, xenophobia and personality. *Human Relations*, 4, " The Chinese Personality Assessment Inventory *Journal of Cross-Cultural Psychology*, 29 1 , " Development of the Chinese personality assessment inventory. *Journal of Cross-Cultural Psychology*, 27, " Indigenous Chinese personality constructs: *Journal of Cross-Cultural Psychology*, 32, " *Journal of Cross-Cultural Psychology*, 34, " *Advances in Experimental Social Psychology* Vol. *Journal of Cross-Cultural Psychology*, 33, " Personality dispositions revisited and revised: *Explorations in Social Psychology*. New York University Press. The trait construct in lay and professional psychology. Generalized expectancies for internal versus external control of reinforcement. *Psychological Monographs*, 80 1, Whole No. The universal content and structure of values: Convergent validation of the Social Axioms Survey. Attitude change and authoritarian personality. *Journal of Psychology*, 40, 3" Analysis and Interpretation of Lives. Assumptions about Human Nature.

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Development of the Chinese Personality Assessment Inventory Fanny M. Cheung The Chinese University of Hong Kong Kwok Leung The Chinese University of Hong Kong Ruth M. Fan The Chinese University of Hong Kong Wei-Zheng Song Academia Sinica Jian-Xin Zhang Academia Sinica Jian-Ping Zhang Academia Sinica.

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Chapter 4 : Fanny M. Cheung

The article examines the structure of the Chinese Personality Assessment Inventory (CPAI), an indigenous Chinese assessment instrument, in two English-speaking samples. In Study 1, the English version of the CPAI was developed and administered to a sample of Singaporean Chinese. Factor analysis.

Genetic and Cultural Perspectives 2. Krueger, and Kristian E. Methodological and Conceptual Factors and Psychometric Considerations 4. Chernyshenko, and Stephen Stark 5. Smith and Tamika C. Standards and Standardization Kurt F. Geisinger and Janet F. Rouse, and Jennifer Harrington 8. Perry, and Brooke L. Personality Assessment Procedures and Instruments Behavioral Observation Martin Leichtman The Clinical Interview Robert Craig Yoshioka, Karen Kloezeman, and Iruma Bello Cox, Nathan Weed, and James N. Weiner and Gregory J. Assessing Personality Disorders Thomas A. Widiger and Sara E. Functional Imaging in Clinical Assessment? Assessing Couples Douglas K. Heyman, and Stephen S. Specific Settings and Problems Assessment of Suicide Risk Ronald A. Stolberg and Bruce Bongar Banken and Roger L. Gucker, and Lowell W. Interpretation and Reporting of Assessment Findings Clark, and Anne L. Assessment of Clients in Pretreatment Planning T. Mark Harwood and Larry E. Clinical Report Writing Raymond L. Overview and Future Directions James N. It will find an easy home on the desk of a graduate student or any researcher looking for a solid and thorough reference.

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Toward a New Approach to the Study of Personality in Culture Fanny M. Cheung Chinese University of Hong Kong Fons J. R. van de Vijver Tilburg University and North-West University.

Cheung has been active in promoting rights of and services for women and the disabled in Hong Kong. She has been actively involved in supporting psychiatric rehabilitation for 20 years. Cheung has run a series of public education campaigns since the s to change attitudes and promote public acceptance of mental handicap and mental illness. Cheung has served in many government committees and advisory bodies. She has co-organized a number of international and regional conferences and workshops on psychology, mental health, and gender. The Chinese University Press, Gender and society in Hong Kong: The Chinese University Press. A glossary of Chinese psychological terms. Sociocultural and individual differences. The Chinese University Press, , pp. Ngai in Engendering Hong Kong society: Xie in China review Also in Chinese "Chinese personality seen through psychological tests: Song in Chinese psychology and therapy In Chinese. Kwai Kwan Books, , pp. Xie in Chinese psychology and therapy. In Chinese "Gender role development," in Growing up the Chinese way: Chinese child and adolescent development. A handbook of research and applications. University of Minnesota Press, , pp. Oxford University Press, , pp. In Chinese "Facts and myths about somatization among the Chinese," in Culture and mental health: Wan in Women and politics worldwide. Yale University Press, , pp. Harwood Academic, , pp. Yew Chung Education Publishing Co. Lawrence Erlbaum Associates, , pp. Academic Press, , pp. Mental Health Association of Hong Kong, , pp. Psychological Assessment 9 Sex Roles 36 Journal of Cross-cultural Psychology 27 Archives of Sexual Behavior 25 Journal of Interpersonal Violence 10 Journal of International Business Studies Asia Pacific Journal of Management 10 Journal of Applied Psychology 77 A Journal of Consulting and Clinical Psychology 4 Sex Roles 24 An International Journal 1 A community approach to feminism in Hong Kong. Acta Psychologica Sinica 19 3 Journal of Social Psychology 5 Hong Kong Journal of Mental Health 13 2 Culture, Medicine, and Psychiatry 8 Culture, Medicine, and Psychiatry 7 World Journal of Psychosynthesis 14 2 Comprehensive Psychiatry 23 3 Hong Kong Journal of Mental Health 11 1 Asian Medical Journal 24 7 Jump to one of these related pages:

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