

Abstract

This study described the development and validation of a team-player Behavior inventory (TPBI). TPBI is a behavioral assessment workshop to assess 38 characteristics that are essential to being a good team-player. These 38 behaviors, which were identified from literature review and interviews are categorized into seven characteristics — 1) Participativeness, 2) Monitoring, 3) Friendliness and conflict resolve ability, 4) Openness to other opinion, 5) Challenging, 6) Supportiveness and Helpfulness, and 7) Communication. 154 undergraduate and postgraduate students, in groups of three to four persons each, participated in a 1.5-hour workshop for the validation of TPBI. TPBI demonstrated acceptable interrater agreement and reasonably well construct and predictive reliability. The indigenous features of TPBI could be a useful recruitment and training instrument for team player assessment in the Chinese culture. Possible uses, limitations and further studies of the TPBI were discussed.