

## Abstract

The objective of this study is to examine the predictive validity and construct validity of Social Value Orientations (SVO). Five major measurements of SVO: (a) Ring Test, Decomposed Games, Characteristic Space Theory, Social Behavior Scale, and Ranking, had strong inter-correlations that demonstrated good convergent validity among these measurements. Their relations with personality constructs measured by the Five-Factor Model and the interpersonal relatedness subscales of the Chinese Personality Assessment Inventory (CPAI) were modest, which suggested SVO might be a distinct construct. However, SVO was closely related to interdependence self-construal as measured by the Individualism-Collectivism Self-Construal Scale (SCS). Predictive validity of SVO was supported by the finding that people with a stronger cooperation orientation, as assessed by SVO measures, engaged in more organizational citizenship behavior (OCB). However, SVO was not related to pro-social behaviors (PB). Instead, interdependence self-construal correlated significantly with both OCB and PB.