

Abstract

This study investigated the personality correlates of coping strategies among a Chinese population at work utilizing indigenous paper-and-pencil measures of personality (Cheung et al., 2001a) and coping strategies (Chan 1994). One hundred and fifty two teachers gave valid response to our questionnaires. Similar patterns as those found in other cultures, with reference to the Big Five personality traits were obtained. The present study also showed that people high in Interpersonal Relatedness (IR), the untapped indigenous Chinese personality, were more likely to assume coping processes that emphasized social support and avoided coping processes that involved behavioral and mental disengagement. Three out of the six facets contributing to IR commands a significant relationship with different coping strategies. People high in Social Sensitivity and Harmony would more likely seek social support and engage in active problem-solving while those who are low in Discipline i.e. flexible are more likely to seek social support and mental and behavioral disengagement. While no direct gender or age differences in coping processes, except that of age on Resigned Distancing was found in this study, we found that being young or being a woman had interesting moderating effect on the relationships between personality and coping.