

## ABSTRACT

The Chinese Personality Assessment Inventory (CPAI) is a comprehensive, indigenous personality test developed specially for the Chinese culture. One of the most common concerns voiced in the use of personality tests in personnel assessment is faking good. In response, one validity scale of the CPAI, the Good Impression (GIM) scale is designed to detect “fake good” responses. This paper presents three studies that examined its reliability and validity. In Study 1, the GIM’s factor structure, internal consistency reliability and correlations with other scales in the revised version of the CPAI (CPAI-2) were examined with the normative sample of CPAI-2 ( $N = 1911$ ). In Study 2, the GIM of the CPAI-2 was revised so as to eliminate its possibility of confounding with other CPAI scales. Study 2 was also intended to obtain a revised GIM (GIM-2) that when compared with the original GIM, was more associated with the impression management component of the social desirability responding and had a higher discrimination power. To achieve Study 2’s objective, three major steps were taken. The first step involved item analysis on the existing GIM items to eliminate some of its existing items on Leadership and Extraversion vs. Introversion scales. The second step was to explore other items in the CPAI-2 which could be included in the GIM by comparing the item endorsement rates between a social desirability condition and a standard condition in a working population sample ( $N = 323$ ). The final step involved examination on the validity and reliability of the GIM-2. The internal consistency reliability and convergent validity of the GIM-2 were examined by its Cronbach’s alpha and its correlation with the Balanced Inventory of Desirable Responding (BIDR) scale respectively. The usefulness of the GIM-2 in detecting faking good responses was also examined. In Study 3, the ability of the GIM-2 to identify faking good responses was compared with that of the GIM in a cross-validation study with an independent MBA student sample ( $N = 173$ ).

The findings from the three studies provided initial data for the reliability and validity of

the GIM-2. The underlying construct of the GIM-2 consisted of the social potency and the dependability attributes. However, the GIM-2 was found to be a personality-related tendency to view oneself positively rather than an impression management tactic, and hence it may not be helpful in adjusting the scores of the personality scales. Lastly, both practical and theoretical implications of this paper were discussed.