

Report Questionnaire MPQ

| | |
|----------------|-------------|
| Username: | user18353 |
| Gender: | Woman |
| Year of birth: | 1949 |
| Education: | HBO |
| Testdate: | May 16 2004 |

Description of the MPQ Questionnaire

The Multicultural Personality Questionnaire (MPQ) is a personally assessment questionnaire that was constructed specifically to describe behavior when one is interacting with people from different cultures. The MPQ may be used to predict how easily people are likely to adjust to other cultures and come to feel at home with them.

Here is a short description of each of the five personality factors assessed by the MPQ:

1. Cultural empathy

This scale assesses the capacity to identify with the feelings, thoughts and behavior of individuals from different cultural backgrounds. To function effectively with people of other cultures, it is important to acquire some understanding of those cultures, and cultural empathy seems important to "reading" other cultures. People who score high on cultural empathy are able to identify with the feelings, thoughts, and behaviors of people and groups who are part of different cultures. People with a low score have difficulties in identifying with the feelings, thoughts and behaviors of people and groups with different cultural backgrounds.

2. Openmindedness

This scale assesses people's capacity to be open and unprejudiced when encountering people outside of their own cultural group and who may have different values and norms. This ability, just like cultural empathy, seems vital to understanding the rules and values of other cultures and to coping with them in an effective manner.

People who score high on openmindedness have an open and unprejudiced attitude towards other groups, cultural values and norms and are open to new ideas.

People who score low are characterized by a predisposed attitude and a tendency to judge and stereotype other groups.

3. Social Initiative

Social initiative denotes people's tendency to approach social situations actively and to take initiative. This determines the degree to which they interact easily with people from different cultures and make friends within other cultures.

People who score high on this scale have a tendency to be active in social situations and to take initiative. They will tend to be out-going when in another culture. People who score low on this scale are less inclined to take initiative. They will be rather reserved and stay in the background.

4. Emotional stability

This scale assesses the degree to which people tend to remain calm in stressful situations. When working in another culture it is important to be able to cope well with psychological and emotional discomfort. A variety of factors (political system, procedures, lack of means and resources, impediments) may cause things in different cultures not to work in the same way as they do in one's own culture. When things do not go the way they do in one's own culture, this may lead to frustration, tension, fear, social detachment, financial problems and interpersonal conflicts.

People who score high on this scale tend to remain calm in stressful situations.
People who score low on this scale exhibit strong emotional reactions to stress.

5. Flexibility

This scale is associated with people's ability to adjust their behavior to new and unknown situations. When working in another culture it is important to be able to change strategies because customary and trusted ways of doing things do not always work in a new cultural environment.

People who score high on flexibility perceive new and unknown situations as a challenge. They are able to change behavioral patterns in response to unexpected or constrained circumstances within another culture. People who score low are quicker to see new and unknown situations as a threat. In addition they tend to stick to trusted behavioral patterns. Consequently they are less able to adjust their behavioral pattern in reaction to unexpected or constrained circumstances in another culture.

For more information please see:

The Multicultural Personality Questionnaire: A Multidimensional Instrument of Multicultural Effectiveness

KAREN I. VAN DER ZEE* and JAN PIETER VAN OUDENHOVEN

University of Groningen, The Netherlands,

in: European Journal of Personality

Eur. J. Pers. 14, 291-309 (2000)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-------------------------|---|---|---|---|---|---|---|---|---|----|
| Cultural Empathy | ■ | ■ | ■ | ■ | ■ | ■ | ■ | | | |

This score is higher than average. A person with this score has an insight in the feelings, thoughts and behaviors of others. She exhibits an interest for people from different cultural backgrounds.

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|---|---|---|---|---|---|---|---|---|----|
| Openmindedness | ■ | ■ | | | | | | | | |

This score characterizes a person who is attached to customary norms, values and ways of doing things. She closes herself off to people from different cultural backgrounds by putting her own culture in a central position. This person may be prone to bias and stereotyping toward other groups and cultures.

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|--------------------------|---|---|---|---|---|---|---|---|---|----|
| Social Initiative | ■ | ■ | ■ | ■ | ■ | | | | | |

A person with this score will either take initiative within a new group or hang back depending on the degree to which she feels comfortable. From a social perspective, he_she has some ability to succeed in groups with people of other cultural backgrounds.

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|----------------------------|---|---|---|---|---|---|---|---|---|----|
| Emotional Stability | ■ | ■ | ■ | ■ | ■ | | | | | |

A person with this score is reasonably effective in coping with discomfort and stress. Her temper may fluctuate and some fear or tension may be experienced in high-pressure situations or when there is a lack of social support.

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|--------------------|---|---|---|---|---|---|---|---|---|----|
| Flexibility | ■ | ■ | ■ | ■ | ■ | ■ | ■ | ■ | | |

This score is higher than average. This person has a flexible reaction to new situations and feels well in an adventurous environment. She has little need for routine and established rules. She prefers new challenges to regularity.