Experiences on Personality Variable? Influences of Work Personality as a Dependent MIDS@MGNT VIRTUAL Management, and Journal of Organizational Behavior. member for a number of journals including Journal of Applied Psychology, Journal of Telegraph, the Washington Post, and the South China Morning Post. He is an editorial board Quarterly, and has also been covered in media outlets including the Economist, USA Today, the published in the Journal of Applied Psychology, the Personnel Psychology, and the Leadership HRM Scholarly Achievement Award from the Academy of Management. His work has been awarded and change as people adapt to various life experiences. In this talk, I will introduce my on-going stream of research looking at how personality traits influence, and are also influenced by, a wide spectrum of work experiences, including work characteristics, career success, and leadership emergence, with a special focus on my recent work looking at the influence of adapting from an employee into an entrepreneurship role. I will also discuss how the perspective that “people are producers and products of social systems” can also apply to other research areas including leadership and organizational socialization.

Abstract
Organizational personality research has predominantly examined personality traits as independent variables predicting work experiences. Yet, recent theories and research have demonstrated that personality traits are not only relatively stable, but continue to develop and change as people adapt to various life experiences. In this talk, I will introduce my on-going stream of research looking at how personality traits influence, and are also influenced by, a wide spectrum of work experiences, including work characteristics, career success, and leadership emergence, with a special focus on my recent work looking at the influence of adapting from an employee into an entrepreneurship role. I will also discuss how the perspective that “people are producers and products of social systems” can also apply to other research areas including leadership and organizational socialization.

Short Biography of Dr. Wen-Dong Li
Wen-Dong Li is currently an associate professor at the Department of Management, the Chinese University of Hong Kong. Prior to joining CUHK, he worked as an assistant professor at Kansas State University. He received his Ph.D. from National University of Singapore. His research interests focus on leadership development, proactivity, work design, individual differences, and recently change-related issues in organizational research.

His research has won several awards including the Hogan Award for Personality and Work Performance from the Society for Industrial and Organizational Psychology, and International HRM Scholarly Achievement Award from the Academy of Management. His work has been published in the Journal of Applied Psychology, the Personnel Psychology, and the Leadership Quarterly, and has also been covered in media outlets including the Economist, USA Today, the Telegraph, the Washington Post, and the South China Morning Post. He is an editorial board member for a number of journals including Journal of Applied Psychology, Journal of Management, and Journal of Organizational Behavior.