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Guanxi Dynamics: Shifts in the Closeness of Ties Between Chinese Coworkers

动态关系：同事之间关系亲密程度的变化

Xiao-Ping Chen (陈晓萍) and Siqing Peng (彭泗清)

Scales in Chinese:

工作同事关系亲密程度量表 Guanxi Closeness Scale:

- ⌘ 我们能够相互理解 We understand each other
- ⌘ 我们在工作中互相支持、配合 We support each other at work
- ⌘ 我们在工作中能够充分考虑对方的利益 We keep the other party's interest in mind at work
- ⌘ 在工作中，我们能够互相尊重对方的意见 We respect each other's point of view at work
- ⌘ 对工作中的问题，我们能够充分沟通 We can fully communicate about the problems at work
- ⌘ 我们的性格很相似 We have similar personalities
- ⌘ 我们有共同的兴趣爱好 We have similar interests and hobbies
- ⌘ 我们互相信任对方 We trust each other
- ⌘ 有什么事，我们都会为对方着想

影响工作同事关系的关键事件量表 Critical Incidents Scale:

- ⌘ 该同事帮助您解决工作中的问题
- ⌘ 该同事发现您工作中的漏洞时善意提醒、补救 The colleague kindly reminded you when he/she found the mistakes you made in your work.
- ⌘ 该同事对您的工作给予鼓励 The colleague encouraged your work
- ⌘ 该同事与您工作中很合作 The colleague cooperated well with you at work
- ⌘ 该同事与您在工作中坦诚交流 The colleague communicated with you frankly at work
- ⌘ 该同事与您工作之余一起吃饭、游玩 The colleague had dinner with you and played with you after work
- ⌘ 该同事在生活上主动帮忙 The colleague helped you with your problems at your personal life
- ⌘ 该同事与您一起参加共同爱好的活动 The colleague and you went together to non-work related activities
- ⌘ 该同事打您的小报告 The colleague reported bad things about you
- ⌘ 该同事言行不一 The colleague does not do as said
- ⌘ 该同事在工作中挑肥拣瘦 The colleague only took tasks that would benefit his/her personal interest
- ⌘ 该同事夸大自己的贡献，抢功 The colleague overstated his own contribution

- ⌘ 该同事当众批评你 The colleague criticize you in public
- ⌘ 该同事工作中不配合 The colleague did not cooperate with you at work
- ⌘ 该同事借了您的钱不还 The colleague did not return the money you loaned him/her
- ⌘ 该同事漠视您的要求，不帮忙 The colleague did not provide help when you needed it
- ⌘ 该同事背后说您的坏话 The colleague talked badly about you behind your back