

Title	Cultural Intelligence, Trait Competitiveness and Multicultural Team Outcomes
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Abstract	The present research argues that team members play an important role in team effectiveness. Specifically, the individuals' cultural intelligence and trait competitiveness can contribute to multicultural team outcomes, namely, member satisfaction, role performance and perceived team creativity. Our study provided participants with the opportunity to work interdependently with team members from other cultures on a joint project. It was a quasi-experimental field study that utilized 86 students who were enrolled as Bachelor's degree or Master's degree students or exchange students at a university in Taiwan and worked as part of separate teams assigned with the task of giving a group presentation. Data on cultural intelligence and trait competitiveness were collected before the project. Member satisfaction, role performance and perceived team creativity were assessed at the end of the project. Regression analyses revealed that cultural intelligence predicted team role performance and trait competitiveness led to perceived team creativity. Finally, this research provides managerial implications and suggestions for future research.
Keyword	Cultural Intelligence; Trait Competitiveness; Member Satisfaction; Role Performance; Team Creativity