**To share or not to share, it depends on member-team Conscientiousness Fit**

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**Abstract**

Drawing on research in person-team fit and similarity-attraction in personality, we examined the effects of the (in)congruence between a member’s personality trait of conscientiousness and a team’s composition of conscientiousness on the members’ knowledge sharing behavior. We conducted two studies using data from Taiwan and the United States. Results of the cross-level polynomial regression showed consistent results that when a member and his/her team were congruent with conscientiousness, the member shared more knowledge with teammates. We also found that voice in team moderated the relationship between person-team fit in conscientiousness and knowledge sharing such that higher voice in teams attenuates the positive impact of conscientiousness fit on knowledge sharing. Specially, the higher the voice is, the weaker the impact of conscientiousness fit on knowledge sharing is; whereas the lower the voice is, the stronger the impact of fit on knowledge sharing is. Our study demonstrated that in order to better understand the effect of personality (in our case, conscientiousness) on knowledge sharing in team settings, we need to consider member’s personality and the ways in which the congruence and incongruence between the member and the team personality interplay.

*Keywords*: Conscientiousness, knowledge sharing, person-team fit, cross-level polynomial regression.