Organizational citizenship behaviors (OCB) are workplace activities that exceed an employee’s formal job requirements and contribute to the effective functioning of the organization. We explored the roles of the dispositional traits of individualism and collectivism in the prediction of OCB. The relationship was examined in the context of other constructs known to influence OCB, specifically, motives and identity as an organizational citizen. A total of 367 employees in 24 organizations completed surveys measuring individualism/collectivism, OCB motives, strength of organizational citizen role identity, and amount of OCB. The results showed collectivism to be a significant predictor of Organizational Concern and Prosocial Values motives, role identity, and OCB. Individualism predicted Impression Management motives and was a significant negative predictor of a role identity as one who helps others. The findings are discussed with regard to previous research in OCB.