

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
LGO	50	4.33	7.00	5.8462	.85015
LGOI	50	4.00	7.00	6.0070	.75434
LGOC	50	4.00	7.00	5.8402	.81754
PGOAV	50	1.00	7.00	3.9802	2.04699
PGOAP	50	2.00	7.00	5.2064	1.19871
IMPTH	47	1.00	6.00	3.5528	1.24040
Valid N (listwise)	46				

LGO=LEARNING GOAL (COMPETENCIES)
 LGOI=LEARNING GOAL (INDUSTRY CAREERS)
 LGOC=LEARNING GOAL (COMPANY)
 PGOAV=PERFORMANCE GOAL AVOID
 PGOAP=PERFORMANC GOAL APPROACH
 IMPTH=IMPLICIT THEORY

Elliot & McGregor, JPSP, 2001

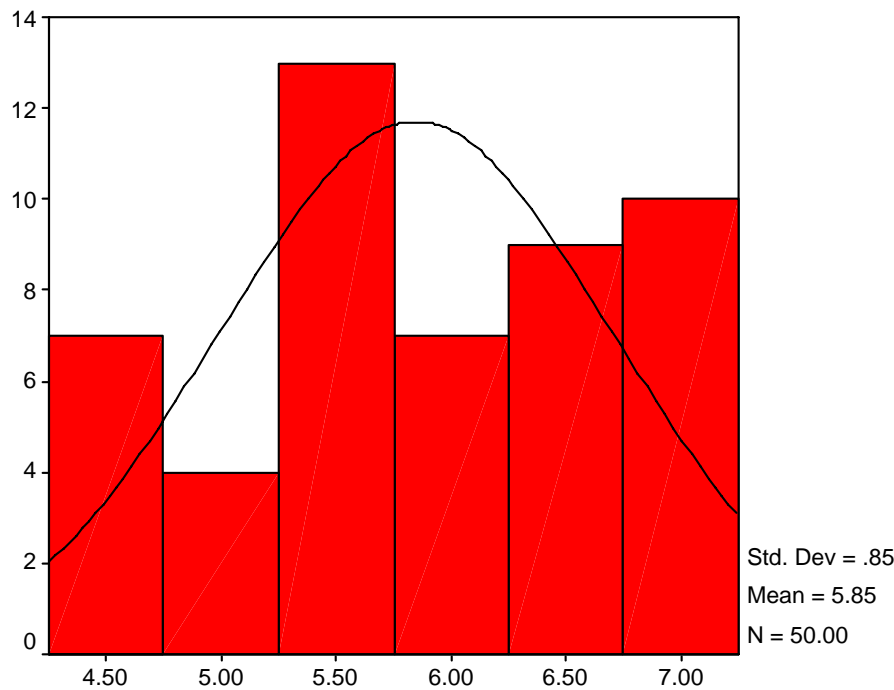
Table 2

Study 1: Descriptive Statistics, Reliabilities, and Intercorrelations Among Variables

Variable	M	SD	Observed range	Possible range	Cronbach's α	Variable				
						1	2	3	4	5
1. Mastery-approach goals	5.52	1.18	1-7	1-7	.87	—				
2. Mastery-avoidance goals	3.89	1.53	1-7	1-7	.89	.35**	—			
3. Performance-approach goals	4.82	1.68	1-7	1-7	.92	.21**	.27**	—		
4. Performance-avoidance goals	4.49	1.67	1-7	1-7	.83	-.05	.36**	.40**	—	
5. Gender						.21**	.05	.08	.00	—

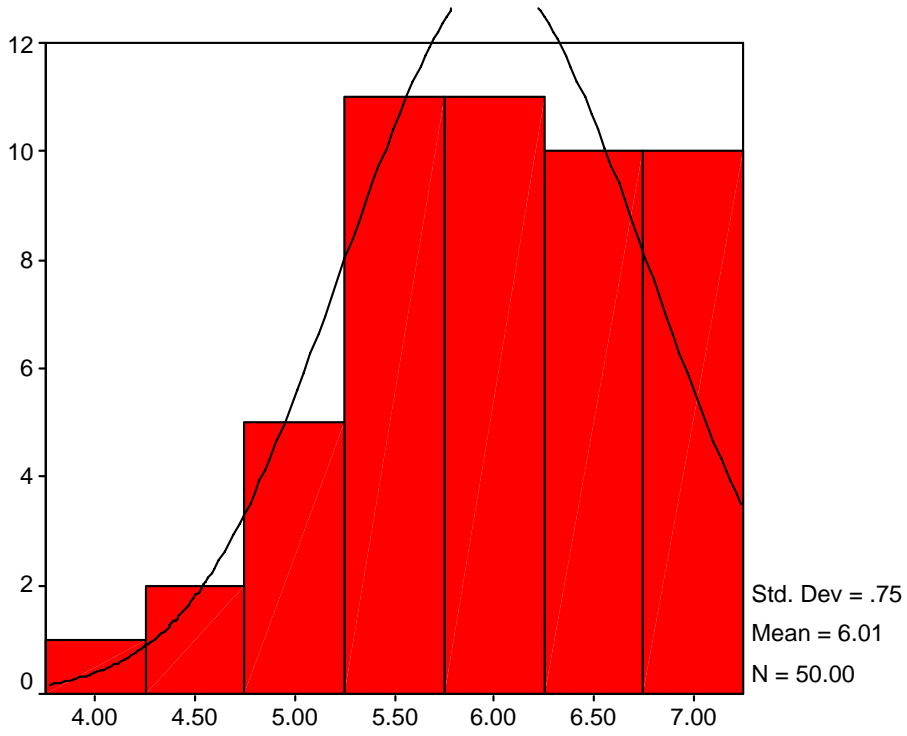
** $p < .01$.

Graph



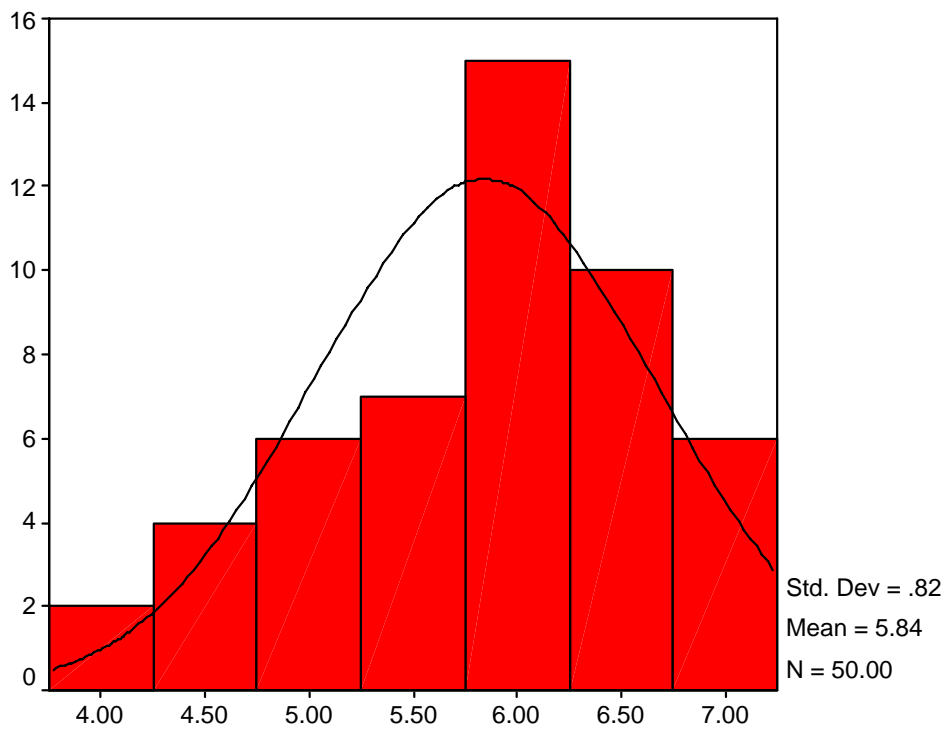
LGO

Graph



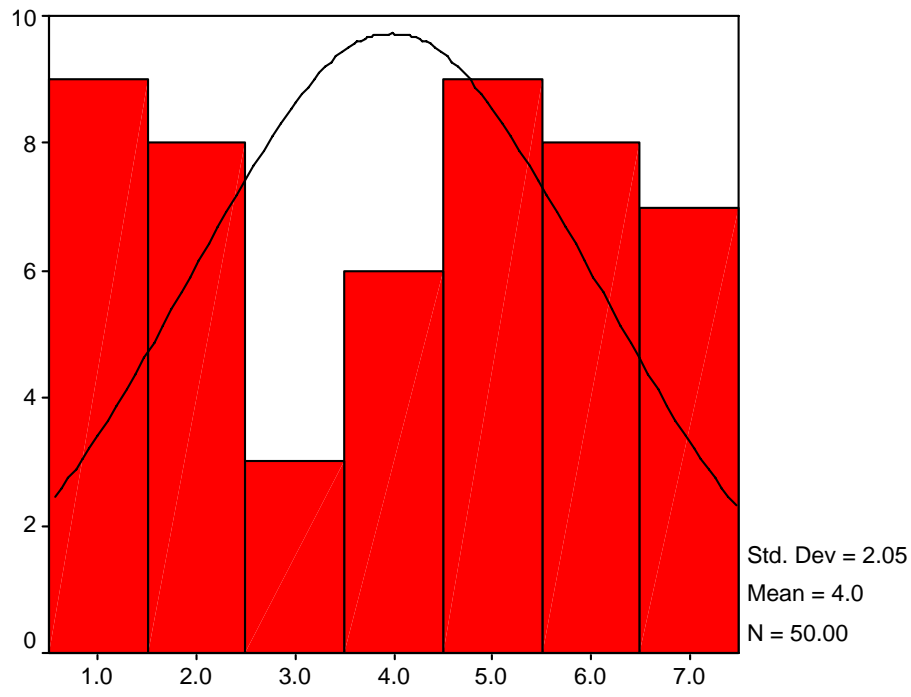
LGOI

Graph



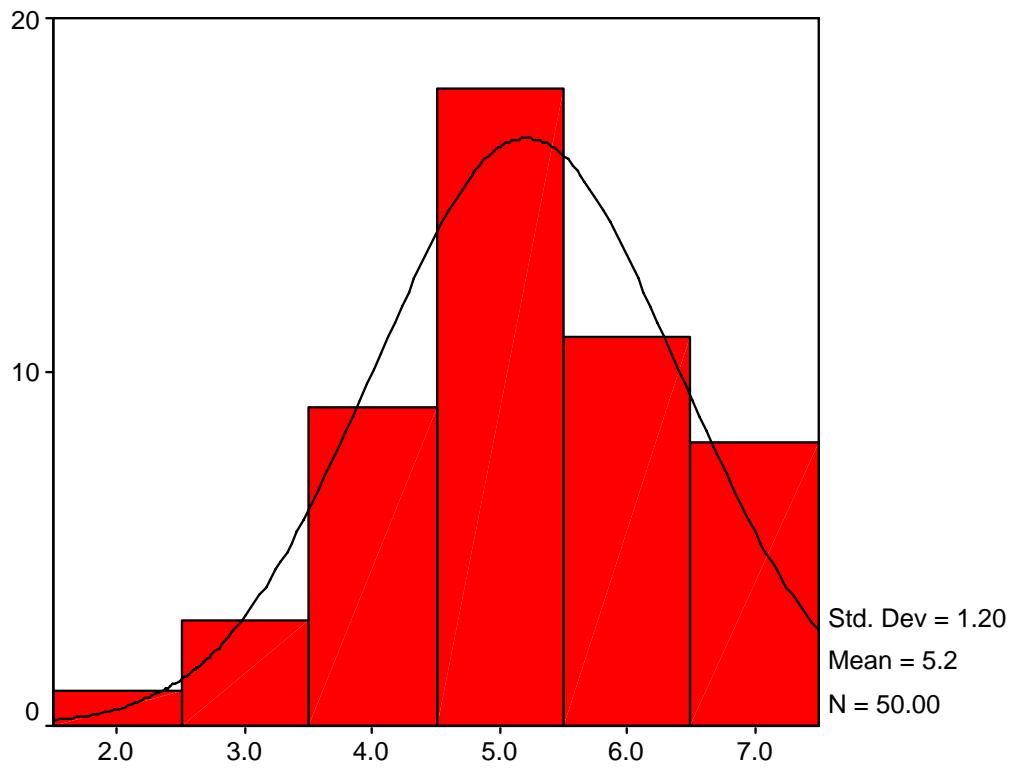
LGOC

Graph



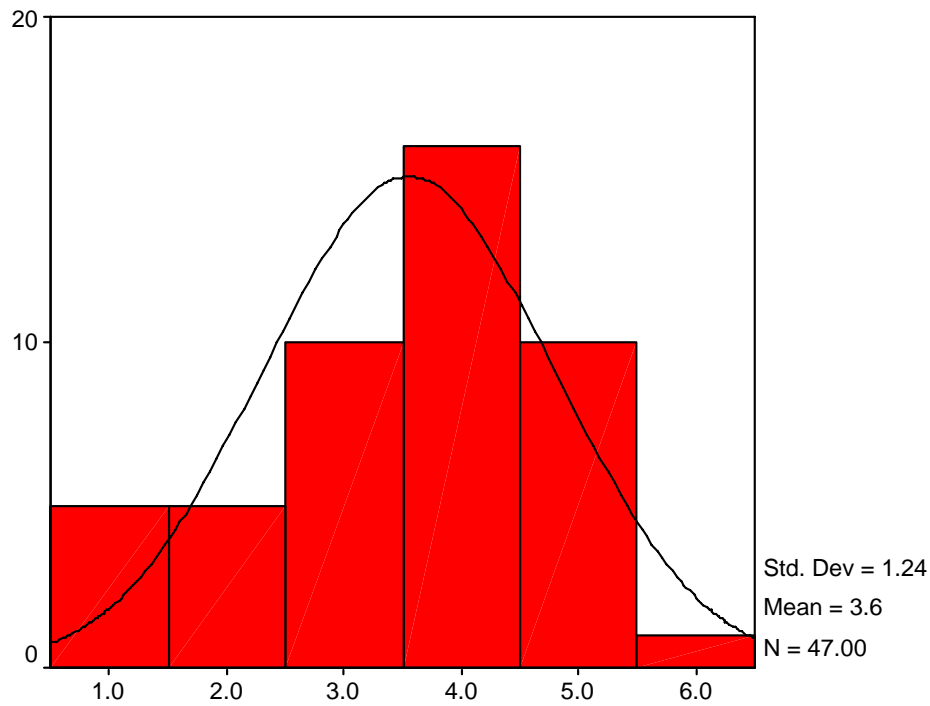
PGOAV

Graph



PGOAP

Graph



IMPTH

Correlations

Correlations

		LGO	LGOI	LGOC	PGOAV	PGOAP	IMPTH
LGO	Pearson Correlation	1	.302(*)	.277	.015	.290(*)	.181
	Sig. (2-tailed)	.	.033	.051	.917	.041	.228
	N	50	50	50	50	50	46
LGOI	Pearson Correlation	.302(*)	1	.447(**)	.042	.330(*)	.361(*)
	Sig. (2-tailed)	.033	.	.001	.774	.019	.014
	N	50	50	50	50	50	46
LGOC	Pearson Correlation	.277	.447(**)	1	.123	.053	.243
	Sig. (2-tailed)	.051	.001	.	.394	.715	.104
	N	50	50	50	50	50	46
PGOAV	Pearson Correlation	.015	.042	.123	1	.075	.221
	Sig. (2-tailed)	.917	.774	.394	.	.606	.140
	N	50	50	50	50	50	46
PGOAP	Pearson Correlation	.290(*)	.330(*)	.053	.075	1	.438(**)
	Sig. (2-tailed)	.041	.019	.715	.606	.	.002
	N	50	50	50	50	50	46
IMPTH	Pearson Correlation	.181	.361(*)	.243	.221	.438(**)	1
	Sig. (2-tailed)	.228	.014	.104	.140	.002	.
	N	46	46	46	46	46	47

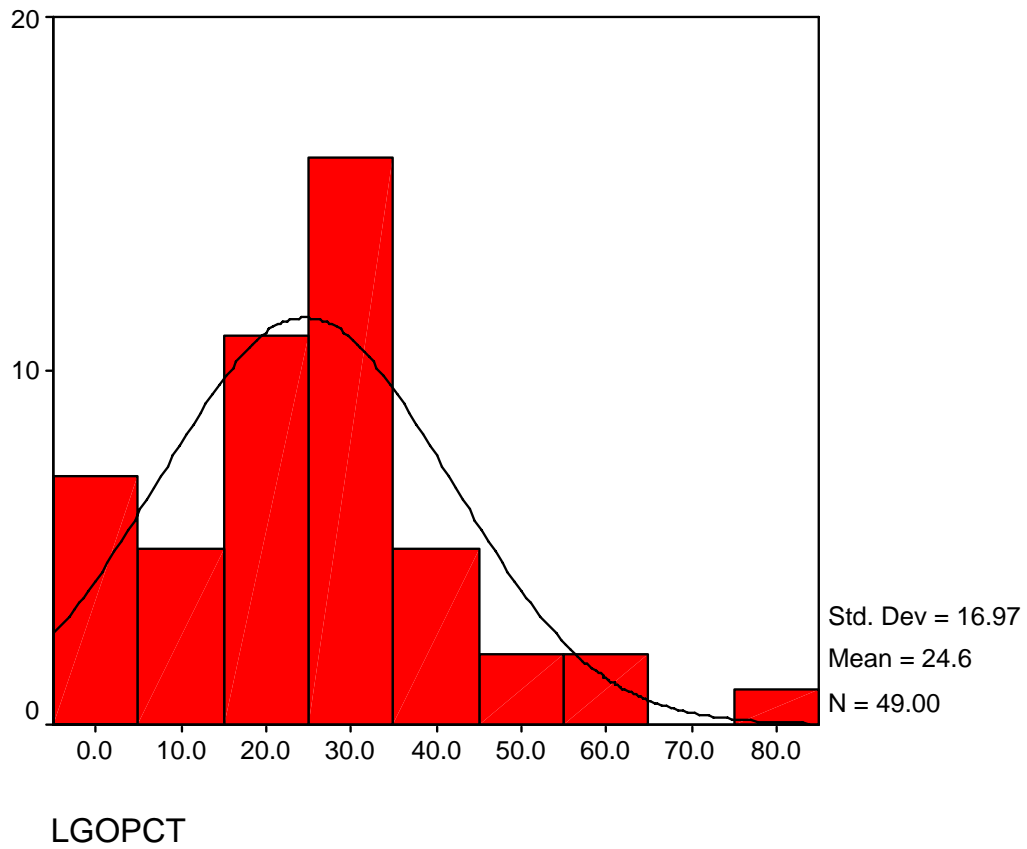
* Correlation is significant at the 0.05 level (2-tailed).

** Correlation is significant at the 0.01 level (2-tailed).

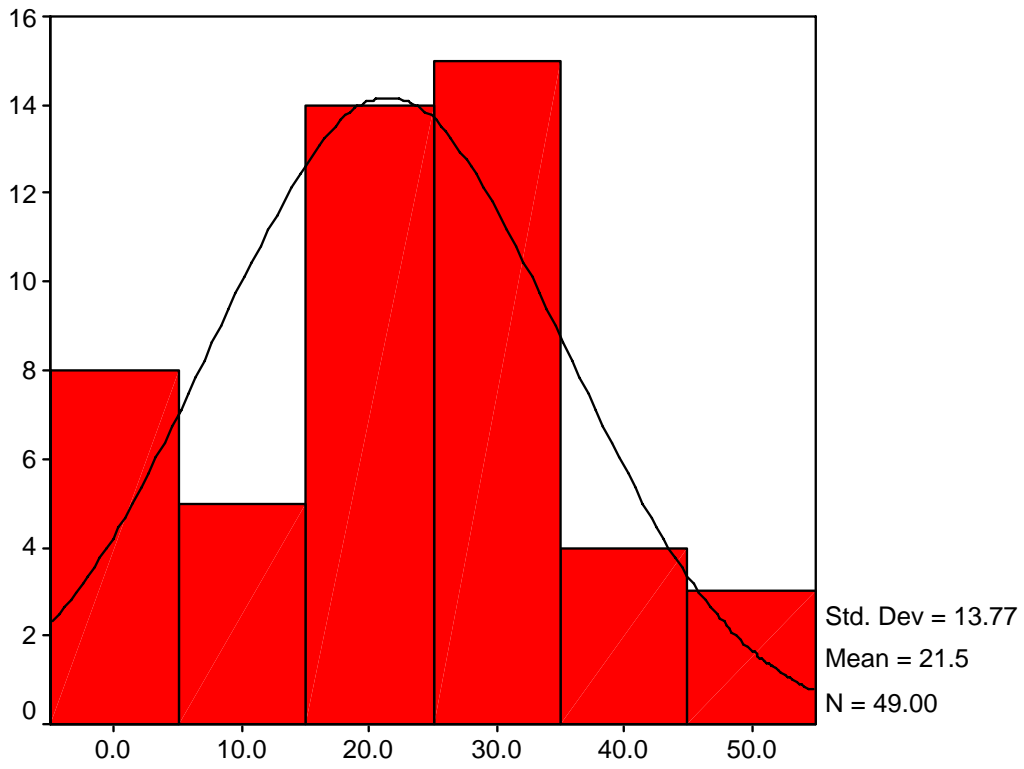
Correlations

THESE ARE SUBJECTS' ALLOCATION OF 100% (PCT) ACROSS 5 GOAL STATEMENTS.

Graph

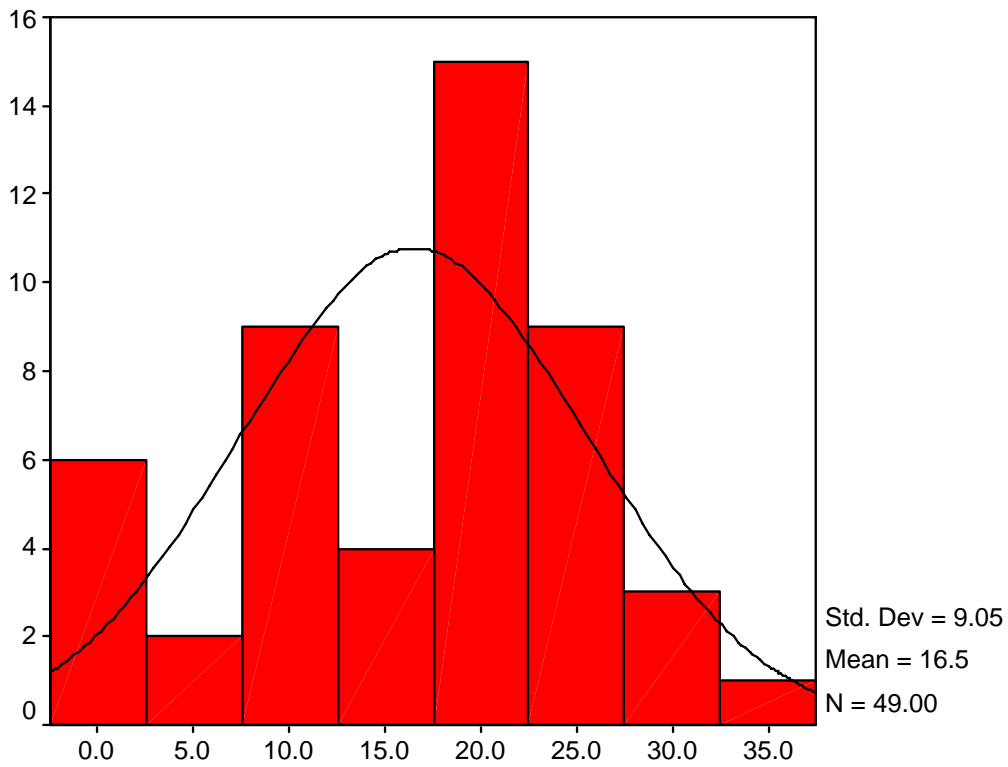


Graph



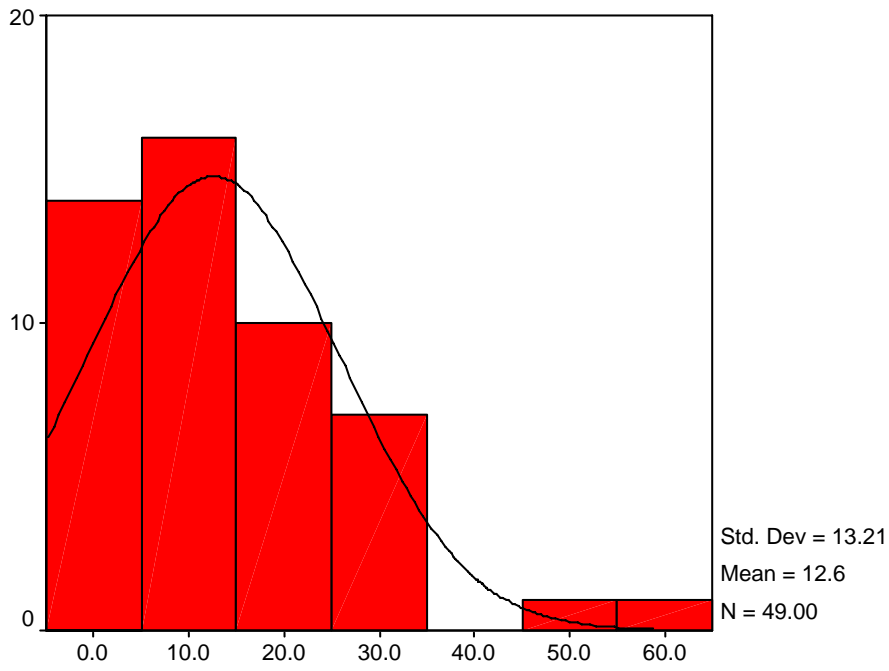
LGOIPCT

Graph



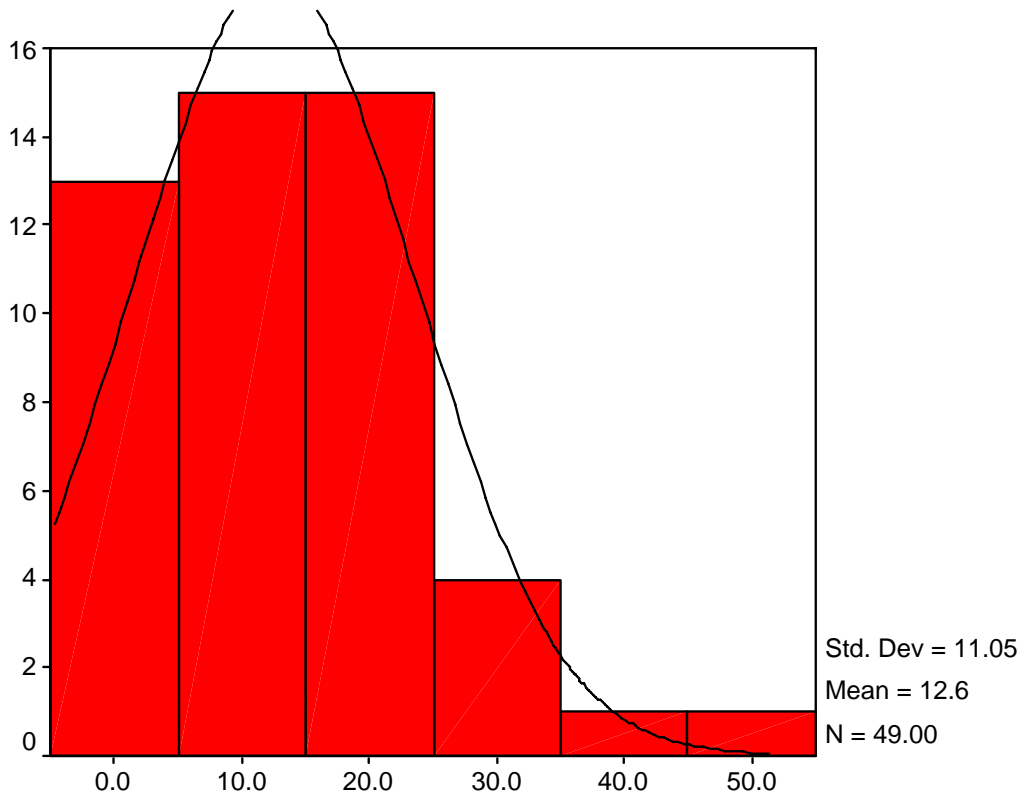
LGOCPCT

Graph



PGOAVPCT

Graph



PGOAPPCT