

September 26th, 2018 Christopher R. Dishop

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Dear Dr. Kraimer, East Lansing, MI 48824-1116

I am very pleased to submit this original article entitled, “Goal Sampling Theory,” to *Personnel Psychology.* In this manuscript, I discuss the core elements of current goal choice theories, unpack their criticisms and weaknesses, and then present goal sampling theory (GST) and describe how it appeases these limitations. I make several unique contributions by doing so, but the largest is my explanation of a mathematical model that captures how goal sampling updates over time. This style of explanation is rare in our literature, but I present each element of the theory sequentially and then show how they are respectively captured in a mathematical model. I believe your readers will find it of great value given the increasing interest in dynamic and process phenomena over the past decade. Other contributions are described in the document.

This paper contains original material, not submitted or in press elsewhere in any form. I have no conflicts of interest to disclose.

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Thank you very much for your consideration,

Christopher R. Dishop