

## Informed Consent

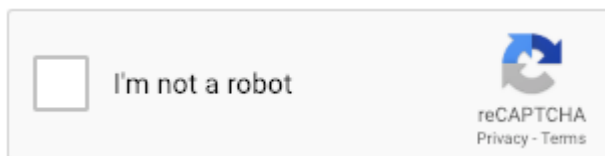
We are interested in people's natural responses to various scenarios and their thoughts and feelings on some issues. In this study that takes about 15-20 minutes, you will be asked to respond to a given scenario and you will also answer some survey questions.

We respect your confidentiality. Your responses will only be used for the purposes of this research by members of the research team.

If you would like to speak to someone about this experiment, you may email the Researcher, [REDACTED]

If you consent to participate in this survey, please click on the button below to indicate your consent and proceed to the next page.

I consent to participate in this survey.



## Scenario Instructions

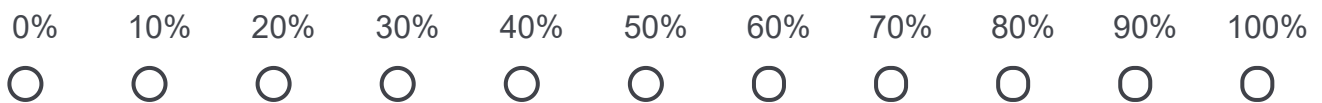
**On the next page, you will be given a scenario to read and asked to describe how you would respond in that situation.**

## Aptitude Scenario Failure

**Imagine that you are a project manager for a company. Recently, your employee submitted a very low quality proposal that you plan to reject. Personally, you believe that the employee has a low aptitude for the work.**

What would you do in this situation?

How likely do you think that future work from this employee would be of high standards?

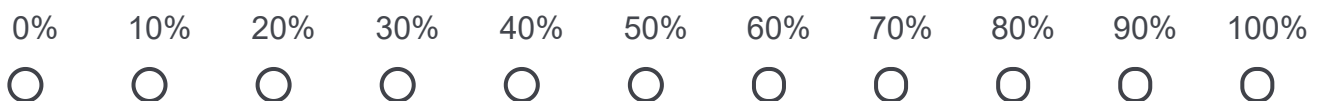


### **Aptitude Scenario Success**

**Imagine that you are a project manager for a company. Recently, your employee submitted a very high quality proposal that you plan to showcase. Personally, you believe that the employee has a high aptitude for the work.**

What would you do in this situation?

How likely do you think that future work from this employee would be of high standards?



### **Effort Scenario Fail**

**Imagine that you are a project manager for a company. Recently, your employee submitted a very low quality proposal that you plan to reject. Personally, you believe that the employee did not put in enough effort to accomplish the work.**

What would you do in this situation?

How likely do you think that future work from this employee would be of high standards?

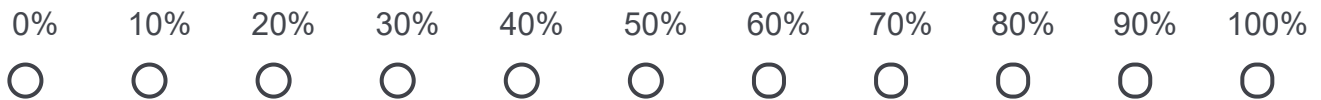
0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### **Effort Scenario Success**

**Imagine that you are a project manager for a company. Recently, your employee submitted a very high quality proposal that you plan to showcase. Personally, you believe that the employee put in a lot of effort to accomplish the work.**

What would you do in this situation?

How likely do you think that future work from this employee would be of high standards?



### Strategy Scenario Fail

**Imagine that you are a project manager for a company. Recently, your employee submitted a very low quality proposal that you plan to reject. Personally, you believe that the employee chose an ineffective strategy to accomplish the work.**

What would you do in this situation?

How likely do you think that future work from this employee would be of high standards?



### Strategy Scenario Success

**Imagine that you are a project manager for a company. Recently, your employee submitted a very high quality proposal that you plan to showcase. Personally, you believe that the employee chose a very effective strategy to accomplish the work.**

What would you do in this situation?

How likely do you think that future work from this employee would be of high standards?

0%    10%    20%    30%    40%    50%    60%    70%    80%    90%    100%

☐    ☐    ☐    ☐    ☐    ☐    ☐    ☐    ☐    ☐    ☐

### Attribution Scale Instructions

**On the next few pages, you will be presented with six causes of success and failure in achievement-related situations: aptitude, effort, mood, task difficulty, luck, and strategy. You will be asked to judge three characteristics of these causes:**

- 1) whether you think they reside within or outside you;**
- 2) whether you think that the causes are stable (constant) over time or whether they change over time; and**
- 3) whether anyone (including you and other people) has control over the causes and can intentionally create change.**

### Aptitude Dimensions

Rate the following cause of achievement/failure along three characteristics:

#### Aptitude

To what extent does aptitude reside inside or outside you?

Inside                      2                      3                      4                      5                      6                      Outside

1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7
<input type="radio"/>						<input type="radio"/>

To what extent does aptitude change over time?

Stable						Variable
1	2	3	4	5	6	7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent is aptitude controllable by you and other people?

Controllable						Uncontrollable
1	2	3	4	5	6	7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Effort Dimensions

Rate the following cause of achievement/failure along three characteristics:

### Effort

To what extent does effort reside inside or outside you?

Inside						Outside
1	2	3	4	5	6	7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent does effort change over time?

Stable						Variable
1	2	3	4	5	6	7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent is effort controllable by you and other people?

Controllable						Uncontrollable
1	2	3	4	5	6	7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Mood Dimensions

Rate the following cause of achievement/failure along three characteristics:

Mood

To what extent does mood reside inside or outside you?

Inside							Outside
1	2	3	4	5	6		7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent does mood change over time?

Stable							Variable
1	2	3	4	5	6		7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent is mood controllable by you and other people?

Controllable							Uncontrollable
1	2	3	4	5	6		7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Strategy Dimensions

Rate the following cause of achievement/failure along three characteristics:

Strategy

To what extent does strategy reside inside or outside you?

Inside							Outside
1	2	3	4	5	6		7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	



To what extent does strategy change over time?

Stable

1

2

3

4

5

6

Variable

7



To what extent is strategy controllable by you and other people?

Controllable

1

2

3

4

5

6

Uncontrollable

7



## Luck Dimensions

Rate the following cause of achievement/failure along three characteristics:

### Luck

To what extent does luck reside inside or outside you?

Inside

1

2

3

4

5

6

Outside

7



To what extent does luck change over time?

Stable

1

2

3

4

5

6

Variable

7



To what extent is luck controllable by you and other people?

Controllable

1

2

3

4

5

6

Uncontrollable

7





## Task Dimensions

Rate the following cause of achievement/failure along three characteristics:

### Difficulty of the task

To what extent does task difficulty reside inside or outside you?

Inside							Outside
1	2	3	4	5	6		7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent does task difficulty change over time?

Stable							Variable
1	2	3	4	5	6		7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent is task difficulty controllable by you and other people?

Controllable							Uncontrollable
1	2	3	4	5	6		7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## SMS

**How often do you ask yourself these questions? There are no right or wrong answers. Please be completely honest.**

In moments when you feel challenged, how often do you ask yourself: "What are things I can do to make myself better at this?"

Never	Rarely	Sometimes	Often	Most of the time
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

When you are struggling with something, how often do you ask yourself: "What can I do to help myself?"

Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Most of the time ☐

Whenever something feels difficult, how often do you ask yourself: "What can I do to get better at this?"

Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Most of the time ☐

When you are stuck on something, how often do you give up on finding ways to help yourself?"

Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Most of the time ☐

Whenever you feel like you are not making progress, how often do you ask yourself: "Is there a better way of doing this?"

Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Most of the time ☐

Whenever you feel frustrated with something, how often do you ask yourself: "How can I do this better?"

Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Most of the time ☐

When you are stuck on something, how often do you ask yourself: "How else can I do this?"

1  
Never ☐ 2 ☐ 3 ☐ 4 ☐ 5  
Most of the time ☐

When you are struggling with something, how often do you ask yourself: "What else can I do differently?"

1				5
Never	2	3	4	Most of the time
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## SMO

**How often do you ask yourself these questions? There are no right or wrong answers. Please be completely honest.**

How much do you believe that you must always keep an eye out for new strategies, even when everything is going well?

Not at all						Extremely strongly
1	2	3	4	5	6	7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How strongly do you believe that you need to constantly be thinking of different ways to approach a problem, even when things are going smoothly?

Not at all						Extremely strongly
1	2	3	4	5	6	7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How important is it to keep searching for different ways of doing things, even when you have already found a solution?

Not at all						Extremely strongly
1	2	3	4	5	6	7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## SO

**Please answer the following questions honestly. There are no right or wrong answers.**

In your opinion, how often do you demonstrate strategy?

Never	Seldom	Sometimes	Most of the time	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In your opinion, how often do you engage in planning?

Never	Seldom	Sometimes	Most of the time	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In your opinion, how often do you think of strategies?

Never	Seldom	Sometimes	Most of the time	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In your opinion, how often do you apply strategy?

Never	Seldom	Sometimes	Most of the time	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Demographics

**This is the final part of the survey. Please share with us a little bit about your background.**

**What is your gender?**

- ☐ Male
- ☐ Female
- ☐ Other

**What is your race/ ethnicity?**

You may select more than one if you identify with more than one.

- ☐ White
- ☐ Hispanic/Latino
- ☐ Black/African American
- ☐ Native American/American Indian
- ☐ Asian/Pacific Islander
- ☐ Other, please specify

**What is your age in years, as of 1st January 2018?****In your own schooling, what is the highest degree you have received?**

- ☐ Elementary School
- ☐ Middle School
- ☐ High School
- ☐ Some College
- ☐ College Degree
- ☐ Masters Degree
- ☐ Professional Degree (e.g., J.D., Ph.D.)

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