

Office for Research and Sponsored Programs

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Debriefing Form—The Influence of Positive and Negative Verbal Feedback on Motivation in a Timed and Repeated Task

Thank you for agreeing to participate in this study! This form describes the background and purpose of this study in more detail. Although the cover story indicated interest in motivation on timed tasks, the primary purpose of this study was to investigate the effects of positive and negative verbal feedback on intrinsic motivation. Some researchers argue that tangible extrinsic rewards can undermine existing intrinsic motivation (e.g., Deci, 1971; Kruglanski, Friedman, & Zeevi, 1971; Lepper, Greene & Nisbett, 1973). However, intangible extrinsic rewards, such as verbal praise, can be effective (Breckler, Olson, & Wiggins, 2006). According to Breckler et al. (2006), it is more effective to praise a child for effort than for ability.

We invited people from our local communities who were at least 18 years old and fluent in English. In this study, you filled out the IMI I questionnaire, which measured the level of your intrinsic motivation (high or low). For confidentiality purposes, the researchers do not know whether you were in the high or low intrinsic motivation group. You were then given 3 minutes to complete as many tangrams as possible. When 3 minutes expired, you received either positive or negative feedback, based on random assignment. Afterwards, you had the option to repeat the task again with a new set of tangrams. To further investigate how positive or negative feedback influenced this decision, you received the IMI II upon consent. The IMI II compared motivation levels to IMI I results. At the end of the task(s), you were given the GVF to gauge how genuine you thought the verbal feedback was. Based on a study by Akin-Little, Lovett, and Little (2004), the perception of genuine feedback influences the effect of verbal feedback.

Your participation is not only greatly appreciated by the researchers involved, but the data collected could contribute to the understanding of positive verbal feedback. This may be useful knowledge for employers, parents or those in supervisory roles. Thanks again for participating!

Who To Contact

If you are interested in learning more about this study or have questions, you can contact this study's primary researchers, whose names and contact information are at the top of this form, or the

faculty advisor (William Knapp at wknapp@eou.edu). If you believe that any of your rights have been violated, you should contact the Chair of the University's Institutional Review Board: Charles Lyons at clyons@eou.edu.

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