

TABLE 5.1 Sample Items from a Scale Used to Measure Individual Differences in Goal Orientations

	Never or Almost Never True of Me	Rarely True of Me	Sometimes True of Me	Always or Almost Always True of Me
1. I enjoy tackling problems that are completely new to me.	1	2	3	4
2. I enjoy trying to solve complex problems.	1	2	3	4
3. The more difficult the problem, the more I enjoy trying to solve it.	1	2	3	4
4. I want my work to provide me with opportunities for increasing my knowledge and skills.	1	2	3	4
5. What matters most to me is enjoying what I do.	1	2	3	4
6. I believe there is no point in doing a good job if nobody else knows about it.	1	2	3	4
7. I am strongly motivated by the grades I earn.	1	2	3	4
8. To me, success means doing better than other people.	1	2	3	4
9. I prefer having someone set clear goals for me in my work.	1	2	3	4
10. I am strongly motivated by the recognition I can earn from other people.	1	2	3	4

Source: Amabile Hill, Hennessey, and Tighe (1994).