A Model of Motivational Spillover: When One Thing Leads to Another

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Abstract

Few studies have examined whether performance feedback on a given task can have implications for motivational processes on an altogether distinct task. The present study proposes and tests a model for motivational spillover in a goal-setting context. Participants (N = 201) were provided with goal-performance discrepancy feedback (GPD) on a creativity task (CT) and were subsequently asked to complete an unrelated stock-predicting task (SPT). Results indicate that GPD feedback on the CTs was positively associated with positive affect such that negative GPDs resulted in low levels of positive affect and positive GPDs resulted in high levels of positive affect. This positive affect was in turn positively related to self-efficacy for the SPT. Self-efficacy was positively associated with personal goals, and goals were positively related to performance on the SPT. These findings provide initial evidence for the occurrence of positive and negative motivational spillover in a natural performance setting.

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Dedication

I would like to dedicate this dissertation to Nery and Carlos. You have always inspired me to reach high and work hard for my dreams. I am grateful to have parents like you.

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