

# PSYCHOLOGY FIRST YEAR STUDENTS

2<sup>nd</sup> Semester 2000

## BYLAAG A MEETINSTRUMENT

The findings of this instrument. The aim of this questionnaire is to determine the relationship between each student's individual learning strategies, learning approach and their perception of the role of the development of a research instrument in the process of learning based on business process flow in practice.

1. Please indicate your response to each of the questions. Please to indicate the extent to which you agree or disagree with the statement. Do not mark any questions as not answered. You will be asked what you think the right answer should be if there are no right or wrong answers.

2. Please indicate your response to each of the questions. Please to indicate the extent to which you agree or disagree with the statement. Do not mark any questions as not answered. You will be asked what you think the right answer should be if there are no right or wrong answers.

3. All the information that you provide is confidential and will remain so. The results will be published as part of a doctoral thesis, but no identification of any student or student number will be published. The researcher will be working with student numbers only during the research process, and no information whatsoever regarding any student will be given to any other party who is not involved in the research process of this study.

Your willingness to participate is highly appreciated. The findings of this research project will be helpful in further development and structuring of future research for subsequent studies.

## PSYCHOLOGY FIRST YEAR STUDENTS

2<sup>nd</sup> Semester 2000

This handout consists of 5 questionnaires. The aim of these questionnaires is to determine the relationship between each student's individual learning strategies, learning styles and learning approaches, and forms part of a research project on the development of a model to assist learners at university level to become more efficient learners.

1. It will take approximately 70 minutes to complete all the questions. Please try to complete this in one go, and answer the questions as honestly as possible. Do not answer the questions on how you would like to be or what you think the right answer should be – there are no right or wrong answers.
2. Please complete each questionnaire as accurately as possible by answering **all** the questions. Mark the single appropriate answer to each question/statement with an X. Work as quickly as possible without being careless.
3. All the information collected are strictly confidential, and will remain so. The results will be published as part of a doctoral thesis, but no mentioning of any name or student number will be published. The researcher will be working with student numbers only during the statistical analysis, and no information whatsoever regarding any student will be given to any other party who is not involved in the statistical analysis of these findings.

Your willingness to participate is highly appreciated. The findings of this research project will be helpful in further development and structuring of course material for university students.

## BIOGRAPHICAL INFORMATION

**Office use only**

**STUDENT NUMBER:** \_\_\_\_\_

Gender                      Male                     

                                    Female                     

Home language            English                     

                                    Afrikaans                     

                                    Other                             

Year of Matriculation                      19

Matriculation- score                             

V1

V2

V3

V4

V5

## Metacognitive Awareness Inventory

### Instructions

1. On the following page is a table with 52 statements.
2. Indicate after each statement which response is the *most descriptive* of your approach to your studies by circling the most appropriate rating.
3. Apply the following scale when responding to the statements:
  5. Almost always true of me
  4. Frequently true of me
  3. True of me about half the time
  2. Sometimes true of me
  1. Never or rarely true of me
4. Please ensure that you answer all the questions.

1. I ask myself periodically if I am meeting my goals.	1 2 3 4 5	V6
2. I consider several alternatives to a problem before I answer.	1 2 3 4 5	V7
3. I try to use strategies that have worked in the past.	1 2 3 4 5	V8
4. I pace myself while learning in order to have enough time.	1 2 3 4 5	V9
5. I understand my intellectual strengths and weaknesses.	1 2 3 4 5	V10
6. I think about what I really need to learn before I begin a task.	1 2 3 4 5	V11
7. I know how well I did once I finish a test.	1 2 3 4 5	V12
8. I set specific goals before I begin a task.	1 2 3 4 5	V13
9. I slow down when I encounter important information.	1 2 3 4 5	V14
10. I know what kind of information is most important to learn.	1 2 3 4 5	V15
11. I ask myself if I have considered all options while solving a problem.	1 2 3 4 5	V16
12. I am good at organizing information.	1 2 3 4 5	V17
13. I consciously focus my attention on important information.	1 2 3 4 5	V18
14. I have a specific purpose for each strategy I use.	1 2 3 4 5	V19
15. I learn best when I know something about the topic.	1 2 3 4 5	V20
16. I know what the lecturer expects me to learn.	1 2 3 4 5	V21
17. I am good at remembering information.	1 2 3 4 5	V22
18. I use different learning strategies depending on the	1 2 3 4 5	V23

situation.						
19. I ask myself if there was an easier way to do things after I finish a task.	1	2	3	4	5	V24
20. I have control over how well I learn.	1	2	3	4	5	V25
21. I periodically review to help me understand important relationships.	1	2	3	4	5	V26
22. I ask myself questions about the material before I begin.	1	2	3	4	5	V27
23. I think of several ways to solve a problem and choose the best one.	1	2	3	4	5	V28
24. I summarize what I've learned after I finish.	1	2	3	4	5	V29
25. I ask others for help when I don't understand something.	1	2	3	4	5	V30
26. I can motivate myself to learn when I need to.	1	2	3	4	5	V31
27. I am aware of what strategies I use when I study.	1	2	3	4	5	V32
28. I find myself analyzing the usefulness of strategies while I study.	1	2	3	4	5	V33
29. I use my intellectual strengths to compensate for my weaknesses.	1	2	3	4	5	V34
30. I focus on the meaning and significance of new information.	1	2	3	4	5	V35
31. I create my own examples to make information more meaningful.	1	2	3	4	5	V36
32. I am a good judge of how well I understand something.	1	2	3	4	5	V37
33. I find myself using helpful learning strategies automatically.	1	2	3	4	5	V38
34. I find myself pausing regularly to check my comprehension.	1	2	3	4	5	V39
35. I know when each strategy I use will be most effective.	1	2	3	4	5	V40
36. I ask myself how well I accomplished my goals once I'm finished.	1	2	3	4	5	V41
37. I draw pictures or diagrams to help me understand while learning.	1	2	3	4	5	V42
38. I ask myself if I have considered all options after I solve a problem.	1	2	3	4	5	V43

39. I try to translate new information into my own words.	1	2	3	4	5	V44
40. I change strategies when I fail to understand.	1	2	3	4	5	V45
41. I use the organizational structure of the text to help me learn.	1	2	3	4	5	V46
42. I read instructions carefully before I begin a task.	1	2	3	4	5	V47
43. I ask myself if what I'm reading is related to what I already know.	1	2	3	4	5	V48
44. I reevaluate my assumptions when I get confused.	1	2	3	4	5	V49
45. I organize my time to best accomplish my goals.	1	2	3	4	5	V50
46. I learn more when I am interested in the topic.	1	2	3	4	5	V51
47. I try to break studying down into smaller steps.	1	2	3	4	5	V52
48. I focus on overall meaning rather than specifics.	1	2	3	4	5	V53
49. I ask myself questions about how well I am doing while I am learning something new.	1	2	3	4	5	V54
50. I ask myself if I learned as much as I could have once I finish a task.	1	2	3	4	5	V55
51. I stop and go back over new information that is not clear.	1	2	3	4	5	V56
52. I stop and reread when I get confused.	1	2	3	4	5	V57

## Learning and Study Strategies Questionnaire (LASSI)

### Instructions

1. On the following pages is a table with 77 statements.
2. Indicate after each statement which response is the *most descriptive* of your approach to your studies by circling the most appropriate rating.
3. Apply the following scale when responding to the statements:
  5. **Very much typical of me**
  4. **Fairly typical of me**
  3. **Somewhat typical of me**
  2. **Not very typical of me**
  1. **Not at all typical of me**
4. Please ensure that you answer **all** the questions.

1. I worry that I will flunk out of university	5 4 3 2 1	V58
2. I am able to distinguish between more important and less important information during a lecture	5 4 3 2 1	V59
3. I find it hard to stick to a study schedule	5 4 3 2 1	V60
4. After a class, I review my notes to help me understand the information	5 4 3 2 1	V61
5. I don't care if I finish university as long as I find a husband/wife	5 4 3 2 1	V62
6. I find that during lectures I think of other things and don't really listen to what is being said.	5 4 3 2 1	V63
7. I use special study helps, such as italics and headings, that are in my textbook	5 4 3 2 1	V64
8. I try to identify the main points when I listen to lectures	5 4 3 2 1	V65
9. I get discouraged because of low grades	5 4 3 2 1	V66
10. I am up-to-date in my class assignments	5 4 3 2 1	V67
11. Problems outside of university - being in love, financial difficulties, conflict with parents, etc. - cause me to neglect my study work.	5 4 3 2 1	V68
12. I try to think through a topic and decide what I am supposed to learn from it rather than just read it over when studying	5 4 3 2 1	V69
13. Even when study materials are dull and uninteresting, I manage to keep working until I finish	5 4 3 2 1	V70
14. I feel confused and undecided as to what my educational goals should be	5 4 3 2 1	V71
15. I learn new words or ideas by visualizing a situation in which they occur	5 4 3 2 1	V72
16. I come to class unprepared	5 4 3 2 1	V73
17. When preparing for an exam, I create questions that I think might be included	5 4 3 2 1	V74
18. I would rather not be at university	5 4 3 2 1	V75
19. My underlining is helpful when I review text material	5 4 3 2 1	V76
20. I do poorly on tests because I find it hard to plan my work within a short period of time	5 4 3 2 1	V77
21. I try to identify potential test questions when reviewing my	5 4 3 2 1	V78

class material		
22. I only study when there is the pressure of a test	5 4 3 2 1	V79
23. I translate what I am studying into my own words	5 4 3 2 1	V80
24. I compare class notes with other students to make sure my notes are complete	5 4 3 2 1	V81
25. I am very tense when I study	5 4 3 2 1	V82
26. I review my notes before the next class	5 4 3 2 1	V83
27. I am unable to summarize what I have just heard in a lecture or read in a textbook	5 4 3 2 1	V84
28. I work hard to get a good grade, even when I don't like a course	5 4 3 2 1	V85
29. I often feel like I have little control over what happens to me at university	5 4 3 2 1	V86
30. I stop periodically while reading and mentally go over or review what was said.	5 4 3 2 1	V87
31. Even when I am well prepared for a test, I feel very anxious.	5 4 3 2 1	V88
32. When I am studying a topic I try to make everything fit together logically	5 4 3 2 1	V89
33. I talk myself into believing some excuse for not doing a study assignment	5 4 3 2 1	V90
34. When I study, I have trouble figuring out just what to do to learn the material	5 4 3 2 1	V91
35. When I begin an examination, I feel pretty confident that I will do well	5 4 3 2 1	V92
36. When it comes to studying, procrastination is a problem for me	5 4 3 2 1	V93
37. I check to see if I understand what the instructor is saying during the lecture	5 4 3 2 1	V94
38. I do not care about getting a general education, I just want to get a good job	5 4 3 2 1	V95
39. I am unable to concentrate well because of restlessness or moodiness	5 4 3 2 1	V96
40. I try to find relationships between what I am learning and what I already know	5 4 3 2 1	V97
41. I set high standards for myself at university	5 4 3 2 1	V98
42. I end up "cramming" for almost every test	5 4 3 2 1	V99
43. I find it hard to pay attention during lectures	5 4 3 2 1	V100
44. I key in on the first and/or last sentences of most paragraphs when reading my text.	5 4 3 2 1	V101
45. I only study the subjects I like	5 4 3 2 1	V102
46. I am distracted from my studies very easily	5 4 3 2 1	V103
47. I try to relate what I am studying to my own experiences	5 4 3 2 1	V104
48. I make good use of daytime study hours between classes	5 4 3 2 1	V105
49. When work is difficult I either give up or study only the easy parts'	5 4 3 2 1	V106
50. I make drawings or sketches to help me understand what I am studying	5 4 3 2 1	V107
51. I dislike most of the work in my classes	5 4 3 2 1	V108
52. I have trouble understanding just what a test question is asking	5 4 3 2 1	V109



53. I make simple charts, diagrams, or tables to summarize material in my courses	5	4	3	2	1	V110
54. Worrying about doing poorly interferes with my concentration on tests	5	4	3	2	1	V111
55. I don't understand some course material because I don't listen carefully	5	4	3	2	1	V112
56. I read textbooks assigned for my classes	5	4	3	2	1	V113
57. I feel very panicky when I take an important test	5	4	3	2	1	V114
58. When I decide to study, I set aside a specific length of time and stick to it	5	4	3	2	1	V115
59. When I take a test, I often realize I have studied the wrong material	5	4	3	2	1	V116
60. It is hard for me to decide what is important to underline in a text	5	4	3	2	1	V117
61. I concentrate fully when studying	5	4	3	2	1	V118
62. I use the chapter headings as a guide to identify important points in my reading	5	4	3	2	1	V119
63. I get so nervous and confused when taking an examination that I fail to answer questions to the best of my ability.	5	4	3	2	1	V120
64. I memorize grammatical rules, technical terms, formulas, etc., without understanding them.	5	4	3	2	1	V121
65. I test myself to be sure I know the material I have been studying.	5	4	3	2	1	V122
66. I put off studying more than I should.	5	4	3	2	1	V123
67. I try to see how what I am studying would apply to my everyday living.	5	4	3	2	1	V124
68. My mind wanders a lot when I study.	5	4	3	2	1	V125
69. In my opinion, what is taught in my courses is not worth learning	5	4	3	2	1	V126
70. I go over homework assignments when reviewing class materials	5	4	3	2	1	V127
71. I have difficulty adapting my studying to different types of courses.	5	4	3	2	1	V128
72. Often when studying I seem to get lost in details	5	4	3	2	1	V129
73. When they are available, I attend tutorial sessions	5	4	3	2	1	V130
74. I tend to spend so much time with friends that my coursework suffers	5	4	3	2	1	V131
75. In taking tests, writing themes, etc. I often find I have misunderstood what is wanted by the lecturer and lose points because of it	5	4	3	2	1	V132
76. I try to interrelate themes of what I am studying	5	4	3	2	1	V133
77. I have difficulty identifying the important points in my readings	5	4	3	2	1	V134

## Bigg's Study Process Questionnaire

### Instructions

1. On the following pages is a table with 42 statements.
2. Indicate after each statement which response is the *most descriptive* of your approach to your studies by circling the most appropriate rating.
3. Apply the following scale when responding to the statements:
  5. Almost always true of me
  4. Frequently true of me
  3. True of me about half the time
  2. Sometimes true of me
  1. Never or rarely true of me

1. I chose my present courses largely with a view to the job situation when I graduate rather than out of their intrinsic interest to me.	5 4 3 2 1	V135
2. I find that at times studying gives me a feeling of deep personal satisfaction.	5 4 3 2 1	V136
3. I want top grades in most or all of my courses so that I will be able to select from among the best positions available when I graduate.	5 4 3 2 1	V137
4. I think browsing around is a waste of time, so I only study seriously what's given out in class or in the course outlines.	5 4 3 2 1	V138
5. While I am studying, I often think of real life situations to which the material that I am learning would be useful.	5 4 3 2 1	V139
6. I summarize suggested readings and include these as part of my notes on a topic.	5 4 3 2 1	V140
7. I am discouraged by a poor mark on a test and worry about how I will do on the next test.	5 4 3 2 1	V141
8. While I realize that truth is forever changing as knowledge is increasing, I feel compelled to discover what appears to me to be the truth at this time.	5 4 3 2 1	V142
9. I have a strong desire to excel in all my studies.	5 4 3 2 1	V143
10. I learn some things by rote, going over and over them until I know them by heart.	5 4 3 2 1	V144
11. In reading new material I often find that I'm continually reminded of material I already know and see the latter in a new light.	5 4 3 2 1	V145
12. try to work consistently throughout the term and review regularly when the exams are close.	5 4 3 2 1	V146
13. Whether I like it or not, I can see that further education is a good way for me to get a well paid or secure job.	5 4 3 2 1	V147
14. I feel that virtually any topic can be highly interesting once I get into it	5 4 3 2 1	V148
15. I would see myself basically as an ambitious person and want to get to the top, whatever I do	5 4 3 2 1	V149
16. I tend to choose subjects with a lot of factual content rather than theoretical kinds of-subjects	5 4 3 2 1	V150
17. I find that I have to do enough work on a topic so that I can form my own point of view before I am satisfied.	5 4 3 2 1	V151
18. I try to do all of my assignments as soon as possible after they are given out	5 4 3 2 1	V152

19. Even when I have studied hard for a test, I worry that I may not be able to do well in it	5 4 3 2 1	V153
20 I find that studying academic topics can at times be as exciting as a good novel or movie	5 4 3 2 1	V154
21. If it came to the point, I would be prepared to sacrifice immediate popularity with my fellow students for success in my studies and subsequent career.	5 4 3 2 1	V155
22. I generally restrict any study to what is specifically set as I think it is unnecessary to do anything else	5 4 3 2 1	V156
23. I try to relate what I have learned in one subject to that in another.	5 4 3 2 1	V157
24. After a lecture I reread my notes to make sure they are legible and that I understand them.	5 4 3 2 1	V158
25. Lecturers shouldn't expect students to spend significant amounts of time studying material everyone knows won't be examined.	5 4 3 2 1	V159
26. I usually become increasingly absorbed in my work the more I do.	5 4 3 2 1	V160
27. One of the most important considerations in choosing a course is whether or not I will be able to get top marks in it.	5 4 3 2 1	V161
28. I learn best from lecturers who work from carefully prepared notes and outline major points neatly on the blackboard	5 4 3 2 1	V162
29. I find most new topics interesting and often spend extra time trying to obtain more information about them.	5 4 3 2 1	V163
30. I test myself on important topics until I understand them completely.	5 4 3 2 1	V164
31. I almost resent having to spend a further three or four years studying after leaving school, but feel that the end results will make it all worthwhile.	5 4 3 2 1	V165
32. I strongly believe that my main aim in life is to discover my own philosophy and belief system and to act strongly in accordance with it.	5 4 3 2 1	V166
33. I see getting high grades as a kind of competitive game, and I play to win.	5 4 3 2 1	V167
34. I find it best to accept the statements and ideas of my lecturers and question them only under special circumstances	5 4 3 2 1	V168
35. I spend a lot of my free time finding out more about interesting topics which have been discussed in different classes.	5 4 3 2 1	V169
36. I make a point of looking at most of the suggested readings that go with the lectures.	5 4 3 2 1	V170
37. I am at university mainly because I feel that I will be able to obtain a better job if I have a tertiary qualification.	5 4 3 2 1	V171
38. My studies have changed my views about such things as politics, my religion, and my philosophy of life.	5 4 3 2 1	V172
39. I believe that society is based on competition and schools and universities should reflect this.	5 4 3 2 1	V173
40. I am very aware that lecturers know a lot more than I do and so I concentrate on what they say as important rather than rely on my own judgment.	5 4 3 2 1	V174
41. I try to relate new material, as I am reading it, to what I already know on that topic.	5 4 3 2 1	V175
42. I keep neat, well-organized notes for most subjects	5 4 3 2 1	V176

## Kolb's Learning Style Inventory

(normative adaption)

### Instructions

1. On the following pages is a table with 48 statements.
2. Indicate after each statement which response is the *most descriptive* of your approach to your studies by circling the most appropriate rating.
3. Apply the following scale when responding to the statements:
  5. Almost always true of me
  4. Frequently true of me
  3. True of me about half the time
  2. Sometimes true of me
  1. Never or rarely true of me
4. Please ensure that you answer all the questions.

1. When I learn I like to deal with my feelings	5 4 3 2 1	V177
2. I learn best when I listen and watch carefully.	5 4 3 2 1	V178
3. When I am learning I am quiet and reserved.	5 4 3 2 1	V179
4. I learn by thinking.	5 4 3 2 1	V180
5. When I learn I like to try things out.	5 4 3 2 1	V181
6. When I am learning I am a logical person.	5 4 3 2 1	V182
7. I learn best from personal relationships.	5 4 3 2 1	V183
8. When I learn I like ideas and theories.	5 4 3 2 1	V184
9. When I learn I take my time before acting.	5 4 3 2 1	V185
10. I learn best when I rely on my ideas.	5 4 3 2 1	V186
11. When I am learning I am a rational person.	5 4 3 2 1	V187
12. When I am learning I am a responsible person.	5 4 3 2 1	V188
13. When I learn I like to be active.	5 4 3 2 1	V189
14. I learn best when I rely on my feelings.	5 4 3 2 1	V190
15. When I learn I feel personally involved in things.	5 4 3 2 1	V191
16. When I am learning I am an observing person.	5 4 3 2 1	V192
17. I learn best when I work hard to get things done.	5 4 3 2 1	V193
18. I learn best when I am receptive and open-minded.	5 4 3 2 1	V194
19. When I learn I evaluate things.	5 4 3 2 1	V195
20. I learn best when I am practical.	5 4 3 2 1	V196
21. When I learn I like to watch and listen.	5 4 3 2 1	V197
22. I learn by doing.	5 4 3 2 1	V198
23. I learn best from a chance to try out and practice.	5 4 3 2 1	V199
24. When I am learning I am an accepting person.	5 4 3 2 1	V200

25. I learn best when I am careful.	5	4	3	2	1	V201
26. When I learn I like to observe.	5	4	3	2	1	V202
27. When I learn I look at all sides of issues.	5	4	3	2	1	V203
28. When I am learning I tend to reason things out.	5	4	3	2	1	V204
29. When I learn I am open to new experiences.	5	4	3	2	1	V295
30. I learn best when I rely on my observations.	5	4	3	2	1	V206
31. When I learn I get involved.	5	4	3	2	1	V207
32. I learn best when I analyze ideas.	5	4	3	2	1	V208
33. When I am learning I am an intuitive person.	5	4	3	2	1	V209
34. I learn by feeling.	5	4	3	2	1	V210
35. I learn best when I can try things out for myself.	5	4	3	2	1	V211
36. When I am learning I am a reserved person.	5	4	3	2	1	V212
37. I learn best from observation.	5	4	3	2	1	V213
38. When I learn I like to see results from my work.	5	4	3	2	1	V214
39. I learn best when I trust my hunches and feelings.	5	4	3	2	1	V215
40. When I am learning I am an active person.	5	4	3	2	1	V216
41. When I learn I like to be doing things.	5	4	3	2	1	V217
42. When I am learning I have strong feelings and reactions.	5	4	3	2	1	V218
43. I learn best from rational theories.	5	4	3	2	1	V219
44. When I learn I like to analyze things, break them down into their parts.	5	4	3	2	1	V220
45. I learn by watching.	5	4	3	2	1	V221
46. When I learn I like to think about ideas.	5	4	3	2	1	V222
47. When I am learning I am responsible about things.	5	4	3	2	1	V223
48. I learn best when I rely on logical thinking.	5	4	3	2	1	V224

## Locus-of-Control Inventory

### Instructions

1. On the following pages is a table with 88 questions.
2. Indicate after each question which response is the *most descriptive* of your approach to your studies by circling the most appropriate rating.
3. Please ensure that you answer **all** the questions.

1. To what extent would you prefer to follow your own mind, rather than have to follow someone else's instructions?	To a great extent 7 6 5 4 3 2 1 Not at all	V225
2. How often does it happen that you fail on account of other people interfering in your business?	Very strongly 7 6 5 4 3 2 1 Not at all	V226
3. How readily would you tackle a problem if there is a chance that you may fail?	Very readily 7 6 5 4 3 2 1 Not at all	V227
4. How strongly are you convinced that a person who does not have the support of influential people will get nowhere, no matter how hard he/she works?	Very strongly 7 6 5 4 3 2 1 Not at all	V228
5. How readily can you convince someone of your viewpoint?	Very readily 7 6 5 4 3 2 1 Not at all	V229
6. How strongly are you convinced that personal insight is a prerequisite for good interpersonal relationships?	Very strongly 7 6 5 4 3 2 1 Not at all	V230
7. To what extent should the structure and routine of a person's work be determined by himself/herself?	To a great extent 7 6 5 4 3 2 1 Not at all	V231
8. How readily do you accept responsibility for mistakes that appear in your work?	Very readily 7 6 5 4 3 2 1 Not at all	V232
9. How often does it happen that people obtain good positions simply because they know the right people?	Very often 7 6 5 4 3 2 1 Hardly ever	V233
10. To what extent are you convinced that success is mainly related to a person's ability and dedication?	Very strongly 7 6 5 4 3 2 1 Not at all	V234
11. How strongly are you convinced that once you have failed at something, it is virtually impossible to achieve it again?	Very strongly 7 6 5 4 3 2 1 Not at all	V235
12. How strongly are you convinced that you are subject to the whims of fate?	Very strongly 7 6 5 4 3 2 1 Not at all	V236
13. How strongly are you convinced that you will succeed when undertaking important tasks?	Very strongly 7 6 5 4 3 2 1 Not at all	V237
14. How often do you set thing in motion, rather than wait for things to happen?	Very often 7 6 5 4 3 2 1 Hardly ever	V238
15. How often do you wait for other people to take charge, rather than take charge yourself?	Very often 7 6 5 4 3 2 1 Hardly ever	V239
16. Hoe often do you decide on matters yourself, rather than wait for others to take decisions on your behalf?	Very often 7 6 5 4 3 2 Hardly ever	V240

17. To what extent do failures spur you on to work harder and improve your performance?	To a great extent 7 6 5 4 3 2 1 Not at all	V241
18. To what extent does recognition encourage you to perform even better?	To a great extent 7 6 5 4 3 2 1 Not at all	V242
19. To what extent does success encourage you to work harder and achieve greater heights?	To a great extent 7 6 5 4 3 2 1 Not at all	V243
20. How often does it happen that you fail on account of other people interfering in your business?	Very often 7 6 5 4 3 2 1 Hardly ever	V244
21. To what extent are you dependent on the advice or cues of others, in order to produce quality work?	To a great extent 7 6 5 4 3 2 1 Not at all	V245
22. To what extent do you like making decisions yourself?	To a great extent 7 6 5 4 3 2 1 Not at all	V246
23. How readily would you reject a group decision if you do not agree with it?	Very readily 7 6 5 4 3 2 1 Not at all	V247
24. How readily would you air your views when they differ from someone else's?	Very readily 7 6 5 4 3 2 1 With great trepidation	V248
25. To what extent would you prefer to follow your own mind, rather than have to follow someone else's instructions?	To a great extent 7 6 5 4 3 2 1 Not at all	V249
26. To what extent do you seek recognition for your own achievements?	Very strongly 7 6 5 4 3 2 1 Not at all	V250
27. To what extent do you take responsibility for your own intellectual development?	Fully 7 6 5 4 3 2 1 Not at all	V251
28. To what extent do you like occupying a leadership position?	Very much 7 6 5 4 3 2 1 Not at all	V252
29. How strongly would you stick to your viewpoint when someone for whom you have great respect disagrees with you?	Very strongly 7 6 5 4 3 2 1 Not strongly	V253
30. To what extent do you like solving complex problems?	Very much 7 6 5 4 3 2 1 Not at all	V254
31. How important is it for you to receive feedback on tasks which you have performed?	Very important 7 6 5 4 3 2 1 Not important	V255
32. To what extent is reward for achievement earned?	To a great extent 7 6 5 4 3 2 1 Not at all	V256
33. How readily would you accept responsibility for mistakes you have made in the work situation?	Very readily 7 6 5 4 3 2 1 Not at all	V257
34. To what extent does Lady Luck play a role in your life?	To a great extent 7 6 5 4 3 2 1 Not at all	V258
35. How strongly do you believe in fate?	Very strongly 7 6 5 4 3 2 1 Not at all	V259
36. To what extent is your life influenced by coincidences?	To a great extent 7 6 5 4 3 2 1 Not at all	V260
37. To what extent does the achievement of your personal objectives depend on yourself?	Fully 7 6 5 4 3 2 1 To a minor degree	V261
38. To what extent are other people responsible for the ups and downs in your life?	To a great extent 7 6 5 4 3 2 1 Not at all	V262

39. How often do you feel that you have no control over your own circumstances?	Very often 7 6 5 4 3 2 1 Never	V263
40. How readily do you accept responsibility for your own poor performance?	Very readily 7 6 5 4 3 2 1 Not at all	V264
41. To what extent are you convinced that failures in life could be attributed to fate?	Very strongly 7 6 5 4 3 2 1 Not at all	V265
42. How strongly are you convinced that the respect you receive is directly related to your behavior?	Very strongly 7 6 5 4 3 2 1 Not at all	V266
43. To what extent are your present achievements adversely affected as a result of negative experiences in your past?	Very strongly 7 6 5 4 3 2 1 Not at all	V267
44. How often do you achieve set objectives, irrespective of the conditions?	Nearly always 7 6 5 4 3 2 1 Hardly ever	V268
45. How strongly are you convinced that other people are in charge of your life and that they determine the outcome of issues?	Very strongly 7 6 5 4 3 2 1 Not at all	V269
46. How strongly are you convinced that you can solve most of your problems, irrespective of the conditions?	Very strongly 7 6 5 4 3 2 1 Not at all	V270
47. To what extent do you agree that a person can only achieve under the best circumstances?	Very strongly 7 6 5 4 3 2 1 Not at all	V271
48. To what extent do you agree that failure in life can be attributed to a lack of dedication?	Fully 7 6 5 4 3 2 1 Not at all	V272
49. How strongly are you convinced that success depends mainly on hard work?	Very strongly 7 6 5 4 3 2 1 Not at all	V273
50. How strongly are you convinced success in life depends on special privileges?	Very strongly 7 6 5 4 3 2 1 Not at all	V274
51. To what extent do you believe that advancement in life is determined by your superiors?	Very strongly 7 6 5 4 3 2 1 Not at all	V275
52. To what extent did your parents/guardians negatively influence your achievement at school, because of interference in your affairs?	To a great extent 7 6 5 4 3 2 1 Not at all	V276
53. To what extent is your present achievement negatively influenced by people who are not favourably disposed towards you?	To a great extent 7 6 5 4 3 2 1 Not at all	V277
54. To what extent do you take personal responsibility for the things that go wrong in your life?	To a great extent 7 6 5 4 3 2 1 To a minor degree	V278
55. To what extent is the outcome of matters determined by your own inputs?	To a great extent 7 6 5 4 3 2 1 Not at all	V279
56. How often has your progress in the past been thwarted by people that were hostile towards you?	Very often 7 6 5 4 3 2 1 Never	V280
57. How strongly are you convinced that only people who are at the right place at the right time, get promoted?	Very strongly 7 6 5 4 3 2 1 Not at all	V281



58. How strongly are you convinced that only people who belong to right political party have a chance in life?	Very strongly 7 6 5 4 3 2 1 Not at all	V282
59. To what extent are you convinced that your own inputs are directly related to the outcome of matters?	Very strongly 7 6 5 4 3 2 1 Not at all	V283
60. To what extent are you convinced that achievement depends upon your utilizing your own God-given talents to the full?	Fully 7 6 5 4 3 2 1 Not at all	V284
61. How strongly are you convinced that the achievements you have obtained were deserved, and not merely due to luck?	Very strongly 7 6 5 4 3 2 1 Not at all	V285
62. How well can you predict whether you have performed well or poorly in an examination which you have just written?	Very well 7 6 5 4 3 2 1 Not at all	V286
63. How strongly are you convinced that promotions are earned through hard work and perseverance?	Very strongly 7 6 5 4 3 2 1 Not at all	V287
64. How strongly are you convinced that you can satisfy choosy people?	Very easy 7 6 5 4 3 2 1 Very difficult	V288
65. How strongly are you convinced that clique formation is the most important determinant of social acceptance?	Very strongly 7 6 5 4 3 2 1 Not at all	V289
66. How strongly are you convinced that you possess the ability to produce work of the highest quality?	Very strongly 7 6 5 4 3 2 1 Not at all	V290
67. How strongly would you defend your actions if the appropriateness there of were to be questioned by others?	Very strongly 7 6 5 4 3 2 1 Not at all	V291
68. How strongly are you convinced that you are sufficiently qualified for the work that you are doing?	Very strongly 7 6 5 4 3 2 1 Not at all	V292
69. To what extent do you prefer to plan and coordinate your own work program?	To a great extent 7 6 5 4 3 2 1 Not at all	V293
70. To what extent do you prefer challenging work to routine work?	To a great extent 7 6 5 4 3 2 1 Not at all	V294
71. How often does it happen that you subsequently doubt the correctness of the decisions that you have taken?	Very often 7 6 5 4 3 2 1 Hardly ever	V295
72. To what extent are you dependent on the support of influential people in the execution of tasks?	To a great extent 7 6 5 4 3 2 1 Not at all	V296
73. How readily would you quit if you are battling with a complex problem?	Very readily 7 6 5 4 3 2 1 Not at all	V297
74. How often do you take the initiative in finding solutions for troublesome problems?	Very often 7 6 5 4 3 2 1 Hardly ever	V298
75. How strongly are you convinced that the achievements you have obtained are the results of hard work and dedication?	Very strongly 7 6 5 4 3 2 1 Not at all	V299
76. How strongly are you convinced that a lack of perseverance leads to failures in life?	Very strongly 7 6 5 4 3 2 1 Not at all	V300
77. How strongly are you convinced that	Very strongly 7 6 5 4 3 2 1 Not at all	V301

promotion in the new South Africa will depend largely on skin colour?		
78. How strongly are you convinced that a talented person will overcome negative circumstances?	Very strongly 7 6 5 4 3 2 1 Not at all	V302
79. How strongly are you convinced that your fate is determined by coincidental events over which you have no control?	Very strongly 7 6 5 4 3 2 1 Not at all	V303
80. How strongly are you convinced that your advancement in life will be determined by certain influential people?	Very strongly 7 6 5 4 3 2 1 Not at all	V304
81. How readily can you find a creative solution to a problem?	Very readily 7 6 5 4 3 2 1 Not at all	V305
82. To what extent do you expect to be successful in solving complex problems?	To a great extent 7 6 5 4 3 2 1 Not at all	V306
83. How strongly are you convinced that you can influence the outcome of matters?	Very strongly 7 6 5 4 3 2 1 Not at all	V307
84. How strongly are you convinced that your lot in life has been sealed by other influential people?	Very strongly 7 6 5 4 3 2 1 Not at all	V308
85. How strongly are you convinced that you can overcome most obstacles in life through your own striving?	Very strongly 7 6 5 4 3 2 1 Not at all	V309
86. How strongly are you convinced that you can meet any challenge through the grace of God?	Very strongly 7 6 5 4 3 2 1 Not at all	V310
87. How strongly are you convinced that success in life depends entirely on your will to succeed?	Very strongly 7 6 5 4 3 2 1 Not at all	V311
88. How often have you failed despite your hard work and commitment to a cause?	Very often 7 6 5 4 3 2 1 Hardly ever	V312

## BYLAAG B

### VOLLEDIGE KORRELASEKOËFFISIËNTMATRIKSE VAN DIE LOODSSTUDIE EN HOOFSTUDIE

### KORRELASIEMATRIKS VAN 18 DIMENSIES VAN DIE LOODSTUDIE

	KK	RK	ANX	ATT	CON	INP	MOT	SFT	SMI	STA	TMT	TST	DB	OB	PB	EB	IB	OUT
KK		.759	.104	.399	.224	.393	.304	.475	.464	.232	.391	.228	.551	-.118	.432	-.187	.540	.329
RK			.151	.287	.106	.484	.274	.494	.273	.383	.365	.127	.369	.124	.582	-.083	.409	.415
ANX				.546	.519	.544	.659	.478	.328	.287	.532	.776	.235	.131	.250	-.322	.311	.284
ATT					.443	.556	.600	.591	.315	.276	.583	.598	.464	-.006	.392	-.324	.517	.304
CON						.492	.437	.412	.546	.218	.498	.542	.303	-.117	.246	-.235	.384	.097
INP							.536	.597	.360	.459	.522	.487	.658	.091	.459	-.156	.452	.506
MOT								.605	.450	.440	.585	.610	.545	.151	.519	-.508	.419	.285
SFT									.458	.540	.621	.456	.507	.149	.528	-.142	.303	.284
SMI										.238	.490	.540	.300	-.435	.179	-.169	.347	.278
STA											.440	.145	.497	.091	.442	-.036	.299	.451
TMT												.572	.454	-.178	.427	-.313	.424	.348
TST													.216	-.104	.090	-.372	.399	.257
DB														.119	.757	-.150	.651	.528
OB															.355	.134	.140	.027
PB																-.181	.527	.438
EB																	-.317	.095
IB																		.547

## KORRELASIEMATRIKS VAN 22 DIMENSIES VAN DIE HOOFSTUDIE

	KK	RK	ANX	ATT	CON	INP	MOT	SFT	SMI	STA	TMT	TST	DB	OB	PB	EB	IB	OUT	CE	AE	RO	AC
KK		.747	.381	.391	.386	.427	.492	.352	.472	.290	.345	.485	.417	-.106	.338	-.065	.369	.485	.284	.280	.331	.486
RK			.117	.298	.309	.604	.420	.590	.358	.483	.350	.257	.639	.080	.570	.027	.441	.488	.457	.495	.503	.580
ANX				.410	.427	.092	.282	-.049	.432	-.178	.229	.531	-.002	-.542	-.133	-.324	-.010	.268	-.141	-.176	-.120	.090
ATT					.605	.219	.569	.219	.449	.113	.378	.586	.249	-.349	.230	-.387	.144	.422	.000	.083	.018	.215
CON						.161	.548	.241	.535	.079	.566	.648	.194	-.317	.245	-.391	.137	.397	-.062	-.027	.008	.167
INP							.291	.459	.346	.489	.137	.202	.608	-.035	.377	-.035	.388	.449	.474	.446	.454	.609
MOT								.265	.508	.264	.464	.551	.212	-.151	.363	-.199	.292	.423	.049	.091	.065	.226
SFT									.182	.475	.413	.021	.543	.165	.588	.014	.284	.324	.279	.445	.333	.379
SMI										.224	.393	.594	.206	-.342	.145	-.199	.175	.341	.034	-.055	.080	.270
STA											.167	-.033	.422	.200	.429	.106	.206	.168	.309	.448	.338	.397
TMT												.403	.236	-.097	.393	-.208	.065	.160	-.026	.025	-.032	.057
TST													.045	-.435	.000	-.299	.138	.367	-.054	-.148	-.091	.191
DB														.160	.683	.099	.504	.485	.604	.569	.545	.642
OB															.365	.356	.136	-.127	.307	.299	.384	.060
PB																.110	.481	.405	.500	.517	.470	.412
EB																		-.203	.201	.135	.253	.052
IB																		.626	.476	.439	.442	.506
CE																				.661	.720	.639
AE																					.557	.544
RO																						.636