In my work, my *most important* goal is …

<table>
<thead>
<tr>
<th></th>
<th>A</th>
<th>or</th>
<th>B</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>A ... to do <em>better</em> than others.</td>
<td></td>
<td>B ... <em>not</em> to do worse than others.</td>
</tr>
<tr>
<td>2.</td>
<td>A ... to do <em>better</em> than I did before.</td>
<td></td>
<td>B ... <em>not</em> to do worse than I did before.</td>
</tr>
<tr>
<td>3.</td>
<td>A ... to do <em>better</em> than others.</td>
<td></td>
<td>B ... to do <em>better</em> than I did before.</td>
</tr>
<tr>
<td>4.</td>
<td>A ... <em>not</em> to do worse than I did before.</td>
<td></td>
<td>B ... <em>not</em> to do worse than others.</td>
</tr>
<tr>
<td>5.</td>
<td>A ... <em>not</em> to do worse than others.</td>
<td></td>
<td>B ... to do <em>better</em> than I did before.</td>
</tr>
<tr>
<td>6.</td>
<td>A ... <em>not</em> to do worse than I did before.</td>
<td></td>
<td>B ... to do <em>better</em> than others.</td>
</tr>
</tbody>
</table>


PS
“*In my work*” can be replaced by “*In my studies*”, “*In my sport*”, etc.
Respondents have a dominant achievement goal in the work context when they consistently (i.e., three times) choose for one particular goal. Typically, 15-20% does not have a dominant goal, that is, they did not choose three times the same goal.

By means of a GLM (or MANOVA), main effects of performance vs. mastery (PMAST) and approach vs. avoidance (AA), and their interaction, should be tested as follows:

```
RECODE
aim1 to aim6 (0 = sysmiss).
COMPUTE aim6a = aim6.
RECODE aim6a (1=2) (2=1).
COUNT papp = aim1, aim3, aim6a (1).
COMPUTE aim5a = aim5.
RECODE aim5a (1=2) (2=1).
COUNT pavoid = aim1, aim4, aim5a (2).
COMPUTE aim2a = aim2.
RECODE aim2a (1=2) (2=1).
COUNT mapp = aim2a, aim3, aim5 (2).
COUNT mavoid = aim2a, aim4, aim6 (1).
IF (papp eq 3) goal=1.
IF (pavoid eq 3) goal=2.
IF (mapp eq 3) goal=3.
IF (mavoid eq 3) goal=4.
ADD VALUE LABELS goal 1 'pap' 2 'pav' 3 'map' 4 'mav'.
IF (goal eq 1 or goal eq 2) pmast=1.
IF (goal eq 3 or goal eq 4) pmast=2.
IF (goal eq 1 or goal eq 3) aa=1.
IF (goal eq 2 or goal eq 4) aa=2.
ADD VALUE LABELS pmast 1 'perf' 2 'mast' / aa 1 'approach' 2 'avoid'.
```

Analysis:
```
MANOVA "DV$s" BY pmast(1,2) aa(1,2)/
PRINT=CELLINFO(MEANS) SIGNIF(EFSIZE)/
DESIGN.
```