MOTIVATED IMPLICIT THEORIES

10 Abstract

We explored motivation, and specifically the motivation to see oneself in a positive light, as an antecedent of implicit theory endorsement in two youth sport contexts. Data from two studies that represent four samples are reported. We provide the first evidence of an antecedent of implicit theories in the physical domain and show that young people's implicit theories may be shaped by motivation and self-enhancement. In both contexts, we found that strengths were viewed as more malleable than their weaknesses, and that these differences disappeared when considering the same attributes in others. Moreover, in one context, we showed that desire to change a perceived weakness may act as a self-protective motive against the potentially negative effects of beliefs about its stability. The current study enhances our understanding of how implicit theories may be shaped in young people through identifying internal factors that promote the endorsement of these important motivational constructs.

*Keywords:* implicit theories, motivation, self-enhancement, youth sport, physical education

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### Motivation and Self-Enhancement as Antecedents of Implicit Theories in Youth Sport

Beliefs about stability and change and their effects on motivation, personality and development are well-established. The extant literature, across a range of areas such as intelligence (Dweck, 1999), interpersonal relationships (Burnette & Franiuk, 2010), social perception (Molden, Plaks & Dweck, 2006), personality (Spinath, Spinath, Riemann & Angleitner, 2003), body weight (Burnette, 2010) and athletic ability (Spray, 2017), is replete with evidence showing the positive effects of believing that attributes and behaviours can change, and the negative effects of believing that attributes and behaviours are fixed. However, despite these far-reaching effects across human attributes and behaviours, we know very little about the factors that influence individuals to endorse beliefs about stability or change. This is particularly apparent in the physical domain, where no evidence exists as to what shapes beliefs about the malleability of physical attributes and behaviours. Given the role of the physical domain in young people achieving positive health and well-being outcomes, there is a need to understand how these important motivational constructs are developed and how they can be influenced. In this paper we address this important and understudied issue of the antecedents of implicit theories of physical attributes across two youth sport contexts.

### **Meaning Systems and Implicit Theories**

The meaning systems approach advocated by Dweck (1999, 2017) places beliefs about stability and change at the heart of an individual's motivational framework. These beliefs have a central role in shaping the perceptual lens through which individuals understand and process information about themselves, other people, and the world around them. In competence-relevant situations, such as youth sport, beliefs about stability and change provide the framework for the individual about what it means to be competent and whether the emphasis is on competence validation or competence acquisition (Dweck &

Molden, 2017). Across all domains in which beliefs about stability and change (i.e. implicit theories¹) have been of interest, the existence of two implicit theories, incremental and entity, has been supported (see Dweck, 1999; Dweck & Molden, 2017). Beliefs about malleability are embodied in an incremental implicit theory in which attributes and behaviours are viewed as potentially changeable and can be developed through learning. Incremental beliefs foster a meaning system that orientates the individual towards developing their attribute and a focus on competence acquisition. On the other hand, beliefs about stability are embodied in an entity implicit theory in which attributes and behaviours are viewed as fixed and stable. The meaning system associated with this belief orientates the individual towards seeking to gain favourable judgements of their attribute and a focus on competence validation.

Evidence has consistently supported how the meaning systems associated with implicit theories differentially shape individuals' cognitions, affect, and behaviour and the outcomes they experience (Burnette, O'Boyle, VanEpps, Pollack, & Finkel, 2013; Dweck & Molden, 2017). Incremental beliefs have been associated with a range of adaptive outcomes, (e.g., mastery goals, positive effort beliefs and attributions, improved grades, determination, enthusiasm, lower stress, and mastery-oriented strategies, Blackwell, Trzesniewski, & Dweck, 2007; Robins & Pals, 2002; Yeager et al., 2014), while entity beliefs have been associated with negative outcomes (e.g., performance avoidance goals, negative effort beliefs, ability attributions, poorer grades, greater stress and shame, and helpless-oriented strategies, Blackwell et al., 2007; Robins & Pals, 2002; Yeager et al., 2014). In the physical domain an extensive literature has supported implicit theories as an important motivational construct for young people (Spray, 2017). A systematic review and meta-analysis of research in sport, physical activity, and physical education (PE; Vella, Braithwaite, Gardner, & Spray,

<sup>&</sup>lt;sup>1</sup> Since 2006 Dweck has referred to implicit theories as mindsets, using the terms growth and fixed to represent the two implicit theories evident in the research literature.

2016), revealed that incremental beliefs were positively associated with a task orientation, mastery goals, mastery climate, intrinsic and autonomous motivation, perceived competence, and enjoyment, and negatively associated with a performance climate. On the other hand, entity beliefs were positively associated with an ego orientation, performance goals, and a performance climate, but negatively associated with a mastery climate and intrinsic and autonomous motivation, and showed no relationship with perceived competence and enjoyment. However, despite this wealth of evidence across domains for the two implicit theories and their important role in shaping experiences and responses, there is limited evidence about how these beliefs about stability and change are developed (Dweck, 2017). This is particularly evident in the physical domain, where there is no evidence that addresses the development of implicit theories of physical attributes and behaviours.

## **Antecedents of Implicit Theories**

Across the research literature implicit theories have themselves been shown to be malleable through both experimental priming practices (e.g., Miele & Molden, 2010; Murphy & Dweck, 2010; Nussbaum & Dweck, 2008; Spray, Wang, Biddle, Chatzisarantis & Warburton, 2006) and real-world intervention training programmes (e.g., Blackwell et al., 2007; Yeager et al., 2019). Although this work is yielding interesting findings particularly with regards to young people's achievement (Yeager et al., 2019), there are still groups of individuals for whom the interventions and manipulations have limited effects (Dweck, 2017). A greater understanding of the factors that influence implicit theory endorsement is therefore a priority for research if we are to maximise the potential for implicit theory interventions and their effects.

The limited evidence that does exist on the antecedents of beliefs about stability and change in young people has been confined to the educational (e.g., Cimipian, Arce, Markman & Dweck, 2007; Kamins & Dweck, 1999; Mueller & Dweck, 1998) and parenting (e.g.,

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Gunderson et al., 2013; Gunderson et al., 2018; Haimovitz & Dweck, 2016) domains. This evidence suggests that socialisation practices such as the type of praise and criticism a child receives from both teachers (Kamins & Dweck, 1999; Mueller & Dweck, 1998) and parents (Gunderson et al., 2013) can have an impact on an individual's implicit theory. In this research, process praise and strategic criticism have been associated with the endorsement of incremental beliefs, whereas person praise and person-orientated criticism have been associated with the adoption of entity beliefs. Interestingly, longitudinal work has shown that the positive effects of process praise to toddlers from their parents was associated not only with an incremental motivational framework 5 years later (Gunderson et al., 2013) but also their academic achievement 7 years later (Gunderson et al., 2018). Moreover, across a series of studies, parents' responses to failure have also been found to influence implicit theory endorsement (Haimovitz & Dweck, 2016). Parents who viewed failure as debilitating and reacted with concern and anxiety about their child's intelligence fostered entity beliefs in their child, while those who viewed failure as enhancing and an opportunity for learning and growth fostered incremental beliefs in their child. It is evident from this research that young people's implicit theories can be influenced by external factors.

More recently, however, research has shown that adults' implicit theories can also be actively self-regulated and thus influenced by internal factors (Leith et al., 2014; Steimer & Mata, 2016). In this research, motivational factors and in particular the motivation to see oneself in a positive light were identified as antecedents of implicit theory endorsement (Leith et al., 2014; Steimer & Mata, 2016). Across seven studies Leith et al. (2014) demonstrated that when individuals were motivated by a goal (i.e., protecting the self or a relevant other), they would shift their implicit theory in the service of the goal. For example, in their first three studies when individuals were faced with information about their failures, they adopted an incremental view of their intelligence which served to protect a favourable

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view of themselves, as an entity theory would suggest that the failure in intelligence would be long-lasting. Moreover, they resisted a shift to a perspective of stability after failure even when information was presented suggesting stability of their characteristic. The desire to protect the self, therefore, motivated an individual's implicit theory endorsement more so than the external priming.

Recent research has extended these findings to motivated implicit theories of personality (Steimer & Mata, 2016). In their first two studies, adults in a high self-relevance condition reported differences in their beliefs about the malleability of their own strengths and weaknesses, with their weaknesses being perceived as more malleable than their strengths. Interestingly, this difference was found to be accounted for by desire for change, with adults reporting a stronger desire to change their weaknesses than their strengths. Moreover, in study 2, individuals adjusted their implicit theory in the service of self-enhancement as the differences in implicit theory endorsement disappeared when adults were asked to consider the strengths and weaknesses of other people (low self-relevance condition). Collectively, this work on motivated implicit theories opens up interesting opportunities for further research regarding the antecedents of individuals' beliefs. As yet, there has been no research in any implicit theory area which has examined motivated implicit theories in young people. Given that young people are more likely to self-enhance than older adults (Foster, Campbell, & Twenge, 2003) this would seem to be an important avenue to explore in our quest to design effective interventions to influence young people's motivation, well-being and achievement. Consequently, given the dearth of research in the physical domain on any antecedents of implicit theories, the alignment of the highly public evaluation of competence in this domain with self-presentation and self-enhancement strategies, and the importance of the physical domain to wider health and well-being outcomes, exploring motivated implicit theories of young people in the physical domain is of critical importance.

### **The Present Research**

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The purpose of the present research was to explore how motivation, and specifically the motivation to see oneself in a positive light influenced young people's implicit theory endorsement in two youth sport contexts. Moreover, we sought to explore whether young people strategically shaped their beliefs in the service of self-enhancement in the context of PE and sport. We explored the antecedents of implicit theories in two studies that represented both a general (physical education) and a specific competitive youth sport context (gymnastics). This approach provides a robust test of motivated implicit theories because: 1) implicit theories have been found to be important motivational constructs for young people at both the physical domain- and activity-specific level (Warburton & Spray, 2017); 2) at the activity-specific level research suggests that the same individual can hold different implicit theories of their sporting ability for different activities (Spray & Warburton, 2003). Individuals participating in games activities were more likely to endorse a belief of malleability and when participating in gymnastics activities were more likely to endorse a belief of stability; and 3) the two contexts represent both a compulsory and voluntary youth sport setting. Young people are likely to experience both of these contexts as part of their youth sport experiences and thus, if motivated implicit theories are evident in both types of youth sport settings, stronger evidence is provided for their role as antecedents of implicit theory endorsement. We also chose a youth sport activity (gymnastics) in which young people have been found to be more likely to hold entity beliefs about their ability (Spray & Warburton, 2003) to minimise the desirability of an incremental belief and again contribute to a stronger test of motivation as an antecedent of implicit theories.

As this is the first research to explore motivated implicit theories in young people we drew from the previous work on adults (Leith et al., 2014; Steimer & Mata, 2016) to offer hypotheses for both studies. We used the established practice in research of comparing high

versus low self-relevant conditions for demonstrating self-enhancing tendencies (Alicke & Sedikides, 2009). We hypothesised that when self-relevance was high: 1) students/gymnasts would view their strengths as stable and their weaknesses as malleable; 2) students/gymnasts would have a greater desire to change their weaknesses than their strengths; 3) students/gymnasts would expect more future improvement in their weaknesses than their strengths; and 4) desire for change would mediate the effect of motivation on implicit theory endorsement. However, when self-relevance was low (i.e., with reference to other students or gymnasts), we expected there to be no differences for any of the dependent variables in how students/gymnasts viewed strengths and weaknesses.

### **Study 1: Motivated Implicit Theories in Physical Education Students**

Study 1 sought to address the limited evidence for antecedents of implicit theories in the physical domain. We explored whether students in PE engaged in motivational and self-enhancement processes in the endorsement of implicit theories, and if they did so in the same way as adults. In sample 1 we examined whether there was a motivational influence on implicit theories, desire for change and direction of change by manipulating the desirability of the components of fitness that underpin sport performance. This sample represented the high self-relevance condition as all variables were assessed in relation to young people's own strengths and weaknesses. The second sample represented the low self-relevance condition as students completed the study in relation to their views about the strengths and weaknesses of others of the same age. This is a frequently used control condition to demonstrate self-enhancing tendencies (Alicke & Sedikides, 2009). We used this second sample to explore if there was evidence of self-enhancement processes motivating PE students' views about the stability, desire for change, and direction of future improvement in components of their fitness.

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### **Participants**

Two independent PE samples were collected for study one. Sample 1 consisted of 161 PE students (female: n = 73; male: n = 88) while sample 2 consisted of 157 PE students (female: n = 76; male: n = 81) from secondary schools in the United Kingdom. The students were aged between 11 and 13 years in both samples (Sample 1: M = 12.50, SD = 0.46; Sample 2: M = 12.48, SD = 0.47) and were in school years 7 and 8 (Sample 1: Year 7: n = 100; Year 8: n = 61: Sample 2 Year 7, n = 100; Year 8, n = 57). The majority of students were white (Sample 1: 87%; Sample 2: 89%) and students were taught in single-sex, mixed ability classes for PE. Data were collected during summer term activities such as athletics, rounders and cricket. A sensitivity analysis revealed that the power level afforded by our final sample sizes at 80% power and  $\alpha = .05$  was f = .16 or larger.

### **Procedure**

In both samples, ethical approval for the research procedures was obtained from a university review board and followed the guidelines of the British Psychological Society and the Declaration of Helsinki. Informed consent was provided by all participants. Trained research assistants, who led the data collection sessions and were available to answer any questions, collected data in the summer term of the school year. At the start of a normal curriculum PE lesson, students completed an anonymous multi-section questionnaire, which took approximately 15 minutes to complete in quiet classroom conditions. The research assistants were available to support any student with reading the items of the questionnaire. In both samples, participants were first asked to name a strength or a weakness that they themselves were believed to have, making the target traits in both samples self-generated. In sample 1, students completed the questionnaire in relation to their perceptions about their own strengths and weaknesses (high self-relevance) but in sample 2 students were requested

to answer the questions in relation to their perceptions about the strengths and weaknesses of other students of the same age (low self-relevance).

### Measures

Participants in both samples completed a multi-section questionnaire that collected the following information.

## Personal Details

Data collected included; sex, date of birth, and ethnicity.

### Self-Generated Strengths and Weaknesses

Participants were asked to select a trait from a list of health-related and skill-related fitness components (e.g., agility, endurance, flexibility, power, speed, balance, coordination, strength and reaction time) that they were satisfied (e.g., a strength) versus dissatisfied with (e.g., a weakness).

## Implicit Theories

Participants indicated their beliefs about the malleability of their self-generated strength and weakness, for either themselves (sample 1) or other students (sample 2) using the stability sub-scale of the Conceptions of the Nature of Athletic Ability Questionnaire Version 2 (CNAAQ-2; Biddle, Wang, Chatzisarantis, & Spray, 2003). The scale consisted of three items answered on a five-point Likert scale using the anchor points from strongly disagree (1) to strongly agree (5). An example item is 'I have a certain level of ability in this component of fitness and I cannot really do much to change that level'. The stability subscale has reported good reliability and validity with internal consistencies ranging from .77 to .81 (Wang & Liu, 2007; Biddle et al., 2003).

### Direction of Future Change

To measure direction of expected future change we used the item from Steimer and Mata (2016). Participants indicated whether they expected their own (or other students)

strengths and weaknesses to either 'get much worse' or 'get much better' in the future on a five-point Likert scale ('stay the same' was the mid-point). An example item for the self-referenced sample is 'In the future I believe this component of fitness will...' and for the other-referenced sample 'In the future I believe that for other children of my age this component of fitness will...'

## Desire for Change

To measure desire for change we used the items from Steimer and Mata (2016). Participants indicated how important it was for them (or other people) to change and how much they (or other students) would like to change with regards to their strength and weakness, using a five-point Likert scale (1= not at all, 5 = extremely). An example item for self-referenced is 'How important is it for you to be able to change this component of fitness?' and for other-referenced 'How much would other children of my age like to change in this component of fitness?' Steimer and Mata (2016) found good reliability scores for both strengths and weaknesses of .72.

## **Data Analysis**

Data analysis was carried out using the Statistical Package for Social Sciences (SPSS), version 25 software. In both samples, data were screened for outliers using the values of more than 3.29SD above or below the mean, no outliers were identified or removed from either sample. Means, standard deviations and correlations were computed for all variables. Correlations between implicit theory, desire for change, and direction of change were assessed in each samples to evaluate the suitability of using MANOVA (Meyers, Gamst, & Guarino, 2016). For both studies, an a priori power analysis using G\*Power software (Faul et al., 2007) indicated a minimum sample size of N=65 could test a medium effect size (f=.25) at the level of  $\alpha=.05$  and a power level of .80 for MANOVA.

### Demographic Differences

To identify any differences between sex and year groups in both samples, two, three-way MANOVA tests were conducted. Trait desirability (strength vs. weakness), sex (male vs. female), and year group (year 7 vs. year 8) were the independent variables and implicit theory, desire for change and direction of change were the dependent variables. No significant main or interaction effects for sex or year group differences were found in either sample (ps > .05). All subsequent analyses were conducted on the whole sample (males, females, year 7 and year 8 combined).

### Main Analyses

In sample 1 (the high self-relevance sample), a one-way repeated measures MANOVA was conducted to determine if there was a significant difference between PE students' perceptions of the malleability, desire for change, and direction of future change of their own strengths compared to their weaknesses. This was replicated in sample 2, (the low self-relevance sample) to determine if there was a significant difference between PE students' perceptions of the malleability, desire for change, and direction of future change of other students' strengths compared to their weaknesses.

In both samples, if a motivational effect of trait desirability on implicit theories was evident along with an effect on either desire for change or direction of future change, mediation analyses were carried out. The MEMORE procedure for SPSS (10,000 resamples), Version 2.Beta 3, model 1 (Montoya & Hayes, 2017) was used to examine whether a stronger desire or direction (as indicated from previous analyses) mediated the motivational effect on implicit theories.

293 Results

High Self-Relevance PE Sample: Motivation as an Antecedent

295 Descriptive Results

Table 1 presents the means, standard deviations and correlations for all variables in both PE samples. All mean scores were above the scale mid-point. The mean scores for implicit theory and direction of change were higher for weaknesses than strengths suggesting that students in PE perceived greater stability in their weaknesses than their strengths and expected more future improvement in their weaknesses than their strengths. The mean score for desire for change was higher for strengths than weaknesses indicating that students in PE wanted to change their strengths more than weaknesses.

All strength variables were moderately, positively correlated with the opposite weakness variable, for example implicit entity theory for strength had a significant moderate, positive association with implicit entity theory for weakness. Within both the strength or weakness variables separately, implicit entity theory had a significant small, negative association with both desire to change and direction of future change. For example, implicit entity theory for weakness had a small negative association with both desire to change and direction of future change for weaknesses. Desire for change was moderately and positively associated with direction of future change, for example, desire to change strength had a moderate, positive association with direction of future change strength.

# Differences in Implicit Theories, Desire, and Direction of Change

A one-way, within-person, repeated measures MANOVA tested whether motivation was an antecedent of PE students' perceptions of the malleability, desire for change, and direction of future change of their own strengths compared to their weaknesses. The MANOVA, with trait desirability (strength vs. weakness) as the independent variable and implicit theory, desire for change, and expected direction of future changes as the dependent variables, revealed a significant multivariate effect for trait desirability on the dependent variables ( $F_{(3,158)} = 6.13$ , p = .001,  $\eta p^2 = .104$ ). Specifically, there was a significant effect for both implicit entity theory ( $F_{(1,160)} = 3.76$ , p = .054,  $\eta p^2 = .023$ , 95% confidence interval of

Table 1. Means, standard deviations and correlations between all measured variables in the Physical Education Samples.

|                                       |         |      |       |        |        |        |       |        | 32                |
|---------------------------------------|---------|------|-------|--------|--------|--------|-------|--------|-------------------|
| Physical Education: High Self-Re      | levance |      |       |        |        |        |       |        | 32                |
| Variable                              | M       | SD   | Range | 1.     | 2.     | 3.     | 4.    | 5.     | 6. 32             |
| 1. Implicit Entity Theory Strength    | 2.69    | 1.09 | 1-5   | -      |        |        |       |        | 32                |
| 2. Desire Strength                    | 3.40    | .89  | 1-5   | 375**  | -      |        |       |        | 32                |
| 3. Direction Strength                 | .49     | .86  | -2-2  | 225**  | .530** | _      |       |        | 32                |
| 4. Implicit Entity Theory<br>Weakness | 2.85    | 1.06 | 1-5   | .516** | 283**  | 105**  | -     |        | 32:<br>32:<br>33: |
| 5. Desire Weakness                    | 3.25    | .89  | 1-5   | 253**  | .463** | .148   | 261** | -      | 33                |
| 6. Direction Weakness                 | .61     | .85  | -2-2  | 189*   | .256** | .455** | 191*  | .402** | 33                |
| Physical Education: Low Self-Rela     | evance  |      |       |        |        |        |       |        | 33                |
| Variable                              | M       | SD   | Range | 1.     | 2.     | 3.     | 4.    | 5.     | 6. 33             |
| 1. Implicit Entity Theory Strength    | 2.72    | 1.06 | 1-5   | -      |        |        |       |        | 33.               |
| 2. Desire Strength                    | 3.34    | .74  | 1-5   | 305**  | _      |        |       |        | 33                |
| 3. Direction Strength                 | .36     | .69  | -2-2  | 300**  | .425** | -      |       |        | 33°<br>33°        |
| 4. Implicit Entity Theory<br>Weakness | 2.82    | .95  | 1-5   | .167*  | 101    | 215**  | -     |        | 33:<br>34:        |
| 5. Desire Weakness                    | 3.28    | .88  | 1-5   | 118    | .259** | .136   | 424** | -      | 34                |
| 6. Direction Weakness                 | .50     | .77  | -2-2  | 150    | .080   | .284** | 388** | .423** | 34                |
|                                       |         | •    |       |        |        |        |       |        | 34.               |

Notes: \*\*  $p \le 0.01$ ; \*  $p \le 0.05$ .

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the difference (CIdiff) = [-.33, .00]) and desire for change ( $F_{(1,160)} = 4.73$ , p = .031,  $\eta p^2 = .029$ , 95% CIdiff = [.02, .30]), but not for direction of future change ( $F_{(1,160)} = 2.83$ , p = .094,  $\eta p^2 = .019$ , 95% CIdiff = [-.26, .02]). Students reported greater stability in their own weaknesses (M = 2.85) than their own strengths (M = 2.69), thus motivation was found to be an antecedent of implicit theory endorsement. Students also reported a greater desire for change in their own strengths (M = 3.40) than their own weaknesses (M = 3.25), but no difference in their expectations for future improvement between their weaknesses (M = .61) than their strengths (M = .49).

## Mediating the Effect of Motivation as an Antecedent of Implicit Theories

Our mediation analysis explored whether the perception of greater malleability in PE students' strengths than their weaknesses was explained by a greater desire to change their strengths than their weaknesses. Overall, there was evidence of a total effect of trait desirability on implicit entity theory, with students being -0.16 units lower on implicit entity theory for their strengths than their weaknesses (p<.001). Strengths were rated 0.16 units higher on desire for change than weaknesses (p=.031), but there was no difference for a one unit increase in desire for change on implicit entity theory (p=.203) and thus no dependence on trait desirability (p=.442). The effect of trait desirability on implicit entity theory through desire for change was not different from zero (ab = -0.02, 95% Bootstrap confidence interval [-.07, .11]). This means that there was no difference in students' implicit entity theory, through the effect of trait desirability on desire for change, and the subsequent effect of desire for change on implicit entity theory. There was no significant direct effect between trait desirability and implicit entity theory (c' = -0.14, p = .092). Thus, there was no evidence of a mediation effect of desire for change on implicit entity theory for strengths and weaknesses.

### Low Self-Relevance PE Sample: Self-Enhancement as an Antecedent

### Descriptive Results

All mean scores were above the scale mid-point. The mean scores for implicit theory and direction of future change were slightly higher for weaknesses than strengths suggesting that students in PE perceived greater stability in other students' weaknesses than other students' strengths and expected more future improvement in other students' weaknesses than their strengths. The mean score for desire for change was higher for strengths than weaknesses indicating that students reported that other students in PE would want to change their strengths more than weaknesses. These differences in these scores are in the same direction as those in the self-referenced sample.

All strength variables had a small, positive correlation with the opposite weakness variable, for example implicit entity theory for strength had a significant small, positive association with implicit entity theory for weakness. For strengths, implicit entity theory had a significant small, negative association with both desire to change and direction of future change. For example, implicit entity theory for weakness had a small negative association with both desire to change and direction of future change for weaknesses. While for weaknesses, implicit entity theory had a small to moderate negative association with both desire and direction for future change. Among both the strength and weakness variables, desire for change was moderately and positively associated with direction of future change, for example, desire to change strength had a moderate, positive association with direction of future change strength.

## Differences in Implicit Theories, Desire, and Direction of Change

A one-way, within-person, repeated measures MANOVA tested whether motivation was an antecedent of PE students' perceptions of the malleability, desire for change, and direction of future change of other students' strengths compared to their weaknesses. The MANOVA, with trait desirability (strength *vs.* weakness) as the independent variable and implicit theory, desire for change, and expected direction of future change as the dependent

variables, revealed no significant multivariate effect for trait desirability on the dependent variables ( $F_{(3,154)} = 2.42$ , p = .069,  $\eta p^2 = .045$ ). Students reported no differences in implicit entity theory, expectation for future improvement or desire for change when reporting on the strengths and weaknesses of other children their age. Motivation was therefore not an antecedent of implicit theory endorsement when reporting on other children of their age. Consequently, no mediation analyses were completed for this sample.

402 Brief Discussion

Study 1 provides evidence for motivation as an antecedent of implicit theory endorsement with students in PE holding different implicit theories for their own strengths and weaknesses. These findings were counter to those of Steimer and Mata (2016) on adults' implicit theories of personality characteristics as students perceived their strengths as more malleable than their weaknesses. Students also reported a greater desire to change their strengths than weaknesses, also counter to the work of Steimer and Mata (2016), but consistent with the students' implicit theories of their physical attributes. However, despite this consistency, desire to change did not explain the effect of motivation on the endorsement of different implicit theories. Finally, study 1 also provided preliminary evidence that students' implicit theory endorsement was motivated by self-enhancement as the differences in implicit theory endorsement disappeared when considering the strengths and weaknesses of other students of the same age. Study 1 therefore provides initial evidence for both a motivational and a self-enhancement effect on implicit theory endorsement.

# **Study 2: Motivated Implicit Theories in Youth Gymnasts**

In study 2, we explored whether the motivational and self-enhancement influence on implicit theory endorsement was extended from a generalised compulsory PE context to a specific voluntary sport activity (youth sport gymnastics). We replicated the collection of data from study 1 by using two samples representing a high and low self-relevance condition,

the first sample explored whether there was a motivational influence on implicit theories, desire for change and direction of change by manipulating the desirability of the components that underpin gymnastic ability. This sample were in a high self-relevance condition as all variables were assessed in relation to their own strengths and weaknesses. The second sample were in a low self-relevance condition as they completed the study in relation to their views about the strengths and weaknesses of other gymnasts of the same age. We used this second sample to explore if there was evidence of self-enhancement processes motivating gymnasts' views about the stability, desire for change, and direction of future improvement in their gymnastic ability.

As the findings from study 1 were counter to the existing adult literature on motivated implicit theories we drew from these to offer revised hypotheses for this activity specific study. We anticipated that in the high self-relevance condition: 1) gymnasts would view their weaknesses as stable and their strengths as malleable; 2) gymnasts would have a greater desire to change their strengths than their weaknesses; 3) there would be no difference in the expectation of future improvement in their strengths and weaknesses; and 4) we did not expect desire for change to mediate the effect of motivation on implicit theory endorsement. For the low self-relevance condition we expected there to be no differences in strengths and weaknesses for any of the dependent variables.

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## **Participants**

Two independent gymnastics samples were collected for study two. Sample 1 consisted of 59 gymnasts (female: n = 56 female; male n = 3) while sample 2 consisted of 96 gymnasts (female: n = 90 female; male: n = 6) from a gymnastics centre in the United Kingdom. The gymnasts were aged between 11 and 16 years in sample 1 (M = 12.47, SD = 1.56) and 7 and 16 years in sample 2 (M = 11.05, SD = 2.30). The majority of participants

were competing at county or regional level (Sample 1: 61%; Sample 2: 77%). In sample 1, the gymnasts had been participating in gymnastics for between 3 and 12 years (M = 7.11, SD = 2.11) and trained between 4 and 23 hours per week (M = 11.28, SD = 5.35). In sample 2, the gymnasts had been competing in gymnastics for between 1 and 12 years (M = 3.68, SD = 2.62) and trained between 5 and 25 hours per week (M = 11.90, SD = 5.97). A sensitivity analysis revealed that the power level afforded by our final sample sizes at 80% power and  $\alpha$  = .05 was f = .26 or larger for sample 1, and f = .20 or larger for sample 2.

### **Procedure**

In both samples, ethical approval for the research procedures was obtained from a university review board and followed the guidelines of the British Psychological Society and the Declaration of Helsinki. Informed consent was provided for all participants. Trained research assistants who led the data collection sessions and were available to answer any questions collected data at the participating gymnastics centres. Gymnasts were provided with an anonymous multi-section questionnaire to complete during a gymnastics training session. The questionnaire took approximately 15 minutes to complete and a research assistant was available to support any of the younger gymnasts with reading the items of the questionnaire. As with study 1, gymnasts in both samples were first asked to name a strength or a weakness that they believed they possessed, making the target traits in both samples self-generated. Gymnasts completed the questionnaire in relation to their perceptions about their own strengths and weaknesses (sample 1) or in relation to their perceptions about the

### Measures

Participants in both samples completed a multi-section questionnaire that collected the following information.

## Personal Details

Data collected included; sex, date of birth, competition level, hours training per week, and years participating in gymnastics.

## Self-Generated Strengths and Weaknesses

Participants were asked to select a trait from a list of attributes deemed important for successful gymnastic performance (e.g., persistent, confident, passionate, courageous, determined, flexible, coordinated, strong, agile and powerful) that they were satisfied (e.g., a strength) and dissatisfied with (e.g., a weakness).

### Implicit Theories

Participants indicated their beliefs about the malleability of their self-generated strength and weakness, either for self (sample 1) or other gymnasts (sample 2) using Dweck's (1999) Implicit Theories of Intelligence for Children Scale. Three items were used to measure implicit theories using a six-point Likert scale with the anchor points from strongly disagree (1) to strongly agree (6). An example item is; 'How (chosen strength/weakness) I am is something very basic about me and it cannot be changed very much'. Steimer and Mata (2016) found the items had good validity and reliability scores with strength scores of .91 and weakness scores of .88.

## Direction of Future Change and Desire for Change

To measure direction of expected future change and desire for change we used the same items from study 1 from Steimer and Mata (2016).

## **Data Analysis**

As with study 1, data analysis was carried out using SPSS version 25. Data were screened for outliers (> 3.29SD above or below the mean), no outliers were identified in either sample. Means, standard deviations and correlations were computed for all variables.

# Main Analyses

We followed the same analysis procedures as study 1 to determine if the findings from study 1 generalised to a specific youth sport activity. Follow-up mediation analyses were conducted if appropriate based on the findings from the MANOVAs.

498 Results

## High Self-Relevance Gymnastics Sample: Motivation as an Antecedent

## Descriptive Results

Table 2 presents the means, standard deviations and correlations for all the variables in both the gymnastics samples. All mean scores were above the scale mid-point. The mean scores for implicit theory, desire for change and direction of future change were higher for weaknesses than strengths. This suggests that gymnasts perceived greater stability in their weaknesses than their strengths, and expected more future improvement and wanted to change their weaknesses more so than their strengths

All strength variables had a small to moderate, positive correlation with the opposite weakness variable, for example implicit entity theory for strength had a significant small, positive association with implicit entity theory for weakness. Among the strength variables, implicit theory had a small, positive correlation with desire for change, while among the weakness variables implicit entity theory had a moderate, positive correlation with expected direction of future change.

## Differences in Implicit Theories, Desire, and Direction of Change

A one-way, within-person, repeated measures MANOVA tested whether motivation was an antecedent of gymnasts perceptions of the malleability, desire for change, and direction of future change of their strengths compared to their weaknesses. The MANOVA, with trait desirability (strength vs. weakness) as the independent variable and implicit theory, desire for change, and expected direction of future changes as the dependent variables, revealed a significant multivariate effect for trait desirability ( $F_{(3.56)} = 20.97$ , p < .001,  $pp^2 =$ 

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Table 2. Means, standard deviations and correlations between all measured variables in the Gymnastics Samples.

| Gymnastics: High Self-Relevance    |      |      |       |        |        |        |        |      | 52             |
|------------------------------------|------|------|-------|--------|--------|--------|--------|------|----------------|
| Variable                           | M    | SD   | Range | 1.     | 2.     | 3.     | 4.     | 5.   | 52<br>62<br>52 |
| 1. Implicit Entity Theory Strength | 3.36 | 1.12 | 1-6   | -      |        |        |        |      | 52             |
| 2. Desire Strength                 | 4.72 | 1.31 | 1-7   | .334** | -      |        |        |      | 52             |
| 3. Direction Strength              | 1.00 | 1.25 | -3-3  | 165    | .179   | -      |        |      | 52             |
| 4. Implicit Entity Theory Weakness | 4.11 | 1.08 | 1-6   | .294*  | .266** | .226   | -      |      | 529<br>530     |
| 5. Desire Weakness                 | 5.92 | .91  | 1-7   | 108    | .342** | .191   | .020   | _    | 533            |
| 6. Direction Weakness              | 1.22 | 1.08 | -3-3  | .109   | .280*  | .447** | .401** | .239 | 532            |
| Gymnastics: Low Self-Relevance     |      |      |       |        |        |        |        |      | 533<br>534     |
| Variable                           | M    | SD   | Range | 1.     | 2.     | 3.     | 4.     | 5.   | <b>5</b> 35    |
| 1. Implicit Entity Theory Strength | 3.40 | 1.33 | 1-6   | -      |        |        |        |      | 536            |
| 2. Desire Strength                 | 4.84 | 1.18 | 1-7   | 019    | -      |        |        |      | 537<br>538     |
| 3. Direction Strength              | 1.20 | 1.32 | -3-3  | 126    | .447** | -      |        |      | 539            |
| 4. Implicit Entity Theory Weakness | 3.28 | 1.50 | 1-6   | .441** | 190    | 268**  | _      |      | 540            |
| 5. Desire Weakness                 | 5.13 | .97  | 1-7   | 078    | .752** | .314** | 126    | _    | 543            |
| 6. Direction Weakness              | 1.49 | 1.27 | -3-3  | 150    | .045   | .449** | 076    | .136 | 542<br>543     |
|                                    |      |      |       |        |        |        |        |      | 544            |

Notes: \*\*  $p \le 0.01$ ; \*  $p \le 0.05$ .

.529). Specifically, there was a significant effect for both implicit entity theory ( $F_{(1.58)}$  = 19.41, p < .001,  $\eta p^2 = .251$ , 95% CIdiff = [-1.09, -.41]) and desire for change ( $F_{(1.58)}$  = 48.61, p < .001,  $\eta p^2$  = .456, 95% CIdiff = [-1.54, -.85]), but not for direction of future change ( $F_{(1.58)}$  = 1.89, p = .175,  $\eta p^2$  = .03, 95% CIdiff = [-.54, .10]). Gymnasts reported greater stability in their own weaknesses (M = 4.11) than their strengths (M = 3.36), thus motivation was found to be an antecedent of implicit theory endorsement. Gymnasts also reported a greater desire for change in their own weaknesses (M = 5.92) than their own strengths (M = 4.72). No mediation analyses were conducted due to incongruent findings for strengths and weaknesses for implicit theory and desire for change.

# Low Self-Relevance Gymnastics Sample: Self-Enhancement as an Antecedent

### Descriptive Results

All mean scores were above the scale mid-point. The mean score for implicit theory was higher for strengths than weaknesses but desire for change and direction of future change were higher for weaknesses than strengths. This suggests that gymnasts perceived greater stability in other gymnasts' strengths than their weaknesses but expected more future improvement and a greater desire to change in other gymnasts' weaknesses than their strengths.

All strength variables had moderate to large positive correlations with the opposite weakness variable, for example implicit entity theory for strength had a significant moderate, positive association with implicit entity theory for weakness. Within both the strength or weakness variables separately, implicit entity theory was not associated with either desire to change or direction of future change. For strengths only, there was a moderate positive correlation between desire to change and direction of future change.

# Differences in Implicit Theories, Desire, and Direction of Change

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A one-way, within-person, repeated measures MANOVA tested whether motivation was an antecedent of gymnasts perceptions of the malleability, desire for change, and direction of future change of other gymnasts' strengths compared to their weaknesses. The MANOVA, with trait desirability (strength vs. weakness) as the independent variable and implicit theory, desire for change, and expected direction of future change as the dependent variables, revealed a significant multivariate effect for trait desirability on the dependent variables ( $F_{(3.93)} = 5.33$ , p = .002,  $np^2 = .147$ ). Specifically, there was a significant effect for desire for change  $(F_{(1.95)} = 12.93 \ p < .001, \eta p^2 = .120, 95\% \ \text{CIdiff} = [-.45, -.13])$  and direction of future change  $(F_{(1.95)} = 4.41, p = .038, \eta p^2 = .044, 95\% \text{ CIdiff} = [-.57, -.02])$ , but not for implicit entity theory ( $F_{(1.95)} = 0.63$ , p = .429,  $\eta p^2 = .007$ , 95% CIdiff = [-.18, .43]). Gymnasts reported no difference in their implicit entity theory for the strengths (M = 3.40) and the weaknesses (M = 3.28) of other gymnasts of the same age, thus there was no evidence of motivation as an antecedent of implicit theory endorsement. However, they did report a greater desire for change in the weaknesses (M = 5.13) than the strengths (M = 4.84) of other gymnasts and expected greater future improvement in other gymnasts weaknesses (M = 1.49) than their strengths (M = 1.20). As no differences in implicit entity theory were found, no further mediation analyses were completed.

588 Brief Discussion

Study 2 provides further evidence for motivation as an antecedent of implicit theory endorsement with gymnasts holding different implicit theories for their own strengths and weaknesses. These findings were consistent with those in study 1 as gymnasts perceived their strengths as more malleable than their weaknesses. However, counter to the findings of study 1, gymnasts reported a greater desire to change their weaknesses than their strengths. In study 2 we found that the differences in implicit theories for other gymnasts' strengths and

weaknesses, disappeared. Study 2, therefore, provides initial evidence for a self-enhancement effect on implicit theory endorsement within a specific competitive youth sport activity.

### **General Discussion**

The current study explored motivation, and specifically the motivation to see oneself in a positive light, as an antecedent of implicit theory endorsement in two significant physical contexts – one a compulsory school context for all young people, the other a voluntary leisure-time, competitive setting. Implicit theories have been consistently identified as important motivational constructs in a variety of domains (Dweck & Molden, 2017), yet the identification of factors that influence the endorsement of different implicit theories remains largely understudied. Our study addresses this important issue and provides the first insight into what factors may influence young people's beliefs about their attributes. Across two studies, we found evidence for a motivational and a self-enhancement influence on implicit theory endorsement. Our findings extend the existing implicit theory and motivated reasoning literatures by (1) identifying motivation, and specifically motivation to see oneself in a positive light, as potentially shaping implicit theory endorsement in two different youth sport contexts, (2), demonstrating that implicit theories are themselves malleable for young people and not only for adults, and (3) broadening the evidence for the use of motivated implicit theories as a self-enhancement strategy to a new population and context.

At both the domain- and activity-specific level we found evidence for motivation as an antecedent of implicit theory endorsement with students and gymnasts holding different implicit theories for their strengths and weaknesses. Young people perceived attributes considered to be a strength as more malleable than those that they considered to be a weakness, irrespective of whether this was in PE or in gymnastics. This motivational effect was evident even when different measures of implicit theories were used. We also found that young people shaped their implicit theories in the service of self-enhancement. Consistent

with previous evidence on adults' implicit theory endorsement (Leith et al., 2014; Steimer & Mata, 2016), differences in implicit theory endorsement for strengths and weaknesses disappeared in the low self-relevance condition in both studies. Our findings, therefore, attest to the relevance of motivated implicit theories in a new domain and with a younger population

In the high self-relevance condition, the data in both studies were counter to the existing literature on adults' personality characteristics (Steimer & Mata, 2016). This is perhaps not entirely unexpected given the different developmental stage of the participants in the research studies and the type of competence-relevant personal attribute that was the focus of attention. Our findings suggest an interesting motivational perspective for young people in sport settings, especially when combined with other constructs such as the desire for change of strengths and weaknesses and the expected direction of future change.

Young people's view that strengths are more malleable than their weaknesses ('my strengths will not go away, they will only get better'), suggests a potentially adaptive and self-advancing motivational perspective of personal attributes. In both studies, although there was no difference between strengths and weaknesses for the direction of expected future change, students and gymnasts both reported that they expected future improvement in their strengths with scores above the scale mid-point. The malleability of their strengths, coupled with the positive direction of expected change, suggest that young people are optimistic about the continued development of their strengths, in that they will improve rather than decline or remain stable. This optimism enables the individual to protect their beliefs about both their current and future selves and to develop a positive sense of self (Sedikides & Alicke, 2018). In the PE sample, this positive motivational perspective is further enhanced through students having a stronger desire to change their strengths rather than their weaknesses. Consistent with theoretical and empirical evidence regarding the positive outcomes associated with the

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view of attributes as malleable (Dweck & Molden, 2017), students may therefore be more likely to invest time and effort in improving their strengths and thus consolidate their positive sense of self. Moreover, this view is arguably developmentally appropriate, as young people have time and opportunity to develop further and it would be pessimistic to consider that the strengths of an individual were fully established before the age of 16. Nevertheless, it would be interesting to examine change in the perceived malleability of strengths over time as young performers and students age, encounter puberty, and experience injuries that could potentially impact on perceptions of strengths relative to weaknesses.

On the other hand, our results suggest that this positive motivational perspective may be offset by young people's view that their weaknesses are more stable than their strengths ('my weaknesses are here to stay'). This potentially problematic motivational perspective was evident in both studies but may be exacerbated in the PE setting where this view was accompanied by a lower desire to change their weaknesses than their strengths. It is well established across a variety of domains that a view of attributes as stable is associated with a meaning system that makes individuals susceptible to experiencing negative outcomes (Dweck & Molden, 2017). Consequently, this view of their weaknesses may deter students from investing effort in order to improve them (Hong, Chiu, Dweck, Lin & Wan, 1999). As a result, their weaknesses will stagnate, increasing the likelihood for a negative experience of PE given the weaknesses may be exposed by one or more of the activities taught as part of a broad PE curriculum. Such experiences may have long-lasting and negative effects on young people's motivation and participation in sport and physical activity settings both within and beyond the school setting. It is therefore important that teachers, coaches and parents not only encourage the development of malleability beliefs about personal attributes, but also support students to value developing their weaknesses to create a strong desire to improve them.

Interestingly, the problematic motivational perspective may be lessened in competitive youth sport settings as gymnasts reported a greater desire to change their weaknesses than their strengths. It is possible that this greater desire to change a weakness may override the expected effects of the implicit theory and encourage the gymnast to invest effort in improving their weakness. The greater desire for change may work as a self-protective motive to enable the gymnasts to minimise the effects of their less malleable view of their weaknesses on their current and future training practices (Sedikides & Alicke, 2018). The contextual differences in desire to change observed in the present research may be reflective of the educational versus competitive focus of the two contexts. The need for gymnasts to address their weaknesses in order to be successful may be stronger than for students in the educational PE setting where the consequences of weaknesses may be less important. Consequently, the self-protective motive of desire for change is energised in gymnasts in response to these situational demands and the potential threat of the weakness to the individual's level of performance (Sedikides & Alicke, 2018).

Despite being able to establish a motivational effect on desire for change in both studies, we did not find that that desire for change was the motivational mechanism (the mediator) by which trait desirability (strength or weakness) influenced implicit theory endorsement. This is contrary to the only previous research in this area on adults' personality characteristics (Steimer & Mata, 2016) and underscores the need for further research to address the mediating role of desire for change in the physical domain. Given self-enhancement tends to occur in domains that matter most to individuals (Crocker, 2002; Sedikides, Gaertner, & Toguchi, 2003), future research may also wish to explore other motivational mechanisms, such as relationship quality, motivational climate, fear of failure or the value placed on the particular attribute or context of interest, to understand why and how the motivational effects on implicit theories are present.

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### **Limitations, Future Directions, and Conclusion**

Our findings make an important contribution to both the motivation and motivated reasoning literatures by offering an insight into a fundamental but understudied issue - the antecedents of implicit theories. However, further research, which will address the limitations of the current studies, is needed to corroborate and extend these initial findings into the motivational underpinnings of implicit theories. The inclusion of value of the domain or activity to the individual will help to elucidate differences in the findings with respect to malleability and desire for change in strengths and weaknesses. One might assume that a gymnast would value gymnastics in a youth sport setting in which they have chosen to participate, more so than a student in a compulsory PE setting might value PE. However, we also know that many children may participate in voluntary sports settings for controlled reasons and therefore the interplay of value in motivated implicit theories is of interest for future research. In addition, work should seek to replicate our findings at the domain level (i.e., in sport and PE generally), as well as for different youth sports in order to more fully explore the consequences of motivated implicit theories for young people. Future research should also address the theoretical proposition that differences in implicit theory endorsement will be most likely when individuals are experiencing challenges and difficulties (Dweck, 1999). For example, do young people use motivated implicit theories as a self-enhancement strategy prior to a challenge or difficulty, or does a setback encourage and promote the use of such strategies?

Finally, in light of the extensive research interest on implicit theories, it would appear that the questions surrounding motivated implicit theories are of importance to other life domains (e.g., education, personality, morality, social perception) where they have been established as important motivational constructs. Of notable interest may be the educational domain in which theory and research originated and for where there is a wealth of evidence

linking implicit theories to learning processes and educational outcomes (e.g., Yeager et al., 2016, 2019). We know that young people's implicit theories of intelligence are shaped by external factors such as person and process praise from adults (Cimpian et al., 2007; Pomerantz & Kempner, 2013) and their responses to young people's failures (Haimovitz & Dweck, 2016), however, are they also influenced by internal antecedents such as motivation, and the motivation to see oneself in a positive light? We propose that exploring both intrapersonal and contextual antecedents in combination will help to elucidate both the unique and combined effects on implicit theory endorsement. For example, does the type of praise received have more effect on implicit theory endorsement when the individual is concerned with self-advancement or self-protection as a self-enhancement strategy? In short, there is much to learn from future work that illuminates the aetiology of these important motivational constructs and their role in motivation, personality, and development in young people more broadly.

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