Training and motivation: The function of implementation intentions, goal orientation and errors for performance

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Appendix A

I. General instruction for the error training with heuristics condition.

Welcome to this EXCEL training!

In the course of this training you will read several short manuals about how to work with Excel. After each manual you will work independently on different tasks. By doing so “errors“ will surely occur to you. That is good and just the intention of this training! Due to these “errors“ you learn particularly well to deal with Excel.

As you can already see on the poster, errors are actually nothing bad.

- Errors happen always and everywhere, everyone makes them.
- Errors usually supply a lot of additional information and show what one is still able to learn. Errors help particularly well to learn something new.
- Please try to use your errors and to learn from them.

Computers offer a lot of possibilities to correct and undo those steps, which do not lead to the desired result. False inputs can be undone, whole operations can be cancelled or aborted.

Goal of the training is that you work on the material and the tasks independently. Altogether 45 minutes are allowed for working on the three sections and the tasks. If you should have remaining time at the end, just work on the material and the tasks one more time.

Good luck!
II. General instruction for the error training without heuristics condition.

Welcome to this EXCEL training!

In the course of this training you will read several short manuals about how to work with Excel. After each manual you will work independently on different tasks.

Goal of the training is that you work on the material and the tasks independently.

Altogether 45 minutes are allowed for working on the three sections and the tasks. If you should have remaining time at the end, just work on the material and the tasks one more time.

Good Luck!
III. General instruction for the error avoidance training condition.

Welcome to this EXCEL training!

In the course of this training you will learn about Excel while working on a set of tasks presented to you in three short manuals. You receive detailed instructions, which tell you exactly how to solve the tasks successfully. Thereby, it is very important to follow the instructions closely while working on the tasks. Following the detailed instructions step by step will guarantee correct task solution and avoid unnecessary errors. And this is just the intention of the training!

The advantages of avoiding all errors during the training are:

- that you do not waste your time by „trying out“,
- that you don’t get caught in an error situation where you can’t escape from,
- that you get used to the correct way of using EXCEL from the beginning.

Therefore, I will assist you whenever an unexpected error should occur to you while working on the tasks during the training. However, try to work on the tasks independently by following the instructions.

Altogether 45 minutes are allowed for working on the three manuals with the tasks. If you should have remaining time at the end, just follow the instruction to solve the tasks one more time.

Good luck!
II. General Information

A. Introduction

In this section, we will introduce the fundamental concepts and terminology related to the topic of interest. Understanding these basics is crucial for further analysis and discussion.

B. Theoretical Background

The theoretical framework upon which our study is based is rooted in [insert relevant theories or models]. These theories provide a solid foundation for the subsequent empirical analysis.

C. Methodological Considerations

The methodological approach used in this study involves [insert methodology details]. We employed [insert data collection methods] to [insert purpose of data collection].

D. Data Analysis

The data analysis was conducted using [insert statistical software or tools]. Key findings include [insert findings or results]. These results are then discussed in the context of the theoretical framework.

E. Conclusion

In conclusion, the study highlights [insert conclusions or implications]. The implications of these findings are [insert implications or future research directions].