1-1-2015

Unintended effects of planning in goal striving: substitution and amplification

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Keywords
striving, substitution, goal, planning, effects, unintended, amplification

Disciplines
Business

Publication Details

This book chapter is available at Research Online: https://ro.uow.edu.au/buspapers/783
Unintended Effects of Planning in Goal Striving:
Substitution and Amplification

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MOTIVATION AND CONCEPTUALIZATION

When striving toward goals (e.g., lose five pounds, increase savings), people often run into problems with getting started, staying the course, or both. Even with strong goal intentions, initiating and persisting in goal striving is problematic (Armitage & Conner, 2001). Goal intentions are translated into goal striving behaviors via self-regulatory processes that mediate the intention-behavior relationship. Planning one’s goal pursuit in an “if-then” format (e.g., if I eat lunch in the cafeteria, I will order a salad) conserves self-regulatory strength and resources (e.g., Martijn et al., 2008), enhances goal attainment (e.g., Gollwitzer & Sheeran, 2006), and is helpful in both initiating (Brandstätter, Lengfelder, & Gollwitzer, 2001; Chasteen, Park, & Schwarz, 2001) and persisting (Achtziger, Gollwitzer, & Sheeran, 2008; Bayer, Gollwitzer, & Achtziger, 2010) in goal striving behaviors.

Since planning enhances goal attainment via self-regulatory processes, these effects might differ when individuals are operating under self-regulatory systems that serve different needs (Higgins, 1997; 2002). While two friends might share the goal of being physically fit, for example, one might be oriented toward pursuing positive outcomes such as improved health (i.e., holds a promotion orientation), while the other might seek to avoid negative outcomes such as diabetes (i.e., holds a prevention focus). Regulatory fit theory (Higgins, 2000) extends the idea of people holding a dominant approach or avoidance orientation to encompass goal pursuit means. The theory argues that when adopted goal pursuit strategies (i.e., eager or vigilant) fit the individual’s self-regulatory orientation (i.e., promotion or prevention), motivational strength and goal attainment increase (Spiegel, Grant-Pillow, & Higgins, 2004).

While regulatory fit effects are typically not examined separately for promotion and prevention fit conditions, recent studies suggest that important differences may exist. In studies
with Italian and Austrian taxpayers (Leder et al., 2010; Holler et al., 2008), prevention-focused participants reacted more strongly to prevention-framed (i.e., avoid) tax information than promotion-focused participants reacted to promotion-framed (i.e., approach) information. Similar results emerged in a study assessing fairness perceptions of a possible U.S. vehicle mileage tax (Krishen, Raschke, & Mejza, 2010).

Recent studies have also identified unintended negative consequences from planning on goal striving (Dalton & Spiller, 2012; Townsend & Liu, 2012). For example, when individuals plan goal pursuit under a concrete mind-set, planning can result in lower willingness to engage in out-of-plan goal-directed means (Belyavsky Bayuk, Janiszewski, & LeBoeuf, 2010). Concrete construal is the favored processing approach of individuals who adopt a prevention focus, as opposed to the holistic or abstract processing favored by individuals who adopt a promotion focus (Avnet & Higgins, 2003; Lee, Keller, & Sternthal, 2010; Zhu & Meyers-Levy, 2007). When information construal level fits with regulatory orientation (i.e., concrete with prevention; abstract with promotion), the sensitivity toward ought- or ideal-based self-regulation is magnified, making it likely that promotion and prevention fit conditions will interact with planning for goal striving (Belyavsky Bayuk et al., 2010). Two distinct effects from planning under different fit conditions are proposed: substitution and amplification.

**Substitution Effect.** Prevention-focused consumers are motivated by obligations and tend to see an adopted goal as minimal (i.e., what is minimally necessary to not fail; Pennington & Roese, 2003). When goals are construed as minimal standards, goal-directed behaviors are initiated more quickly (Freitas et al., 2002). In the absence of planning, prevention-fit individuals should take action toward a goal sooner than individuals in a non-fit state. When asked to
develop specific plans regarding when, where, and how goal striving will be enacted, however, prevention-fit individuals are expected to interpret the act of developing detailed plans as a first step in goal striving because of the concreteness with which they conceptualize plans. Planning, in other words, is seen by prevention-fit individuals as meeting a minimum standard for goal striving behavior, and they will substitute planning for actual goal striving action.

**H1:** Planning (vs. no planning) will delay goal striving initiation for individuals operating under prevention fit (vs. promotion fit and nonfit).

*Amplification Effect.* Promotion-focused consumers are motivated by hopes and tend to see an adopted goal as maximal (i.e., what is maximally possible to achieve and possibly surpass the goal; Pennington & Roese, 2003). Goals are more abstract and removed from immediate behavior for promotion-focused individuals than for prevention-focused ones, as they “occupy a mental space more temporally removed from the here-and-now” (Pennington & Roese, 2003, p. 564). In the absence of planning, promotion-fit consumers should take action toward a goal later than individuals in a non-fit or prevention fit state (Freitas et al., 2002). When asked to develop specific plans, however, promotion-fit individuals see the planning as launching the quest for their expansive goals (Belyavsky Bayuk et al., 2010), and as a result are expected to amplify goal-directed behaviors, such that planned goal-directed actions involve greater intensity over a compressed time period.

**H2:** Planning (vs. no planning) will amplify goal striving persistence in individuals operating under promotion fit (vs. prevention fit and nonfit).

**METHODOLOGY AND MAJOR FINDINGS**
Three studies are conducted to test the hypotheses. Two field studies in the personal finance management (n = 172) and healthy snacking (n = 183) contexts provide evidence for the hypothesized substitution (see Figures 1 and 3) and amplification (see Figures 2 and 4) taking place.

Although planning has been identified as an effective self-regulatory tool, our research shows that planning is not universally beneficial. Across the studies, the results suggest that planning can delay as well as amplify goal-directed behaviors, depending on the self-regulatory condition of the individual. More specifically, when operating under prevention fit, individuals perceive planning as a first step in goal pursuit initiation and delay the start of actual goal-directed actions as a result. In contrast, individuals operating under promotion fit amplify goal-directed behaviors, resulting in an intense burst of goal striving. In effect, planning how, when, and where to pursue goals can backfire by delaying behavioral goal pursuit initiation (under prevention fit) and amplify goal-directed actions (under promotion fit).
REFERENCES


Study 1: Planning, regulatory fit, and intended initiation in personal finance goal pursuit

Notes: Goal pursuit initiation is measured as the number of weeks until intended goal-directed behavior. Higher initiation scores denote a faster intended start of goal-directed behaviors.
Study 1: Planning, regulatory fit, and intended persistence in personal finance goal pursuit

Notes: Goal pursuit persistence is measured on a scale of 1-7, with lower scores denoting lower intention to continue with goal-pursuit behaviors.
Figure 3

Study 2: Planning, regulatory fit, and initiation in healthy snacking goal pursuit

Notes: Goal pursuit initiation is measured as the number of days until the first day of healthier snacking. Higher initiation scores denote a faster start of goal pursuit.
Study 2: Planning, regulatory fit, and persistence intensity in healthy snacking goal pursuit

Notes: Intensity of goal pursuit persistence is measured as the number of healthy snacks consumed on the first day of healthy snacking.