APPENDIX A

Instructions; Experiment 1

In this exercise, I am going to present information about 37 students of Standard X. They have been drawn randomly from a quite large population of students. Naturally they vary widely with respect to some of the characteristics which make one successful in life.

You will receive 2 types of information about each student. One type of information would indicate how motivated is the student. Motivation means how vigorously that student tries on any assigned task or work. This information is obtained from 1-4 teachers of each student. These teachers had known the students for at least 5 years. The teacher indicated his opinion of the student's motivation (effort on any assigned task) using labels Extremely low, Very much below average, Below average, Average, Above average, Very much above average, and Extremely high. Please note that teacher of each student is not the same. Also treat opinions of each teachers as equally important and valid information about student's motivation.

The second type of information indicates the intellectual capacity of the student. This information is obtained from 1 teacher. Each teacher indicated his opinion of the student's intelligence along a 7-point scale: Extremely low, Very much below average, Below average, Average, Above average, Very much above average, and Extremely high.
The third type of information indicates how much opportunity for growth is available to each student. The available opportunity will range from Not at all, Very very low, A little bit of, Some, A moderate amount of, Fairly much, A good deal of, A great deal of, and All. This information was obtained from a teacher with complete knowledge of student's family and other conditions. Opportunity for growth depends upon socio-economic conditions, physical, social and educational facilities, and scope for doing whatever one wishes to do. Teachers were, therefore, asked to indicate their assessment of opportunity available for growth of each student along the above-mentioned 9-point verbal scale. All the 37 students selected for this study have all the opportunity available for doing well in their life. You will, therefore, pay careful attention to their two internal characteristics of motivation and intellectual capacity while predicting level of life performance of each student.

Inspite of our best attempts, we could not always get information from all the four teachers about the motivation of each student. In some cases, you will thus get information from 3, 2, or 1 teacher. In a few cases, motivation information will not be available at all. Similarly, in a few cases, information about ability will also
be absent. With these cases, you will act on the basis of whatever information is available about him.

Knowing motivation and intellectual capacity of the student with all opportunity available to him, you have to predict how well the described student would perform in his life. That is, how high he would go in his life. (We assume that each student would go to some profession. By life performance we mean performance in a profession only.) Your prediction of his life performance will be made along a 21-step ladder scale. This scale begins with 1 and ends with 21. 1 means he would remain at the bottom; 21 means he would reach the peak. Other numbers denote performance of different magnitude. For each student, you have to predict the level of his life performance. (We assume that effort on task and intelligence will remain at the same level throughout his life.) Because these students vary widely in effort and intellectual capacity, I urge you to make predictions as precisely as possible.

To make you familiar with the nature of the task and the use of response scale, I will give 12 practice examples. Please work with all the 12 examples one by one, and try to understand the task. It is extremely important that you understand the task fully. If there is any question, please feel free to ask.
After the practice period, I will give you this pack of 37 cards. Rate all the 37 cards one by one. Enter the Code (No. 1-37) in the first column of the Response Sheet and your prediction of his life performance in the second column. Once you rate all the 37 cards, shuffle them thoroughly and rate them for the second time. Please repeat it for the third time also. This means you will really be making 111 judgments.

Please take the task seriously and extend your best cooperation.

Thank you.