

## PPS subscales: item content and internal consistency

### **Subscale 1: Imagining Outcomes**

5 items;  $\alpha = .85$  (Employees),  $.78$  (Students)

- I consider what my future will be like once I reach my goals.
- I contemplate my ideal outcomes for the future.
- I envision the outcomes I want most.
- I identify the outcome I am hoping for among the possible future outcomes.
- I imagine how I will feel after reaching my goal.

### **Subscale 2: Setting Sensible Goals**

4 items;  $\alpha = .82$  (Employees),  $.80$  (Students)

- My goals exceed the reality of what I can do.\*
- My goals are so optimistic that I rarely meet them.\*
- My goals are often unrealistic given the time and resources I have available.\*
- My goals are often impractical.\*

### **Subscale 3: Making a Plan**

5 items;  $\alpha = .84$  (Employees),  $.74$  (Students)

- I consider alternative paths toward a goal and choose the best one.
- I make plans that specify different courses of action depending on how things progress.
- When making a plan, I build in extra time for unanticipated problems or delays.
- I consider obstacles I might encounter on the way to my goal and plan how I will deal with them.
- I make a backup plan in case my original plan fails.

### **Subscale 4: Flexible Execution**

4 items;  $\alpha = .84$  (Employees),  $.78$  (Students)

- I get stuck when I encounter unexpected delays or difficulties on the way to a goal.\*
- I am unsure what to do when things don't go as planned.\*
- When I reach a "fork in the road" on the way to a goal, I get stuck deciding which path to choose.\*
- I am uneasy when circumstances require me to modify my plans.\*

### **TOTAL SCALE**

18 items;  $\alpha = .89$  (Employees),  $.79$  (Students)

\* Reverse-scored item