

Background

Overconfidence:

- A common finding in research on confidence is that when participants judge a set of questions to be more difficult, they exhibit greater overconfidence and, in contrast, when they judge a set of questions to be more easy, they exhibit greater under-confidence (Markle, 2009).

Motivation in Groups:

- Groups are effective ways for multiple people to solve problems together in ways that are more efficient a single person. However, groups are not always the most motivated. A majority of research shows that the individual members of a group exert less effort towards group tasks compared to that exerted on individual tasks (Karau & Hart, 1998). There is also the problem of coordinating efforts when working in groups (Emich, 2014). This results in groups not being as efficient as they possibly could be.
- Research has indicated that transpersonal efficacy can drive performance and perceptions of the efficacy of other individuals can influence task performance (Emich, 2012). One study found that transpersonal efficacy negatively influenced the amount of effort basketball players exerted on offense and positively influenced the amount of effort exerted on defense (Emich, 2014).

The present research:

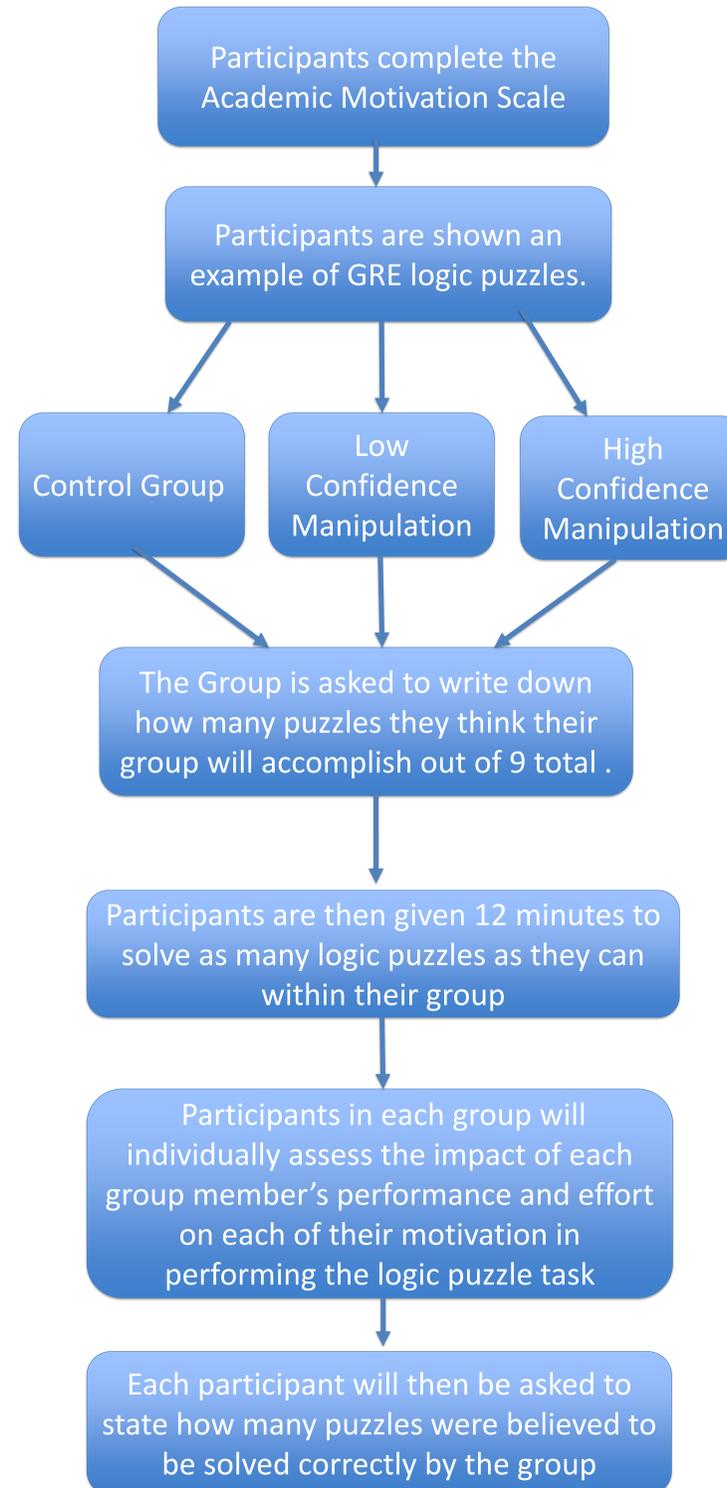
- We are interested in studying the effects of over-confidence and motivational factors on group performance by manipulating expectations about the difficulty of a performance task (GRE logic puzzles), measuring motivation, and evaluating individual performance and effort as well as the group's performance and effort.

Hypotheses

- In both manipulations of expectations of difficulty, participants will get the same amount of puzzles correct regardless of group motivation (see Table 1).
- When participants expect the puzzles to be easy, they will put in less effort compared to when they expect them to be difficult (see Table 2).
- However, when participants are more motivated by their group, they will put in more effort than participants who are less motivated by their group regardless of the confidence manipulation (see Table 2).
- Group motivation will increase confidence in performance and reverse the typical effect of task difficulty on confidence as compared with perceived task difficulty (see Table 3).
- Participants who are led to believe the puzzles are easy will be more overconfident in their performance compared to participants who believe the puzzles are difficult (see Table 3).

Method

Research Procedure.



Expected Results

Table 1

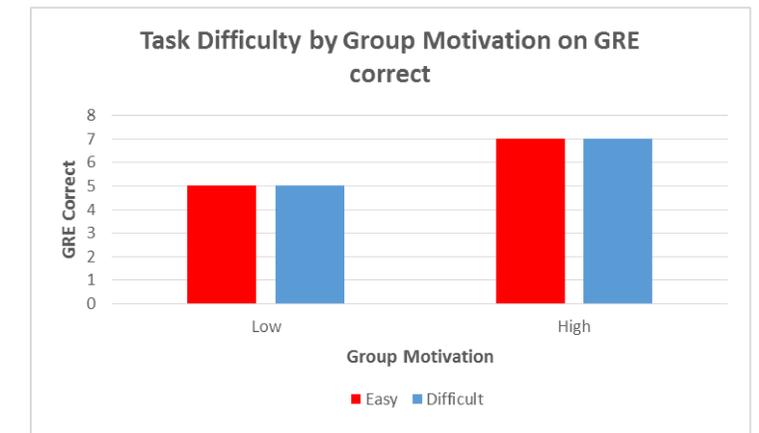


Table 2

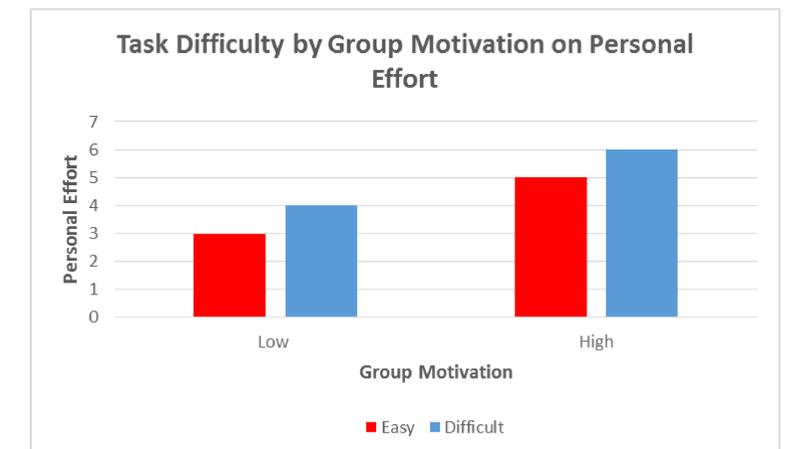


Table 3

