

# TALENTBRÜCKE – Questionnaire on Project-related Stamina



## Range of Use

The TALENTBRÜCKE – Questionnaire on Project-related Stamina can be used for all persons who want or need to implement an upcoming project. The term 'project' describes a goal-oriented project that is to be worked on over a limited period of time in order to generate a defined goal (e.g. further education, sports training, stay abroad, professional work project...). The questionnaire captures different dimensions that play an important role in different phases of a project. Thus, it provides information on which project phases a person can benefit from additional support in order to increase his or her stamina.

## Structure and Content

The TALENTBRÜCKE – Questionnaire on Project-related Stamina is a self-assessment of stamina. The questionnaire consists of 63 items on personal attitudes and behavior, which are displayed on a scale between "- -" ("I do not agree at all") and "+ +" ("I fully agree"). The following dimensions are captured: Positive self-motivation, Feasibility of the Goal, Significance of the Goal, Identification with the Goal, Decision-making Ability, Self-discipline, Planning Ability, Motivation Regulation & Frustration Tolerance, Goal-related Attention, Coping with Failure, Attribution Style. In addition, a scale of social desirability was implemented.

## Application and Evaluation

Execution: To carry out the TALENTBRÜCKE – Training Maturity Questionnaire (New) a test sheet and a pen are required for each person. Alternatively, an online version is available.

Processing Time: There is no time limit. The average test processing time is about 15 - 20 minutes.

Multilingualism: The TALENTBRÜCKE – Questionnaire on Project-related Stamina is currently available in German, English and Spanish.

Evaluation: The TALENTBRÜCKE – Questionnaire on Project-related Stamina is evaluated by the TALENTBRÜCKE team with computer support.

## Theoretical Background and Test Development

The TALENTBRÜCKE – Questionnaire on Project-related Stamina was developed on the basis of Heckhausen & Gollwitzer's (1987) Rubicon model of the action phases. The Rubicon model is a motivational psychological model, which chronologically divides human action into four phases in the action process. In the first phase (pre-decision phase) it is necessary to select a desirable and at the same time realizable goal and to form a motivation for action. In the second (post-decisional) phase the focus is on planning the implementation of action and concrete strategies as well as shielding against competing goals. The actual initiation of action and the implementation of the planned strategies determine the third (actional) phase. Here, the focus is on the regulation of effort and the defense against disruptive influences. In the fourth (post-actional) phase, the course of action and the results of action are reflected and evaluated.