

# Describing Methods (cont.)

Participants also completed the Work and Family Orientation Questionnaire (Helmreich & Spence, 1978; Spence & Helmreich, 1983). This personality measure assesses individual differences in three components of achievement motivation: work orientation, mastery orientation, and competitiveness. Each item was rated on a 5-point scale (1 = strongly disagree, 5 = strongly agree). The work and mastery items were combined into a single index as recommended by Spence and Helmreich, resulting in a two-dimensional measure of achievement orientation: workmastery and competitiveness. These scales have been shown to have good reliability and validity (Helmreich & Spence, 1978; Spence, Pred, & Helmreich, 1989).