

## SECTION 4 Questions 31–40

Complete the notes below.

Write **ONE WORD ONLY** for each answer.

### 'Self-regulatory focus theory' and leadership

#### Self-regulatory focus theory

People's focus is to approach pleasure or avoid pain

Promotion goals focus on **31** .....

Prevention goals emphasise avoiding punishment

#### Factors that affect people's focus

The Chronic Factor

- comes from one's **32** .....

The **33** ..... Factor

- we are more likely to focus on promotion goals when with a **34** .....
- we are more likely to focus on prevention goals with our boss

#### How people's focus affects them

Promotion Focus: People think about an ideal version of themselves, their **35** ..... and their gains.

Prevention Focus: People think about their 'ought' self and their obligations

## Leaders

Leadership behaviour and **36** ..... affects people's focus

*Transformational Leaders:*

- pay special attention to the **37** ..... of their followers
- passionately communicate a clear **38** .....
- inspire promotion focus in followers

*Transactional Leaders:*

- create **39** ..... to make expectations clear
- emphasise the results of a mistake
- inspire prevention focus in followers

## Conclusion

Promotion Focus is good for jobs requiring **40** .....

Prevention Focus is good for work such as a surgeon

Leaders' actions affect which focus people use