

The Effect of Goal-Setting on Small Group

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Abstract

This study examines effects of participation to individual goals in group through laboratory setting. Data were collected from 42 undergraduate and graduate school students in Japan, they were assigned to either Group goal, Group + Individual goal, group + Participative individual goal, or control condition. Participants dealt with an assembling blocks task in a group of three participants. The results indicate although between each condition there is no significance in performance, the Group goal + participative Individual goal condition is higher than the other conditions in goal commitment. The implication of the findings for participative individual goal-setting and goal commitment are discussed on Relational Frame Theory. Furthermore, what and how it can be utilized in practice are discussed.