

The Performance Failure Appraisal Inventory

Brief User's Manual

First Edition © 2003

David E. Conroy, Ph.D.

Department of Kinesiology
College of Health & Human Development
The Pennsylvania State University

The Performance Failure Appraisal Inventory Brief User's Manual

Description of the Instrument

The PFAI measures the strength of individuals' beliefs in five aversive consequences of failing. Scores are provided for each of these five lower-order fears of failing: (a) fear of experiencing shame and embarrassment, (b) fear of devaluing one's self-estimate, (c) fear of having an uncertain future, (d) fear of important others losing interest, and (e) fear of upsetting important others. These scores are moderately- to strongly-correlated with each other and their common variance can be modeled with a single higher-order factor representing a general fear of failure. This general fear of failure can be interpreted as the strength of an individual's belief that failure is generally associated with aversive consequences.

Differences in PFAI Long Forms A & B.

Two forms of the PFAI are provided in this packet. Form A is identical to the form that has been used in all of the published research on the PFAI up to 2003. Form B includes a minor modification to one item (#12) that has been recommended in three studies of PFAI score validity (Conroy & Metzler, in press; Conroy, Metzler, & Hofer, in press; Conroy, Willow, & Metzler, 2002). Users are encouraged to use Form B to reduce measurement error and increase the stability of scores over time.

Research Using the PFAI (Validation and Substantive Research)

- Conroy, D. E. (2000). *The use of performance failure appraisals to conceptualize and assess fear of failure*. Unpublished doctoral dissertation, University of Utah, Salt Lake City.
- Conroy, D. E. (2001). Fear of failure as an exemplar for social development research in sport. *Quest*, 53, 165-183.
- Conroy, D. E. (2001). Progress in the development of a multidimensional measure of fear of failure: The Performance Failure Appraisal Inventory (PFAI). *Anxiety, Stress, & Coping*, 13, 431-452.
- Conroy, D. E. (2002). Representational models associated with fear of failure in adolescents and young adults. *Journal of Personality*.
- Conroy, D. E. & Metzler, J. N. (in press). Patterns of self-talk associated with different forms of competitive anxiety. *Journal of Sport & Exercise Psychology*.
- Conroy, D. E., & Metzler, J. N. (in press). Temporal stability of Performance Failure Appraisal Inventory items. *Measurement in Physical Education and Exercise Science*.
- Conroy, D. E., Metzler, J. N., & Hofer, S. M. (in press). Factorial invariance and latent mean stability of performance failure appraisals. *Structural Equation Modeling*.
- Conroy, D. E., Poczwadowski, A., & Henschen, K. P. (2001). Evaluative criteria and consequences associated with failure and success among elite performers. *Journal of Applied Sport Psychology*, 13, 300-322.
- Conroy, D. E., Willow, J. P., & Metzler, J. N. (2002). Multidimensional fear of failure measurement: The Performance Failure Appraisal Inventory. *Journal of Applied Sport Psychology*, 14, 76-90.

The Performance Failure Appraisal Inventory (Long-Form, 25 Items)				
Form A				

Response Scale				
-2	-1	0	+1	+2
Do Not Believe At All		Believe 50% of the Time		Believe 100% of the Time

- _____ 1. When I am failing, it is often because I am not smart enough to perform successfully.
- _____ 2. When I am failing, my future seems uncertain.
- _____ 3. When I am failing, it upsets important others.
- _____ 4. When I am failing, I blame my lack of talent.
- _____ 5. When I am failing, I believe that my future plans will change.
- _____ 6. When I am failing, I expect to be criticized by important others.
- _____ 7. When I am failing, I am afraid that I might not have enough talent.
- _____ 8. When I am failing, it upsets my "plan" for the future.
- _____ 9. When I am failing, I lose the trust of people who are important to me.
- _____ 10. When I am not succeeding, I am less valuable than when I succeed.
- _____ 11. When I am not succeeding, people are less interested in me.
- _____ 12. When I am failing, I am not worried about it affecting my future plans.
- _____ 13. When I am not succeeding, people seem to want to help me less.
- _____ 14. When I am failing, important others are not happy.
- _____ 15. When I am not succeeding, I get down on myself easily.
- _____ 16. When I am failing, I hate the fact that I am not in control of the outcome.
- _____ 17. When I am not succeeding, people tend to leave me alone.
- _____ 18. When I am failing, it is embarrassing if others are there to see it.
- _____ 19. When I am failing, important others are disappointed.
- _____ 20. When I am failing, I believe that everybody knows I am failing.
- _____ 21. When I am not succeeding, some people are not interested in me anymore.
- _____ 22. When I am failing, I believe that my doubters feel that they were right about me.
- _____ 23. When I am not succeeding, my value decreases for some people.
- _____ 24. When I am failing, I worry about what others think about me.
- _____ 25. When I am failing, I worry that others may think I am not trying.

The Performance Failure Appraisal Inventory (Long-Form, 25 Items)				
Form B				

Response Scale				
-2	-1	0	+1	+2
Do Not Believe At All		Believe 50% of the Time		Believe 100% of the Time

- _____ 1. When I am failing, it is often because I am not smart enough to perform successfully.
- _____ 2. When I am failing, my future seems uncertain.
- _____ 3. When I am failing, it upsets important others.
- _____ 4. When I am failing, I blame my lack of talent.
- _____ 5. When I am failing, I believe that my future plans will change.
- _____ 6. When I am failing, I expect to be criticized by important others.
- _____ 7. When I am failing, I am afraid that I might not have enough talent.
- _____ 8. When I am failing, it upsets my "plan" for the future.
- _____ 9. When I am failing, I lose the trust of people who are important to me.
- _____ 10. When I am not succeeding, I am less valuable than when I succeed.
- _____ 11. When I am not succeeding, people are less interested in me.
- _____ 12. When I am failing, I am not worried about it affecting my future plans.
- _____ 13. When I am not succeeding, people seem to want to help me less.
- _____ 14. When I am failing, important others are not happy.
- _____ 15. When I am not succeeding, I get down on myself easily.
- _____ 16. When I am failing, I hate the fact that I am not in control of the outcome.
- _____ 17. When I am not succeeding, people tend to leave me alone.
- _____ 18. When I am failing, it is embarrassing if others are there to see it.
- _____ 19. When I am failing, important others are disappointed.
- _____ 20. When I am failing, I believe that everybody knows I am failing.
- _____ 21. When I am not succeeding, some people are not interested in me anymore.
- _____ 22. When I am failing, I believe that my doubters feel that they were right about me.
- _____ 23. When I am not succeeding, my value decreases for some people.
- _____ 24. When I am failing, I worry about what others think about me.
- _____ 25. When I am failing, I worry that others may think I am not trying.

Scoring Template:
Performance Failure Appraisal Inventory (25 Item Long Form)
Form A

Fear of Experiencing Shame & Embarrassment (FSE)

$$\text{item \#} \quad \left(\frac{\quad}{10} + \frac{\quad}{15} + \frac{\quad}{18} + \frac{\quad}{20} + \frac{\quad}{22} + \frac{\quad}{24} + \frac{\quad}{25} \right) = \frac{\quad}{7} = \frac{\quad}{\quad}$$

Fear of Devaluing One's Self-Estimate (FDSE)

$$\text{item \#} \quad \left(\frac{\quad}{1} + \frac{\quad}{4} + \frac{\quad}{7} + \frac{\quad}{16} \right) = \frac{\quad}{4} = \frac{\quad}{\quad}$$

Fear of Having an Uncertain Future (FUF): scoring varies for Forms A & B

FORM A

$$\text{item \#} \quad \left(\frac{\quad}{2} + \frac{\quad}{5} + \frac{\quad}{8} - \frac{\quad}{12} \right) = \frac{\quad}{4} = \frac{\quad}{\quad}$$

FORM B

$$\text{item \#} \quad \left(\frac{\quad}{2} + \frac{\quad}{5} + \frac{\quad}{8} + \frac{\quad}{12} \right) = \frac{\quad}{4} = \frac{\quad}{\quad}$$

Fear of Important Others Losing Interest (FIOLI)

$$\text{item \#} \quad \left(\frac{\quad}{11} + \frac{\quad}{13} + \frac{\quad}{17} + \frac{\quad}{21} + \frac{\quad}{23} \right) = \frac{\quad}{5} = \frac{\quad}{\quad}$$

Fear of Upsetting Important Others (FUIO)

$$\text{item \#} \quad \left(\frac{\quad}{3} + \frac{\quad}{6} + \frac{\quad}{9} + \frac{\quad}{14} + \frac{\quad}{19} \right) = \frac{\quad}{5} = \frac{\quad}{\quad}$$

General Fear of Failure

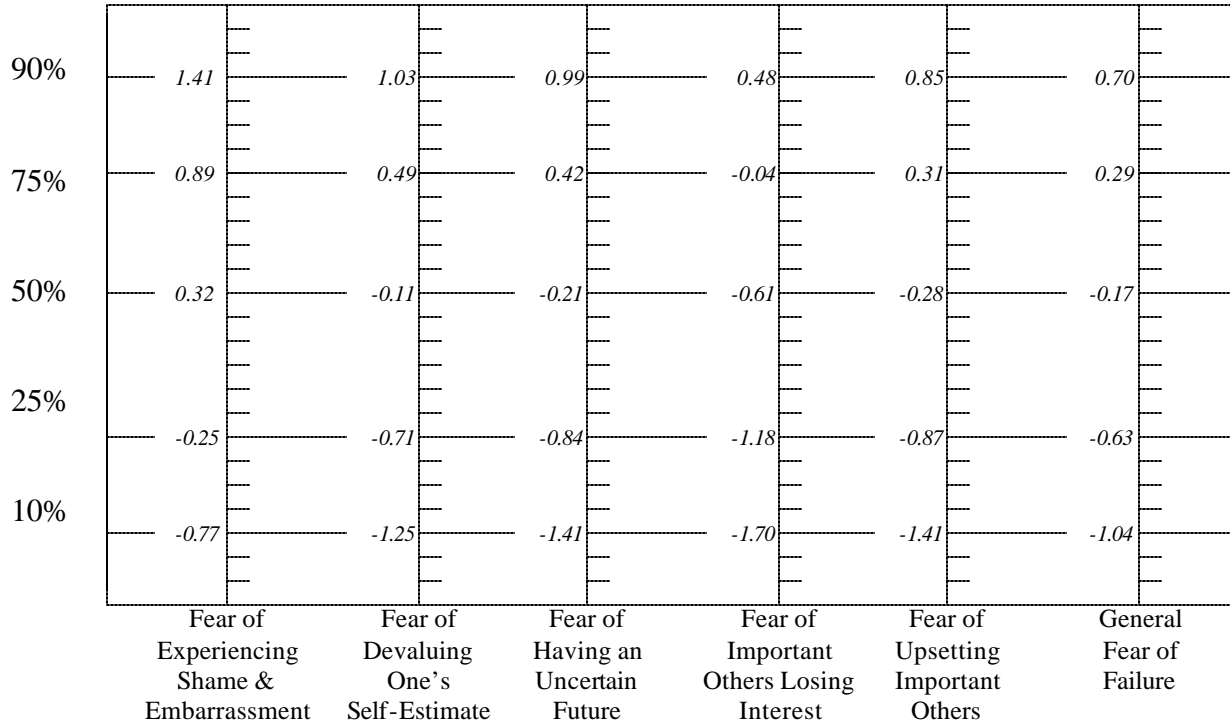
$$\text{Scale} \quad \left(\frac{\quad}{\text{FSE}} + \frac{\quad}{\text{FDSE}} + \frac{\quad}{\text{FUF}} + \frac{\quad}{\text{FIOLI}} + \frac{\quad}{\text{FUIO}} \right) = \frac{\quad}{5} = \frac{\quad}{\quad}$$

Profile Sheet

Performance Failure Appraisal Inventory (Long Form – Form A)

Client Name: _____

Date: _____



Notes:

The Performance Failure Appraisal Inventory (Short-Form)

Response Scale				
-2	-1	0	+1	+2
Do Not Believe At All		Believe 50% of the Time		Believe 100% of the Time

- _____ 1. When I am failing, I am afraid that I might not have enough talent.
- _____ 2. When I am failing, it upsets my “plan” for the future.
- _____ 3. When I am not succeeding, people are less interested in me.
- _____ 4. When I am failing, important others are disappointed.
- _____ 5. When I am failing, I worry about what others think about me.

Scoring Template: Performance Failure Appraisal Inventory (Short Form)
--

General Fear of Failure

Item $(\frac{\quad}{1} + \frac{\quad}{2} + \frac{\quad}{3} + \frac{\quad}{4} + \frac{\quad}{5}) = \quad / 5 = \quad$

Normative Data – Form A

The norms presented below were drawn from a sample of 440 college-aged females and males. Details about this sample can be found in Conroy, Willow, & Metzler (2002).

Scale	Median	Mode	<u>M</u>	<u>SD</u>	<u>SE</u>	Skewness (<u>SE</u>)	Kurtosis (<u>SE</u>)	Min	Max
FSE	0.29	0.71	0.32	0.85	0.04	-0.26 (0.12)	-0.37 (0.23)	-2.00	+2.00
FDSE	0.00	0.38 ^a	-0.11	0.89	0.12	-0.11 (0.12)	-0.57 (0.23)	-2.00	+2.00
FUF	-0.25	-0.50	-0.21	0.94	0.05	0.01 (0.12)	-0.64 (0.23)	-2.00	+2.00
FIOLI	-0.60	-0.80	-0.61	0.85	0.04	0.40 (0.12)	-0.30 (0.23)	-2.00	+2.00
FUIO	-0.20	-0.20	-0.28	0.88	0.04	0.01 (0.12)	-0.52 (0.23)	-2.00	+2.00
FF-Long	-0.14	0.13	-0.17	0.68	0.03	-0.02 (0.12)	-0.15 (0.23)	-2.00	+1.61
FF-Short	0.00	0.40	-0.04	0.84	0.04	-0.08 (0.12)	-0.50 (0.23)	-2.00	+2.00

^a Multiple modes existed for FDSE scores and the number in the table is an average of the modes. The actual values are 0.25 and 0.50.

Form A norms for college-aged females and males (N = 440; Conroy et al., 2002)

Z	Percentile	FSE	FDSE	FUF	FIOLI	FUIO	FF-Long	FF-Short
1.645	95	1.718	1.354	1.336	0.788	1.168	0.949	1.342
1.280	90	1.408	1.029	0.993	0.478	0.846	0.700	1.035
1.037	85	1.201	0.812	0.764	0.271	0.632	0.535	0.831
0.842	80	1.036	0.639	0.581	0.106	0.461	0.402	0.667
0.675	75	0.894	0.491	0.425	-0.036	0.314	0.289	0.527
0.524	70	0.766	0.357	0.283	-0.164	0.181	0.187	0.400
0.385	65	0.645	0.233	0.152	-0.283	0.059	0.092	0.284
0.253	60	0.535	0.115	0.028	-0.395	-0.057	0.002	0.173
0.126	55	0.427	0.002	-0.092	-0.503	-0.169	-0.085	0.066
0	50	0.320	-0.110	-0.210	-0.610	-0.280	-0.170	-0.040
-0.126	45	0.213	-0.222	-0.328	-0.717	-0.391	-0.255	-0.146
-0.253	40	0.105	-0.335	-0.448	-0.825	-0.502	-0.342	-0.253
-0.385	35	-0.008	-0.453	-0.572	-0.938	-0.619	-0.432	-0.364
-0.524	30	-0.126	-0.577	-0.703	-1.055	-0.741	-0.527	-0.481
-0.675	25	-0.254	-0.711	-0.845	-1.184	-0.874	-0.629	-0.607
-0.742	20	-0.396	-0.859	-1.001	-1.326	-1.021	-0.742	-0.747
-1.037	15	-0.561	-1.032	-1.184	-1.491	-1.192	-0.875	-0.911
-1.280	10	-0.768	-1.249	-1.413	-1.698	-1.406	-1.040	-1.115
-1.645	5	-1.078	-1.574	-1.756	-2.000	-1.728	-1.289	-1.422

Items Organized by Factors:
Performance Failure Appraisal Inventory (25 Item Long Form)
Form A

Fear of Experiencing Shame and Embarrassment

- 10. When I am not succeeding, I am less valuable than when I succeed.
- 15. When I am not succeeding, I get down on myself easily.
- 18. When I am failing, it is embarrassing if others are there to see it.
- 20. When I am failing, I believe that everybody knows I am failing.
- 22. When I am failing, I believe that my doubters feel that they were right about me.
- 24. When I am failing, I worry about what others think about me.
- 25. When I am failing, I worry that others may think I am not trying.

Fear of Devaluing One's Self-Estimate

- 1. When I am failing, it is often because I am not smart enough to perform successfully.
- 4. When I am failing, I blame my lack of talent.
- 7. When I am failing, I am afraid that I might not have enough talent.
- 16. When I am failing, I hate the fact that I am not in control of the outcome.

Fear of Having an Uncertain Future

- 2. When I am failing, my future seems uncertain.
- 5. When I am failing, I believe that my future plans will change.
- 8. When I am failing, it upsets my "plan" for the future.
- 12. When I am failing, I am not worried about it affecting my future plans. (Reverse)

Fear of Important Others Losing Interest

- 11. When I am not succeeding, people are less interested in me.
- 13. When I am not succeeding, people seem to want to help me less.
- 17. When I am not succeeding, people tend to leave me alone.
- 21. When I am not succeeding, some people are not interested in me anymore.
- 23. When I am not succeeding, my value decreases for some people.

Fear of Upsetting Important Others

- 3. When I am failing, it upsets important others.
- 6. When I am failing, I expect to be criticized by important others.
- 9. When I am failing, I lose the trust of people who are important to me.
- 14. When I am failing, important others are not happy.
- 19. When I am failing, important others are disappointed.

Note. Items 7, 8, 11, 19, 24 can be used to create a short-form measure of general fear of failure.