

<https://doi.org/10.34142/23129387.2024.70.10>

UDC 159.922:159.955:159.98

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THE INFLUENCE OF ACHIEVEMENT MOTIVATION ON AN INDIVIDUAL'S ABILITY TO ADAPT

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The Aim of the research is to empirically investigate and theoretically substantiate the influence of motivation on an individual's ability to adapt.

Methods: Valid and reliable psychodiagnostic tools were used: "Achievement Motivation Test" and "Failure Avoidance Motivation Test" by T. Ehlers; the "Assessment of the Level of Development of Adaptive Abilities of Personality (BOO-200)"; and the "State-Trait Anxiety Inventory" by C. Spielberger and Y. Khanin.

Results: The majority of respondents exhibit a medium level of achievement motivation. People with high motivation tend to take fewer risks but simultaneously demonstrate confidence in their abilities and effective strategies for achieving goals. A strong correlation was found between high failure avoidance motivation and personal anxiety. Individuals with high communicative potential demonstrate a high level of adaptation. However, a significant portion of respondents showed low adaptation, and the majority of study participants exhibited high levels of both situational and personal anxiety. High achievement motivation is closely related to effective behavioral regulation and communicative potential, contributing to better adaptation and success.

Conclusions: The research revealed that achievement and failure avoidance motivation are key factors influencing adaptive abilities, anxiety levels, behavioral regulation, and an individual's communicative potential. Achievement motivation: lowers anxiety levels and increases self-

confidence; promotes the development of behavioral regulation, allowing people to effectively control their actions and achieve goals; enhances communicative potential, aiding in adapting to different situations and communication styles; encourages adherence to high moral standards. Failure avoidance motivation: is associated with high levels of personal and situational anxiety; may limit the development of communication skills, as fear of failure reduces initiative and self-confidence; supports adherence to moral standards through the desire to avoid negative evaluations.

Keywords: achievement motivation, failure avoidance motivation, personal anxiety, situational anxiety, adaptation, stress resistance.

Вплив мотивації досягнення на здатність до адаптації особистості

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Мета дослідження полягає у емпіричному дослідженні і теоретичному обґрунтуванні впливу мотивації на здатність до адаптації особистості.

Методи. Застосовано валідний і надійний психодіагностичний інструментарій: «Діагностика мотивації до досягнення успіху» та «Діагностика мотивації до уникнення невдач» Т. Елєрса; методика «Оцінка рівня розвитку адаптаційних здібностей особистості (БОО-200)»; опитувальник «Оцінка рівня ситуативної (реактивної), особистісної тривожності» Ч. Спілберґера-Ю. Ханіна.

Результати. Більшість респондентів виявляють середній рівень мотивації до успіху. Люди, які мають високу мотивацію, схильні до меншого ризику, але водночас демонструють впевненість у своїх силах та ефективні стратегії для досягнення цілей. Виявлено сильний кореляційний зв'язок між високою мотивацією уникнення невдачі та особистісною тривожністю. Високий рівень адаптації демонструють особи з високим комунікативним потенціалом. Проте значна частина респондентів виявила низьку адаптацію, переважна частина учасників дослідження має високий рівень як ситуативної,

так і особистісної тривожності. Висока мотивація до успіху тісно пов'язана з ефективною поведінковою регуляцією та комунікативним потенціалом, що сприяє кращій адаптації та досягненню успіху.

Висновки. Дослідження виявило, що мотивація до успіху та уникнення невдачі є ключовими факторами, які впливають на адаптаційні здібності, рівень тривожності, поведінкову регуляцію та комунікативний потенціал особистості. Мотивація до успіху: знижує рівень тривожності та підвищує впевненість у собі; сприяє розвитку поведінкової регуляції, що дозволяє людям ефективно контролювати свої дії та досягати цілей; підвищує комунікативний потенціал, що допомагає адаптуватися до різних ситуацій та стилів спілкування; спонукає до дотримання високих моральних стандартів. Мотивація уникнення невдачі: пов'язана з високим рівнем особистісної та ситуативної тривожності; може обмежувати розвиток комунікативних навичок, оскільки страх невдачі знижує ініціативність та впевненість у собі; підтримує дотримання моральних норм через прагнення уникати негативних оцінок.

***Ключові слова:** мотивація досягнення успіху, мотивація уникнення невдачі, особистісна тривожність, ситуативна тривожність, адаптація, стресостійкість.*

Introduction. The current wartime realities are forcing Ukrainians to adapt to new living conditions. The relevance of the chosen topic lies in the study of the impact and support of sustainable achievement motivation as a factor in the successful adaptation process of an individual. The problem is socially significant because people have to face negative influences for which life has not prepared them. A large number of people have been forced to seek refuge in other regions or abroad, which required them to use their internal resources and make significant efforts. Not everyone manages to adapt successfully to life's challenges and believe in their strength. Their psyche reacts sharply, preventing them from thinking consciously. The feeling of moral pressure, inability to control the situation, despair, and despondency resulting from the loss of loved ones and homes leads to a decrease in aspirations, loss of achievement motivation, and passivity. As a result, the ability to adapt decreases, which significantly affects the quality of life. Developing achievement motivation in the Ukrainian population plays an important role in the adaptation process. It is relevant to study the impact of key factors and personal characteristics on the adaptation of displaced persons with high and low levels of achievement motivation. In wartime, it is important to develop new programs to overcome maladaptation and work on the psychological well-being of

individuals, which will contribute to self-belief and increase the degree of adaptation.

Methodology of research. *The purpose of the research* is to empirically investigate and theoretically substantiate the influence of motivation on an individual's ability to adapt.

Participants and organization of research. The sample consisted of 30 Ukrainian women of early adulthood who were forced to move abroad after the full-scale invasion. The survey was conducted using the online service Google Forms. The responses were recorded and stored in a database in a format convenient for processing and analysis.

Procedures, instruments. To achieve the purpose, we selected a series of standardized methods focused on identifying the characteristics of the motivational sphere and adaptive abilities. The following psychodiagnostic methods were conducted: "Diagnostics of Motivation for Success" and "Diagnostics of Motivation to Avoid Failure" by T. Ehlers; the method "Assessment of the Level of Development of Personal Adaptation Abilities (BOO-200)"; the questionnaire "State-Trait Anxiety Inventory" by Ch. Spielberger-Y. Khanin.

Results. Using the "Diagnostics of Motivation for Success and Avoidance of Failure" by T. Ehlers, we examined the motivational sphere of the respondents. First, let's characterize the results related to the motivational orientation towards achieving success (see Fig. 1). It is worth noting that the smallest number of respondents, 3.34%, have a low level, while the majority, 63.33%, have an average level, 23.33% have a moderately high level, and 10% have an excessively high level. Based on the interpretation of this method, we conclude that individuals moderately and strongly oriented toward success usually prioritize a moderate level of risk. The greater the motivation to achieve the goal, the less willing they are to take risks. Typically, expectations of success are more modest than with weak motivation for success.

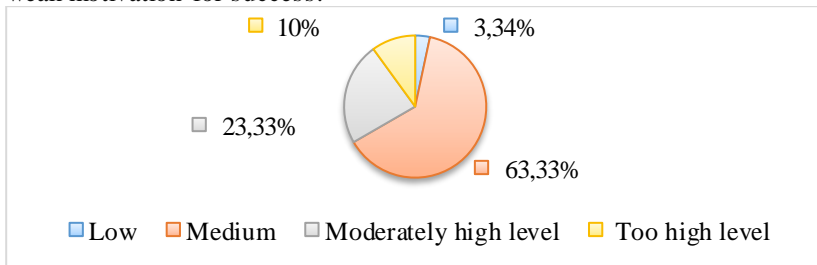


Fig. 1 Levels of Motivation for Success

The data obtained regarding the motivation to avoid failure indicates (see Fig. 2) that an extremely high level was found in 16.66% of respondents, a high level in 40%, an average level in 20%, and a low level in 23.34%. Participants of the experiment who have a fear of failure tend to have either a low or excessively high level of risk. Individuals who are characterized by a high readiness for risk and, at the same time, high motivation for protection are more likely to experience accidents. Thus, this prevailing tendency hinders the motivation for success.

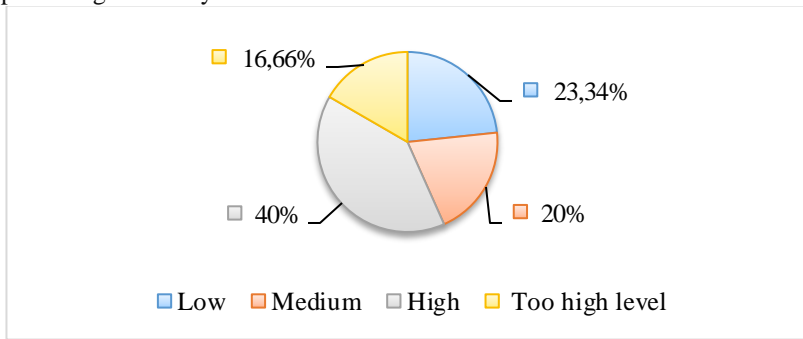


Fig. 2 Levels of Motivation to Avoid Failure

Using the "Assessment of the Level of Development of Personal Adaptation Abilities (BOO-200)" method, we analyzed the adaptive capabilities of the subjects. All responses were initially checked using the "Likelihood" scale. In 80% of respondents, a high level of behavioral regulation prevails. This indicates that they have a high and adequate self-esteem and an appropriate perception of reality. However, 20% show a low level, confirming a tendency toward psychological disintegration and incorrect perception of themselves and reality. According to the results, 76.7% of respondents have a high communicative potential, which indicates their non-conflict nature and ability to easily establish contacts with their surroundings. A low level was found in 23.3%, indicating problems in relationships due to conflicting interests and increasing aggressiveness. Regarding moral normativity, the percentage distribution was as follows: a high level is present in 63.4% of the subjects, who understand their role in a social group and adhere to generally accepted rules of behavior, unlike 36.6% of individuals who have a low level.

For the group with high and normal adaptation, which includes 16.70% of respondents, emotional stability, non-conflict behavior, and high productivity are characteristic (see Fig. 3). Their adaptation occurs quickly without changes in their functional state. They establish new contacts easily, adapt well to circumstances, and know how to form behavioral strategies. The group with satisfactory adaptation comprises 40% of respondents. These individuals have low emotional stability and partially compensated accentuation traits, which often emerge when transitioning to new activities. Their further adaptation largely depends on external environmental conditions. At the initial stage, there is a risk of difficult socialization and reduced functional state. Aggressive behaviors and breakdowns may occur. Therefore, there is a need for constant monitoring and adjustment.

Those who belong to the low adaptation group find it the hardest to get used to changed conditions. This group comprises 43.30% of all respondents. These individuals have low neuropsychic stability, and their condition is characterized as borderline. At the same time, clear character accentuations and some signs of mental disorders are evident. Their level of functioning deteriorates, leading to conflict and nervous breakdowns. They may engage in actions that contradict social norms.

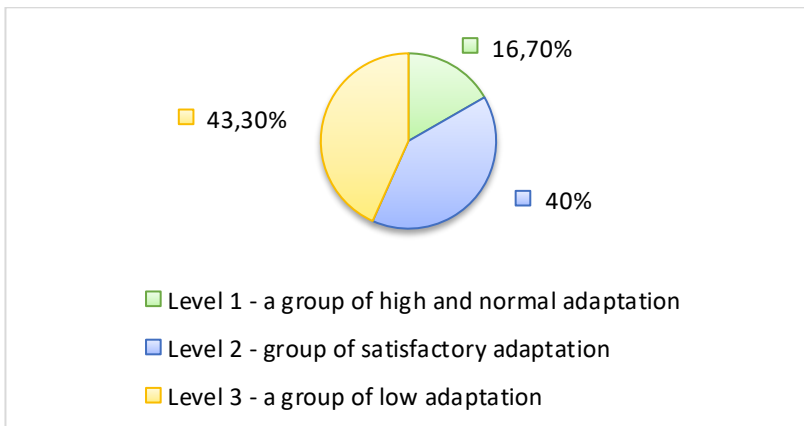


Fig. 3 Levels of Respondents' Adaptive Abilities

For situational anxiety, a moderate level prevails (53.4%), but a significant portion of respondents also exhibit a high level of anxiety (46.6%) (see Fig. 4). A low level of situational anxiety was not observed.

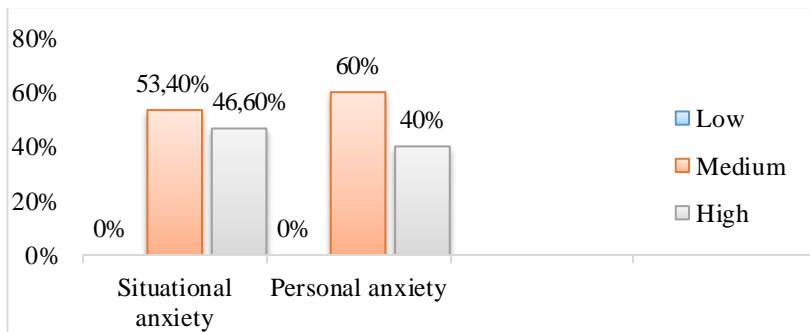


Fig. 4. Levels of Anxiety

Personal anxiety also shows the absence of a low level among respondents. The largest portion of respondents has a moderate level (60%), while the remaining 40% have a high level of personal anxiety. Thus, the data indicates that most respondents have a moderate level of both situational and personal anxiety, but a significant portion also exhibits high levels of anxiety in both categories.

The next stage of the research involved searching for correlations between motivation and adaptive abilities. The Pearson correlation coefficient was used to test the significance of the relationships between motivation and adaptive abilities. A statistically significant level of correlation is accepted at level $p < .010$.

The statistical analysis revealed a strong inverse relationship between high motivation for success and personal anxiety ($r = -.745$). High motivation for success contributes to increased self-confidence and reduced anxiety levels due to the presence of clear goals and strategies for achieving them. People with high motivation for success often possess better self-regulation skills and resilience to stress. They can effectively manage their emotions and prevent anxiety from hindering their goal achievement.

A direct correlation was established between the indicators of "motivation to avoid failure" and "personal anxiety" ($r = .762$). Motivation to avoid failure is characterized by a person's desire to avoid situations in which they might fail. This desire is often accompanied by a fear of negative evaluation. People with high motivation to avoid failure may show caution, avoid risks, and choose tasks that guarantee success. A high level of personal anxiety can enhance the motivation to avoid failure. Individuals prone to chronic worry may fear failure more and, accordingly, strive to avoid it.

In stressful situations, people with high motivation to avoid failure may experience increased anxiety. Motivation to avoid failure and anxiety can reinforce each other. This is confirmed by the results of our correlation analysis ($r = .722$). Avoiding potentially unsuccessful situations can temporarily reduce anxiety, but in the long term, it may lead to decreased self-esteem and increased anxiety since the person avoids the opportunity to cope with difficulties and strengthen their confidence. Thus, personal and situational anxiety is closely related to the motivation to avoid failure.

Our analysis revealed a strong direct relationship between motivation for success and behavioral regulation ($r = .749$). People with high motivation to achieve success tend to set clear and ambitious goals. Behavioral regulation helps them develop plans and strategies to achieve these goals. People with high motivation for success typically strive to improve their skills, accomplish challenging tasks, and achieve significant goals. Behavioral regulation includes mechanisms through which a person controls their behavior to achieve set goals. This can include self-assessment, self-control, planning, progress monitoring, and adapting strategies for success. High motivation for success often requires significant self-control and effective time management.

Behavioral regulation includes skills that allow people to delay immediate gratification in favor of achieving long-term goals, plan their time, and allocate resources most efficiently. People with high motivation for success regularly monitor their progress and adjust their actions as needed. Behavioral regulation involves self-

assessment and adaptability, which help them stay on track and make changes to their plans when facing obstacles or setbacks. Motivation for success helps people overcome difficulties and maintain focus even in stressful situations. Behavioral regulation provides strategies that help manage stress and maintain productivity under pressure.

Thus, motivation for success and behavioral regulation are closely interrelated. Motivation for success directs a person's goals and aspirations, while behavioral regulation provides the tools and strategies to achieve these goals. The interaction of these factors promotes personal growth, effective work, and the achievement of significant results.

People with high motivation to avoid failure may exhibit increased caution when planning their actions. They may strive to minimize risks and avoid situations that could potentially lead to failure. In this context, behavioral regulation includes strategic planning and selecting actions that provide the highest probability of success ($r = .763$).

The results of the correlation analysis indicate a strong relationship between the indicators "motivation for success" and "communicative potential" ($r = .817$). Individuals with high motivation for success often strive to establish and maintain professional and personal contacts that can help them achieve their goals. Communicative potential plays a key role in creating and maintaining such connections. Effective communication helps them find like-minded people, establish partnerships, and expand their network of contacts. Working towards achieving goals often requires collaboration with others. People with high motivation for success and well-developed communicative potential can effectively work in teams, coordinate efforts, and resolve conflicts. This enables them to implement projects more successfully and achieve their goals.

People with motivation for success often play the role of leaders. To do this, they need to have persuasion and inspiration skills. High communicative potential allows them to clearly articulate their ideas, motivate their team, and create an atmosphere conducive to achieving common goals. Communicative potential includes the ability to adapt to different situations and

communication styles. People with high motivation for success often face diverse tasks and people, and the ability to respond flexibly to changes and communicate effectively in various contexts helps them overcome obstacles and achieve success. People motivated by success understand the importance of their reputation and image. High communicative potential allows them to effectively present themselves, their achievements, and their ideas, which helps to strengthen their professional and personal status.

Thus, motivation for success and communicative potential are closely related and complement each other. Communication skills help people with high motivation for success to establish valuable connections, collaborate effectively, inspire others, adapt to changes, and successfully present themselves. In turn, the pursuit of success motivates them to develop and enhance their communication abilities.

Conversely, a strong inverse relationship was observed between the indicators of "motivation to avoid failure" and "communicative potential" ($r = -.761$). People with high motivation to avoid failure may avoid conflict or challenging communication situations due to fear of negative evaluation or failure. This can limit their communicative potential, as they may avoid discussions that could lead to the development and improvement of their skills. Motivation to avoid failure can lead to a decrease in initiative in establishing new contacts and interactions. Such individuals may avoid speeches, presentations, or public speaking, which limits their opportunities for professional and personal growth.

People with a motivation to avoid failure may experience low self-confidence, which negatively affects their communicative potential. They may fear expressing their thoughts and ideas, worrying that they will be misunderstood or criticized. In teamwork, people with high motivation to avoid failure may have difficulty openly exchanging thoughts and ideas, which can limit the effectiveness of team collaboration. They may prefer to stay in the background and not actively participate in discussions. Thus, the motivation to avoid failure can limit and restrain the development of communicative potential. It can lead to avoiding difficult situations

and reducing self-confidence, which negatively affects the ability to communicate effectively.

People with high motivation to achieve success often make decisions based on their moral principles. This is confirmed by the strong statistical correlation established in our study ($r = .738$). High motivation for success is often accompanied by a sense of responsibility and conscientiousness. People who strive for success may exhibit a great sense of responsibility for their actions and their consequences, which contributes to adherence to moral norms. People with motivation for success often hold leadership positions. Their moral principles and norms can significantly influence others, shaping the culture and ethical standards within a team. People with high motivation for success often seek personal growth and self-development. Ethical behavior and adherence to moral norms may be considered by them as an integral part of self-improvement and achieving long-term success.

Our research has identified a two-sided relationship between "motivation to avoid failure" and "moral normativity" ($r = .714$). People with high motivation to avoid failure may seek to avoid morally ambiguous situations to minimize the risk of negative evaluation or judgment. They may make decisions based on moral norms to minimize the likelihood of facing moral dilemmas, which can lead to stress and anxiety. The desire to avoid failure and negative evaluation can lead people to conform, meaning they adhere to generally accepted norms and rules. This can promote adherence to moral norms, as individuals strive to meet societal expectations and avoid conflicts.

Discussion. Despite the strong inverse relationship, we established between motivation for success and personal anxiety, there is no consensus on this in the scientific psychological literature. In some cases, high motivation for success can lead to increased levels of personal anxiety, especially if the goals are very ambitious or difficult to achieve. This can cause fear of failure and heightened anxiety (Lamarre et al., 2021).

The study of the problem we have identified in the scientific field is being approached from various angles. An interesting aspect

of the impact of motivation on adaptive processes is explored by B. Yu and H. Shen (Yu et al., 2012). The researchers examined the influence of integrative motivation for learning a second language on the intercultural and academic adaptation of mainland Chinese international students in Australia. A similar study by V. Chirkov et al. reflects the role of two motivational factors among Chinese international students: preservation motivation (specifically the goal of avoiding unfavorable conditions in their home country) and self-development motivation (Chirkov et al., 2007).

As in our study, preservation motivation is negatively associated with cultural adaptation indicators. The results obtained by V. Chirkov et al. in the continuation of this study highlight the significant role of self-determined motivation and the goals of international students studying abroad in their adaptation (Chirkov et al., 2008). Thus, despite differences from our sample, the findings confirm a common view: achievement motivation facilitates adaptive processes.

In contrast to our study, X. He argues that it is not motivation that determines the success of adaptation, particularly academic adaptation, but cultural intelligence (He et al., 2023). Support for our findings, particularly regarding the relationship between motivation and behavioral and social regulation, can be found in the works of M. Gezentsvey (Gezentsvey et al., 2008). Researchers point out that psychological adaptation relates to the affective aspects of the acculturative experience, while sociocultural adaptation is linked to behavior and skills. These are two areas of adaptation relevant to all people who find themselves in a different cultural environment and are motivated to change to better adapt.

The processes of psychological and sociocultural adaptation of Syrian refugees in Turkey were studied by A. Ayvazoglu et al. (Ayvazoglu et al., 2021). The researchers found that positive expectations regarding the attitudes of native Turks towards Syrians increase motivation to seek social support, which contributes to well-being and life satisfaction in Turkey. In contrast, negative motivation towards interaction with the native population can pose a risk to

psychological health and lead to low sociocultural adaptation (Park et al, 2023).

As in our study, E. Woody et al. paid special attention to the conditions of adaptation, particularly emphasizing that managing the risks of uncertain but serious potential dangers requires a special motivational system. The authors refer to this as "security motivation" and characterize it as one that allows individuals to identify indicators of potential threats, explore the environment for additional information about possible dangers, and encourage precautionary behavior (Woody et al, 2011). Thus, in its characteristics, it essentially aligns with avoidance motivation.

D. Tice et al. also focus their scientific interest on motivational flexibility at the situational level: seeing oneself in a favorable light allows for the preservation of psychological resilience at the dispositional level, whereas motivation to avoid a situation leads to a more realistic perception of one's qualities (Tice et al., 2008).

We established a connection between achievement motivation, behavioral regulation, and communicative potential. A. Kaim et al., in their research, also point out the importance of fostering social resilience and positive coping strategies for the integration of refugees, emphasizing that these should be targeted measures, educational programs, and information campaigns (Kaim et al., 2024).

An interesting aspect of the influence of motivation on behavior and adaptive processes is revealed by M. Tan et al. The researchers considered motivation as a central link between people's active or passive behavior and social factors. In their view, people acquire motivation by satisfying their psychological needs, which, in turn, encourages them to transition to autonomously controlled behavior (Tan et al., 2023).

The study of the behavioral aspect of the adaptive process conducted by Q. Yang et al. highlights the issue from the perspective of the relationship between defensive motivation and adaptation to conflict, which together leads to increased cognitive control (Yang et al., 2019). These results resonate with ours, where behavioral

regulation increases with the prevalence of motivation to avoid failure.

P. Karoly et al. emphasized the need to consider the characteristics of human motivation when studying the features of acute and chronic pain. The authors concluded that it is through self-regulation mechanisms in the process of achieving set goals that adaptation to intractable pain can be achieved, which can help patients (Karoly et al., 2024).

Conclusions.

The research revealed significant relationships between motivation and adaptive abilities. It was found that as motivation for success increases, anxiety levels decrease. People with high motivation to avoid failure, on the other hand, exhibit high levels of personal anxiety. Individuals with high motivation to avoid failure are characterized by high personal and situational anxiety. Motivation to avoid failure and anxiety can reinforce each other. Motivation for success implies strong behavioral regulation. Individuals with high motivation for success often have high communicative potential, which includes the ability to adapt to different situations and communication styles. Motivation to avoid failure can limit and restrain the development of communicative potential. Motivation to avoid failure promotes adherence to moral norms, while motivation for success encourages people to develop and adhere to high moral standards.

Motivation for success and avoidance of failure are important factors that affect adaptive abilities, anxiety, behavioral regulation, and communicative potential. They require careful management and support to improve personal and professional development.

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Оригінальний рукопис отриманий 29 червня 2024 року

Стаття прийнята до друку 5 серпня 2024 року