

FIGURE 1.3. The conditional relationships between efficacy beliefs and outcome expectancies. In given domains of functioning, efficacy beliefs vary in level, strength, and generality. The outcomes that flow from a given course of action can take the form of positive or negative physical, social, and self-evaluation effects.

that accompany the behavior. These include pleasant sensory experiences and physical pleasares in the positive forms and aversive sensory experiences, pain, and physical discomfort in the negative forms. Human behavior is partly regulated by the social reactions it evokes. Positive and negative social effects form the second major class of outcomes. On the positive side, they include such social reactions of others as expressions of interest, approval, social recognition, monetary compensation, and conferral of status and power; on the negative side, they include disinterest, disapproval, social rejection, censure, deprivation of privileges, and imposed penalties.

Social cognitive theory rejects the crude functionalist view that behavior is regulated solely by external rewards and punishments. If actions were performed only in anticipation of external rewards and punishments, people would behave like weather vanes, constantly shifting direction to conform to whatever influence happened to impinge upon them at the moment. In actuality, people display considerable self-direction in the face of competing influences. Anyone who attempted to change a devoted pacifist into a cruel aggressor or a religious devotee into an atheist would quickly come to appreciate the force of self-reactive influence in the regulation of human behavior. After

people adopt personal standards, they regulate their behavior by their self-sanctions. They do things that give them self-satisfaction and a sense of pride and self-worth and refrain from behaving in ways that give rise to self-dissatisfaction, self-devaluation, and self-censure. This third major class of outcomes includes the positive and negative self-evaluative reactions to one's own behavior. To use an athletic example, the belief that one can high-jump seven feet. in an athletic contest is a self-efficacy judgment, not an expected outcome. The anticipated social recognition, applause, trophies, monetary prizes, and self-satisfaction if such a jump represents a superior attainment, and the anticipated social disappointment, forfeiture of material rewards, and selfcriticism if it represents a deficient level of attainment, constitute the outcome expectations. A comprehensive functionalist view encompasses all these different forms of outcomes.

As conventionally defined, a performance is an accomplishment; an outcome is something that follows from it. In short, an outcome is the consequence of a performance, not the performance itself. Serious conceptual problems are created when a performance is misconstrued as the outcome of itself, as when jumping seven feet is viewed as the outcome that flows from it. A performance must be specified by descriptive markers; for example, high jumps of five, six, or seven feet. Remove the specifying markers, and one is left with a nondescript activity. Needless confusion has been introduced into the literature by misinterpreting markers of different levels of performance as the outcomes of the performance (Eastman & Marzillier, 1984). Consider an example in the achievement domain. The letter grades of A, B, C, D, and F are markers of different levels of performance, not outcomes. Performance grade levels do not come with a fixed set of outcomes. Performances at the A level may being selfsatisfaction and social approval in circles that value academic achievement but social censure in subgroups of peers who devalue academic achievement and are quick to ridicule, harass, and ostracize academic achievers (Ogbu, 1990; Solomon, 1992).

The markers of different performance levels vary depending on the domain of functioning. In

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