

## ЭМПИРИЧЕСКИЕ ИССЛЕДОВАНИЯ

## The essence of authentic pursuits: Intrinsic value-goal concordance matters

Subasi M.<sup>1,2,3</sup>, Osin E.N.<sup>4</sup>

<sup>1</sup> School of Psychology, HSE University, Moscow, Russia

<sup>2</sup> International Laboratory of Positive Psychology of Personality and Motivation, HSE University, Moscow, Russia

<sup>3</sup> Department of Psychology, Ibn Haldun University, Istanbul, Türkiye

<sup>4</sup> Department of Psychology, University of Paris Nanterre, Nanterre, France

Goal self-concordance research has significantly grown in the past twenty-five years. Goal self-concordance is described as the congruence between an individual's core values and self-set goals. The benefits of self-concordant goal selection and pursuit are well-documented. However, current research has not fully explored whether goal self-concordance represents intrinsic/healthy values such as self-transcendence and openness to change, and whether goal self-concordance mediates the effects of these values on well-being. This cross-sectional study attempts to address these gaps. A sample of 545 participants participated in the study, completing measures assessing personal values, goal self-concordance, need satisfaction, meaning in life, and life satisfaction. The results indicated that self-transcendence and openness to change were positively associated with well-being, with these relationships being significantly mediated by goal self-concordance. The findings provide evidence that the alignment of healthy values and goal self-concordance leads to beneficial outcomes in well-being. The study highlights the importance of value-goal concordance in fostering well-being and offers new directions for further research into value-based goal setting and achievement across diverse populations.

**Keywords:** functional literacy, intelligence, g-factor, general cognitive ability, literacy

## Introduction

Self-determination theory (SDT), as a broad theory of human motivation, deals with fundamental topics such as basic psychological needs, self-regulatory processes, aspirations, goals, and personality development [Ryan, Deci, 2002]. SDT suggests that optimal human development results from the interplay between humans who strive for growth and their social surroundings where basic psychological needs (BPN) (i.e., autonomy, competence, and relatedness) are either supported or thwarted [Ryan, Deci, 2017]. The striving for growth is characterized by the choice and pursuit of goals that reflect one's personal interests, values, and beliefs. However, the fifth mini-theory of SDT, originating from Kasser and Ryan's research [1993; 1996], goal-contents theory (GCT) holds the assumption that goals with different contents also differ regarding meeting basic psychological needs and increasing well-being. The pursuit of intrinsic goals such as personal growth, relationships, and community is likely to bring satisfaction of these needs and leads to stronger well-being, compared to the pursuit of extrinsic goals (e.g., fame, image, wealth), which may or may not be instrumental to need satisfaction. Recent meta-analytic evidence confirms that the importance of intrinsic goals is associated with the satisfaction of these needs and well-being, whereas extrinsic goals may be conducive to ill-being, as their pursuit may fail to satisfy the needs directly [Bradshaw, 2023; Dittmar et al., 2014]. There is evidence that the importance of extrinsic goals is associated with increased well-being, unless this type of goals is predominant [Bradshaw et al., 2023]. However, most research studies demonstrate that extrinsic goals are likely to frustrate basic psychological needs and, therefore, decrease well-being [Ryan et al., 2022].

### *The Self-Concordance Model*

In line with GCT, the self-concordance model (SCM) suggests that goals reflecting people's underlying values, traits, interests, commitments, and motives may be achieved with higher likelihood and that the type of goals people choose to pursue has important implications for well-being [Sheldon, 2014]. Sheldon and Elliot [1999] outlined the processes by which goals are related to well-being and proposed the SCM as a conceptual framework. According to the SCM, when people have self-concordant goals, their goals represent their needs, motives, and deeper personality dispositions, and the pursuit of these goals is likely to promote personality development and enhance well-being [Sheldon, 2014]. When goals and underlying values, traits, and interests are matched, people

pursue their goals with a sense of autonomy. Thus, to the extent that one feels a sense of autonomy when pursuing a goal is described as the self-concordance [Sheldon, 2002; Sheldon, Elliot, 1999]. However, when people select non-concordant goals, they waste time and energy on their goals. Even though these goals are attained, they may be irrelevant, empty, or harmful [Sezer et al., 2023; Sheldon, 2014].

Deci and Ryan [2000] assert that people may have several reasons to pursue a goal, and these reasons can be located on a continuum from autonomous to controlled motivation. Autonomous motivation includes intrinsic, integrated, and identified regulations, whereas controlled motivation encompasses introjected and external regulations [Brown, Ryan, 2004]. To measure goal self-concordance (GSC), the perceived locus of causality (PLOC) concept from SDT is applied [Ryan, Connell, 1989]. The PLOC is based on the premise that self-concordance is reflected in the subjective experience of causality, that is, in one's thoughts and feelings about goals (e.g., "which goals would feel most valuable or enjoyable to pursue?") instead of perceived match between personality and goals (e.g., "which goals would best fit your personality potentials?") [Sheldon et al., 2019]. People's feelings about what they think they want can serve as reliable organismic signals to assess the fit of a goal with underlying personality systems from the viewpoint of the SCM [Sheldon, Kasser, 1998].

One of the basic assumptions of the SCM is that goal self-concordance relies on the extent of congruence of goals with people's underlying values, interests, and traits. Past research mainly concentrated on intrinsic/extrinsic value orientations in terms of goal content or autonomous/controlled motivation [Kasser, Ryan, 1996; Sheldon, Elliot, 1999]. More recently, Sheldon and colleagues [2019] conducted a study about candidate goals related to intrinsic and extrinsic values and found that goals related to intrinsic values were rated more self-concordant. However, contrary to the SCM, some studies have shown that any type of goal can be self-concordant irrespective of intrinsic and extrinsic value content. Thus, Carver and Bird [1998] demonstrated that a positive sense of well-being can be achieved when materialistic goals (i.e., financial success, fame, appearance) are self-concordant. On the contrary, if intrinsic goals are not self-concordant, they may lead to a negative relationship with well-being. Several researchers support this view and suggest that attaining any type of value, including conformity and materialistic-based values, can be related to a positive sense of well-being [Brunstein et al., 1998; Oishi et al., 1999; Oppenheim-Weller et



al., 2018]. Carver and Bird [1998] propose that the level of GSC can lead to well-being apart from goal contents. Their perspective claims that the rationale behind pursuing goals is more significant than the content of goals themselves. From their perspective, people's underlying motivations behind pursuing a goal play a more vital role in determining their fulfillment and well-being than the specific goals they are trying to achieve.

### *The Issue of “Healthy Values”*

In the context of personal values, among contemporary approaches, Schwartz's theory of basic human values has been extensively studied and cross-culturally supported [Schwartz, 2012]. This theory provides a far-reaching framework that consists of ten distinct universal values (i.e., self-direction, stimulation, hedonism, achievement, power, security, tradition, conformity, benevolence, and universalism) and four higher-order values (i.e., openness to change, conservation, self-transcendence, and self-enhancement). Despite not being intended to test ideas derived from SDT, Schwartz's theory yields outcomes that can be tested in SDT in relation to basic psychological needs, goals, and well-being [Kasser, 2002]. Sagiv et al. [2015] suggest that SDT enables the classification of Schwartz's theory of values as representing intrinsic and extrinsic aspirations/goals. To exemplify, Sagiv and Schwartz [2000] claim that intrinsic and inherent goals or needs are primarily aligned with the value types of universalism, benevolence, and self-direction, while the goals associated with power value are considered extrinsic. As the attainment of personal goals can act as a conduit whereby one's values have an indirect impact on their overall well-being, Schwartz's theory of values has prompted discussions on the relationships between personal values, goals, and well-being [Sagiv et al., 2004; Schwartz, Sortheix, 2018]. In this context, the current research draws on the healthy values perspective based on SDT.

Initially proposed by Bilsky and Schwartz [1994], the healthy values approach outlines a model to determine healthy and unhealthy values deriving from a deficiency vs. growth analysis [Maslow, 1955]. Healthy values are cognitive representations of growth needs, whereas unhealthy values correspond to cognitive representations of deficiency needs. According to this approach, universalism, benevolence, achievement, self-direction, and stimulation are healthy values, whereas power, conformity, and security are unhealthy values. When people achieve goals associated with healthy values, they become more inclined to attribute importance to

these values and are likely to have greater levels of well-being. However, when they fail to attain goals related to unhealthy values, their deprivation levels surmount, which make them more inclined to attribute importance to these values, and they may have lower levels of well-being [Schwartz, Sortheix, 2018].

Based on the healthy values perspective, Schwartz [2012] classified personal values by growth vs. self-protection values and person vs. social focus values. From this viewpoint, self-transcendence and openness to change (i.e., stimulation, self-direction, universalism, benevolence, and hedonism) represent a desire for personal growth and self-expansion, while conservation and power values (i.e., tradition, conformity, security, power, and achievement) signify a desire for self-protection and anxiety control. As an exception, achievement value can express both self-expansive and self-protective tendencies in the context of desiring for competence vs. fulfilling social expectations or standards. The person focus and growth orientation satisfy intrinsic needs, and thus improve SWB. Conversely, the self-protective and the social focus, and anxiety-control orientation compel the self to abide by social expectations or to exert being dominant and controlling to tackle with anxiety, which emphasizes extrinsic needs (e.g., approval and status) and undermine SWB [Schwartz, Sortheix, 2018]. This view was tested, and research discovered that openness to change was positively associated with well-being, while conservation was negatively related to well-being [Sortheix, Schwartz, 2017]. However, self-enhancement and self-transcendence values showed mixed results in their relations to well-being. Power value negatively correlated with SWB, but achievement value showed no significant association with SWB. Benevolence value had a positive correlation with SWB; however, universalism value showed no significant relationship with SWB. Similarly, evidence provides contradictory results about how these values relate to SWB [Sortheix, Lönnqvist, 2014; Karabati, Cemalcilar, 2010; Joshanloo, Ghaedi, 2009] and that research utilizing values' measures report inconsistent results [Sagiv et al., 2015]. Nevertheless, Bobowik et al. [2011] provide support for the universal associations of healthy values with well-being based on SDT. They hypothesized that healthy or intrinsic values (i.e., stimulation, self-direction, universalism, benevolence, and hedonism) would positively be correlated with SWB. They further theorized that unhealthy or extrinsic values (i.e., tradition, conformity, security, power, and achievement) would negatively be associated with well-being. In addition, they highlighted the nuance that tradition, conformity,

security, and achievement may also positively be related to well-being as healthy/intrinsic values. Their results demonstrated that intrinsic values positively correlated with well-being, whereas extrinsic values were negatively associated with well-being. However, these associations were not strong. Additionally, although one can argue that hedonism is located on both openness to change and self-enhancement higher order values [Lee et al., 2019], Giménez and Tamajón [2019] identified that hedonism relates to openness to change more than self-enhancement. In summary, results are not conclusive in terms of how values are exactly related to SWB, whereas healthy values perspective and Schwartz's theory of individual values provide a strong ground to construe these relationships.

Moreover, there is additional evidence to support the distinction between healthy/intrinsic and unhealthy/extrinsic values in the context of personal goals. Kasser [2002, 2014] suggests that a reinterpretation of Schwartz' theory of values can evidence that intrinsic and extrinsic motives are reflected in personal values. Schwartz's value configuration is in congruence with the distinction between intrinsic and extrinsic values, as this configuration provides support for stimulation, self-direction, universalism, and benevolence as intrinsic values and for power, achievement, and conformity/tradition as extrinsic values [Kasser, Ryan, 1996]. Drawing on this perspective, Heblich and colleagues [2023] have found that intrinsic value orientation had weak positive associations with affect balance, need satisfaction, meaning in life, life satisfaction, and subjective vitality. Despite weak correlations, these findings provide support for the distinction of personal values.

In terms of connecting personal values and goals in a congruence context, current research provides support for the advantages of the value-goal congruence. The SCM research demonstrates that when people tend to be intrinsically oriented and have intrinsic goals, they feel autonomous in their goals, own them, show sustainable effort toward those goals, and report greater self-concordance. However, when they are inclined to be intrinsically oriented and have extrinsic goals, they feel less autonomous, are not less interested in these goals, and do not harness their resources to attain those goals [Sheldon, Goffredi, 2023; Sheldon, Schöler, 2019; Thrash et al., 2019]. Sheldon [2022] suggests that this match helps people pursue their cherished goals, invest much effort in them, and have need-satisfying and well-being experiences observed for a long time. This match additionally confirms that self-concordant goals represent one's underlying

values and interests [Sheldon, 2014]. Thus, the present research envisions a positive connection between healthy values and self-concordant goals.

Based on the literature review and the theoretical perspective suggested above, further research is required in connection with values and goal self-concordance. To our knowledge, there is no research testing and investigating the connections of goal self-concordance with personal values, particularly healthy values, and its mediating role in a value context. As Schwartz and Sortheix [2018] recommended that both the ten basic values and the intrinsic/extrinsic values can be explicitly measured, research can help determine specific situations in which each value encourages the attainment of valued goals that enhance SWB. The present research predicts that self-transcendence and openness to change values are mainly more conducive to greater well-being outcomes compared to self-enhancement and conservation, supported by recent research [Bobowik et al., 2011; Mannerström et al., 2023]. Following the theoretical assumptions of Kasser [2002] and Schwartz [1992; 2012], based on the healthy values approach and considering current findings, this research theorizes that goal self-concordance will positively be associated with self-transcendence and openness to change values (i.e., healthy values). As our research relies on SDT, it does not focus on the congruence of non-concordant goals and extrinsic values since non-concordant goals do not tap into one's underlying interests [Bradshaw et al., 2023; Ryan et al., 2022]. Affective misforecasting research provides additional support for this that people may be inclined to consider extrinsic goals beneficial [Werner, Milyavskaya, 2018; Wilson, Gilbert, 2005]. We additionally suggest that self-transcendence and openness to change values will mainly be associated with greater well-being outcomes compared to self-enhancement and conservation. Furthermore, we anticipate that goal self-concordance will strengthen the effects of healthy values on positive outcomes in well-being (i.e., need satisfaction, meaning in life, positive and negative affect, life satisfaction). We added meaning in life as an indicator of well-being since recent research has shown preliminary findings on its positive associations with goal self-concordance [Sangeorzan et al., 2024; Subasi, 2024; Subasi et al., 2024a]. The overall purpose of this study is to test the assumption that goal self-concordance represents healthy values, explore the connections of goal self-concordance with those values, and investigate the mediating role of goal self-concordance between healthy values and well-being outcomes.





Thus, the hypotheses are as follows:

**H1:** Self-transcendence and openness to change values are related to higher well-being, need satisfaction, and meaning in life.

**H2:** Self-transcendence and openness to change values are related to higher self-concordance of intrinsic goals.

**H3:** Goal self-concordance mediates the effects of self-transcendence and openness to change values on well-being outcomes.

## Materials and Methods

### *Procedure and Methodology*

Data was collected in Türkiye between 19 February, 2024, and 11 April, 2024 through a Google Forms link. Participants were recruited through snowball sampling in which researchers shared the link of the study with their networks. The inclusion criteria were “being at least over 18” and “being actively a university student.” Participants who did not meet these criteria were not involved in the study. Participants were informed about the nature of the study and their rights (e.g., withdrawing from the study anytime, ensuring privacy) prior to responding to the survey. They started to respond to the items upon granting informed consent. This study adhered to the 1964 Helsinki Declaration and its later amendments or comparable ethical standards. The current research received ethical approval by the Ethical Evaluation of Empirical Research Projects of the Department of Psychology of the HSE University with a decision on 3 April, 2024.

### *Measures*

Portrait Values Questionnaire (PVQ-21) [Schwartz, 2003]. The PVQ-21 was an adapted version of the Portrait Value Questionnaire-40, including 21 items that covered four higher-order values (i.e., openness to change, conservation, self-transcendence, and self-enhancement) and ten value types (i.e., stimulation, self-direction, achievement, hedonism, security, power, tradition, conformity, universalism, and benevolence) from Schwartz’s basic human values model [Schwartz, 1992; Schwartz et al., 2001]. Instead of rating how much each statement described an abstract female or male person, respondents rated how much each statement described themselves (e.g., How much is this person like you?) based on a six-point Likert scale (1 = “very much like me”; 6 = “not like me at all”). The PVQ-21 demonstrated good psychometric properties, including high internal consistency, test-retest reliability, and

validity [Schwartz, 2003; Verkasalo et al., 2009]. As recommended in the instructions of the PVQ-21, this study centered the variables around the individual mean of all items. This study indicated acceptable reliability for the subscales: self-transcendence ( $\alpha = 0,78$ ); self-enhancement ( $\alpha = 0,69$ ); openness to change ( $\alpha = 0,74$ ); conservation ( $\alpha = 0,73$ ).

Personal Goal Task. In the Personal Goal Task, this research utilized “the personal striving construct” [Emmons, 1986], “the personal project model” [Little, 1993], and the intrinsic aspirations of the Aspirations Index (AI) by revising them [Kasser, Ryan, 1996]. We provided the following intrinsic aspirations from the AI: to develop and learn new things; to live my life with someone I love; to help people in need; to know and accept who I really am; to have close, trusting, lasting, and strong relationships with people; to contribute to the world and society. We asked participants to choose two aspirations and make them the most important concrete goals that they would want to pursue over the next month by exemplifying this instruction. For example, a participant can choose the following aspiration: to develop and learn new things. This aspiration can be turned into a concrete goal as follows: “I will read a book about the history of Moscow over the next month.” Accordingly, participants set their own goals and wrote two self-generated concrete intrinsic goals.

Perceived Locus of Causality (Goal Self-Concordance). The goal-self concordance was measured by this question in the Personal Goal Task: “Please rate each of your goals in terms of each of the following four reasons.” The first reason indexed external motivation. The second reason indexed introjected motivation. The third reason indexed identified motivation. The fourth reason indexed intrinsic motivation [Sheldon et al., 2019; Sheldon et al., 2002; Sheldon, Elliot, 1999]. These reasons stemmed from the perceived locus of causality continuum [Ryan, Connell, 1989]. An aggregate self-concordance score for each goal was obtained by person-mean-centering all items and then removing the external and introjected items from the identified and intrinsic items [Sheldon, Elliot, 1999; Sheldon, 2014]. Sheldon et al. [2017] provided evidence supporting the underlying dimensionality of these items. Furthermore, their findings indicated that the utilization of this procedure to calculate a relative autonomy index (RAI) accurately placed individuals on that dimension. Sheldon and Elliot [1999] used the rating scale varying between 1 (not at all for this reason) and 9 (completely for this reason). This study used a seven-point Likert scale ranging from 1 (not at all for this reason) to 7 (completely for this reason).

This study showed adequate reliability for the goal self-concordance of two personal goals:  $\alpha = 0,73$ .

Satisfaction with Life Scale (SWLS) [Diener et al., 1985; Köker, 1991]. The SWLS encompassed one factor measured by 5 items (e.g., “So far I have gotten the important things in my life.”). The SWLS was rated on a seven-point Likert scale. It varied from “1 = Strongly disagree” to “7 = Strongly agree.” This study demonstrated adequate reliability:  $\alpha = 0,83$ .

Scale of Positive and Negative Experience (SPANE) [Diener et al., 2009; Telef, 2015]. The SPANE included two factors (i.e., positive experience, negative experience), each of which consisted of 6 items (e.g., “happy,” “angry”). The SPANE was rated on a five-point Likert scale. It ranged from “1 = Very rarely or never” to “5 = Very often or always.” Participants evaluated these items regarding the past month. This study showed adequate reliability: positive affect ( $\alpha = 0,90$ ), negative affect ( $\alpha = 0,77$ ).

Balanced Measure of Psychological Needs Scale (BMPNS) [Sheldon, Hilpert, 2012; Kardas, Yalcin, 2018]. The BMPNS was designed to measure need satisfaction and frustration. In this study, autonomy, competence, and relatedness satisfaction were measured. The BMPNS was rated on a seven-point Likert scale ranging from “1 = Strongly disagree” to “7 = Strongly agree.” This study demonstrated adequate reliability for the subscales: autonomy satisfaction (AUS) ( $\alpha = 0,76$ ); competence satisfaction (COS) ( $\alpha = 0,83$ ); relatedness satisfaction (RES) ( $\alpha = 0,79$ ).

Multidimensional Existential Meaning Scale (MEMS) [George, Park, 2017; Subasi et al., 2024b]. The MEMS encompassed three subscales (i.e., comprehension, purpose, and significance). Each subscale consisted of 5 items, rated on a five-point Likert scale ranging from “1 = Strongly disagree” to “5 = Strongly agree.” The present research calculated the MEMS general score since Subasi et al. [2024b] demonstrated that the MEMS general factor could be measured based on their bifactor analysis results. This study indicated excellent reliability:  $\alpha = 0,93$ .

### *Participants*

A total of 545 participants were recruited in this cross-sectional study utilizing convenience sampling. Participants were 78% female. Their age ranged from 18 to 58 years old, and the mean was 21.79 (SD = 4.24). 110 participants reported low subjective economic status (SES), 419 participants reported middle SES, and 16 participants reported high SES. 21 participants were preparatory students, 35 were

vocational college students, 467 were undergraduate students, 20 were master students, and 2 were PhD students. The number of participants based on their major was: Natural Sciences (N = 20), Engineering (N = 23), Health Sciences (N = 49), Psychology or Counseling Psychology (N = 209), and Social and Educational Sciences (N = 244).

### *Data Analysis*

The present research analyzed descriptive statistics to show mean, standard deviation, skewness, and kurtosis values of the variables of interest, and Pearson correlations as well as the adjustment of correlations by the Benjamini-Hochberg procedure to indicate the associations among the variables. This research analyzed the mediating role of goal self-concordance between values and well-being outcomes. Jamovi 2.5.5 was used to analyze the descriptive statistics and correlations. The SPSS Process Macro (Model 4) was used to test the mediating role of goal self-concordance conducting bootstrapping procedures with 5000 replications at 95% confidence intervals. If confidence intervals do not involve any value of zero, this suggests the mediation statistically is significant [Hayes, 2018]. Although this study interprets mediations as full, partial, or no mediations, it is important to note that these are not strict conclusions because the power to detect the direct and the indirect effect can vastly differ depending on their sizes [Reker et al., 2011].

## **Results**

### *Preliminary Analyses*

First of all, the present research provided descriptive statistics as shown in Table 1. The findings suggested that all variables fell within acceptable normality boundaries ranging from  $-2$  to  $2$  in skewness and kurtosis values [Tabachnick, Fidell, 2013].

Second, correlational findings were reported as demonstrated in Table 2. The results demonstrated that self-transcendence positively related to autonomy satisfaction and relatedness satisfaction, while having no significant relationships with the other well-being outcomes. Openness to change was positively associated with life satisfaction, positive affect, autonomy satisfaction, competence satisfaction, relatedness satisfaction, and meaning in life, while having a negative association with negative affect. Self-enhancement had negative associations with positive affect, autonomy satisfaction, relatedness satisfaction, and meaning in life, while having a positive association with negative affect. In addition, it did not have any significant associations with competence satisfaction

**Table 1***Descriptive Statistics of the Variables of the Interest*

	GSC	ST	OC	SE	CO	LS	PA	NA	AUS	COS	RES	MiL
M	2,18	0,23	0,00	-0,18	0,02	4,01	3,33	2,84	3,94	3,72	4,28	3,82
SD	3,21	0,44	0,50	0,51	0,46	1,18	0,76	0,68	0,82	0,80	0,77	0,76
S	0,40	-0,29	-0,12	-0,23	-0,12	-0,19	-0,16	0,14	-0,71	-0,49	-1,17	-0,63
K	0,21	1,22	0,77	0,67	1,09	-0,45	-0,37	-0,04	0,44	0,34	1,47	0,21

Note. \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$ . M = Mean; SD = Standard deviation; S = Skewness; K = Kurtosis; GSC = Goal self-concordance; ST = Self-transcendence; OC = Openness to change; SE = Self-enhancement; CO = Conservation; LS = Life satisfaction; PA = Positive affect; NA = Negative affect; AUS = Autonomy satisfaction; COS = Competence satisfaction; RES = Relatedness satisfaction; MiL = Meaning in life.

**Table 2***Associations Among the Variables of the Interest*

	GSC	ST	OC	SE	CO	LS	PA	NA	AUS	COS	RES
ST	0,09*										
OC	0,09*	-0,21***									
SE	-0,14***	-0,62***	-0,01								
CO	-0,01	0,05	-0,58***	-0,48***							
LS	0,18***	-0,00	0,09*	-0,08	0,01						
PA	0,26***	0,03	0,13**	-0,09*	0,01	0,57***					
NA	-0,26***	-0,07	-0,16***	0,16***	-0,02	-0,31***	-0,52***				
AUS	0,22***	0,09*	0,20***	-0,18***	-0,01	0,34***	0,34***	-0,26***			
COS	0,11**	0,03	0,15***	-0,03	-0,10*	0,25***	0,20***	-0,11**	0,51***		
RES	0,16***	0,21***	0,09*	-0,18***	0,01	0,21***	0,28***	-0,13**	0,48***	0,39***	
MiL	0,20***	0,06	0,09*	-0,18***	0,06	0,40***	0,45***	-0,26***	0,54***	0,44***	0,45***

Note. \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$ . GSC = Goal self-concordance; ST = Self-transcendence; OC = Openness to change; SE = Self-enhancement; CO = Conservation; LS = Life satisfaction; PA = Positive affect; NA = Negative affect; AUS = Autonomy satisfaction; COS = Competence satisfaction; RES = Relatedness satisfaction; MiL = Meaning in life.

and life satisfaction. Conservation was negatively associated with competence satisfaction while having no relationships with the other well-being outcomes. Goal self-concordance had positive associations with self-transcendence and openness to change, life satisfaction, positive affect, autonomy satisfaction, competence satisfaction, relatedness satisfaction, and meaning in life, while negatively being associated with self-enhancement and negative affect as well as having no relationship with conservation. Since there were a large number of correlations, the Benjamini-Hochberg procedure to control for false discovery rates was used. After the values were adjusted, all correlations were significant at an adjusted alpha level of  $\alpha = 0,05$ .

Third, as normality was assumed for each variable, the assumptions of mediations were tested. No heteroskedasticity was observed. The Durbin-Watson (DW) for autocorrelation ranged from 1.89 to 2.09. The variance inflation factor (VIF) values varied from 1.01 to 1.02. The tolerance values were between 0.98 and 0.99. Thus, the presence of multicollinearity and residual problems was not the case. These results suggested that mediation analyses could be conducted [Field, 2024].

### *Mediation Analysis*

The findings present an analysis of the mediating role of self-concordance of intrinsic goals across various relationships, demonstrating full, partial, or no mediation instances. As shown in Table 3, the results indicated that the association of self-transcendence with basic need satisfaction was partially explained by higher self-concordance of intrinsic goals. The results demonstrated that openness to change was related to augmented self-concordance of intrinsic goals, which was associated with meaning in life and life satisfaction and reduced negative affect. However, self-concordance of intrinsic goals did not mediate the effects of openness to change on autonomy satisfaction, competence satisfaction, relatedness satisfaction, and positive affect. No mediation in these outcomes was observed, as shown by confidence intervals spanning zero, whereas full or partial mediations were indicated by the absence of zero in confidence intervals. The majority of the indirect effects observed were full mediation, while the other significant indirect effects were partial. The results highlighted the complexity of the findings obtained, demonstrating the changing role of self-concordance of intrinsic goals depending upon the specific outcome and relationship being analyzed. Full or partial mediations indicated the importance of the self-concordance of intrinsic goals and did not rule

out the possibility that other factors might be at play that account for the direct influence. No mediations observed implied the potential involvement of other factors that might explain this influence. Overall, these findings evidenced the connection of healthy values and goal self-concordance, and the positive role of goal self-concordance when putting values into action toward beneficial well-being outcomes.

## **Discussion**

The present research examines the associations of goal self-concordance with healthy values and the mediating role of goal self-concordance between healthy values and well-being outcomes. First, as the current research hypothesizes, self-transcendence and openness to change are associated with higher well-being outcomes in comparison to self-enhancement and conservation. In addition, self-enhancement and conservation either negatively relate to positive well-being outcomes or do not demonstrate any significant relationships with them. These findings replicate previous findings [Bobowik et al., 2011; Bradshaw et al., 2023; Hebl et al., 2023; Sorthew, Schwartz, 2017]. These results lend support for the distinction of healthy (intrinsic) and unhealthy (extrinsic) values. Despite the correlational nature of the findings, it can be suggested that embarking on healthy values is more likely to lead to less frequently experiencing negative emotions, having more positive emotional and need-satisfying experiences, possessing a higher sense of purpose and meaning, and being much more satisfied with one's own life. However, pursuing unhealthy values may result in harmful consequences such as less positive and need-satisfying experiences, more frequently experiencing negative emotions, not having a sense of purpose and meaning, and no increase in beneficial well-being outcomes.

Our findings suggest that healthy values are positively associated with goal self-concordance, whereas unhealthy values either negatively correlate with goal self-concordance or do not show any significant association with it. These results may suggest that selecting and pursuing self-concordant goals can facilitate the expression of healthy values toward beneficial well-being outcomes, as in prior findings in the SCM research [Sezer et al., 2023; Sheldon et al., 2019; Sheldon, Elliot, 1999]. Indeed, this finding provides evidence for the fundamental assumption of the SCM that self-concordant goals tap into one's valued interests, commitments, and dispositions, as shown in previous research [Sheldon, 2014; Sheldon, Goffredi, 2023; Sheldon, Schuler, 2019; Thrash et al., 2019]. As Sheldon [2022] maintains, the congruence



**Table 3***Indirect Effect of Healthy Values on Well-Being Outcomes*

Total effect	Direct effect	Relationship	Indirect effect*	95% CI		Conclusion
				LL	UL	
0,501 [0,035]	0,398 [0,089]	ST → GSC → AUS	0,019	0,001	0,040	Full mediation
1,064 [0,000]	0,998 [0,000]	ST → GSC → RES	0,013	0,000**	0,029	Partial mediation
1,102 [0,029]	0,918 [0,066]	OC → GSC → LS	0,016	0,000**	0,036	Full mediation
1,151 [0,003]	0,949 [0,012]	OC → GSC → PA	0,022	-0,000	0,048	No mediation
-1,273 [0,000]	-1,087 [0,001]	OC → GSC → NA	-0,021	-0,048	-0,000	Partial mediation
0,982 [0,000]	0,893 [0,000]	OC → GSC → AUS	0,018	0,000	0,040	No mediation
0,711 [0,001]	0,668 [0,001]	OC → GSC → COS	0,014	0,000	0,032	No mediation
0,403 [0,041]	0,340 [0,082]	OC → GSC → RES	0,008	-0,002	0,022	No mediation
2,413 [0,041]	1,715 [0,096]	OC → GSC → MiL	0,018	0,000**	0,040	Full mediation

*Note.* \* Completely standardized indirect effect; \*\* Positive value; CI = Confidence interval; LL = Lower limit; UL = Upper limit; GSC = Goal self-concordance; ST = Self-transcendence; OC = Openness to change; SE = Self-enhancement; CO = Conservation; LS = Life satisfaction; PA = Positive affect; NA = Negative affect; AUS = Autonomy satisfaction; COS = Competence satisfaction; RES = Relatedness satisfaction; MiL = Meaning in life. If there was no mediation, this meant either the presence of zero in confidence intervals or LL and UL did not fall within acceptable boundaries to suggest the presence of mediation. Note that total and direct effects were not standardized.

between healthy values and self-concordant goals can lead to greater goal effort, higher need satisfaction, and greater well-being experiences. In this direction, the abstract nature of healthy values can be more concretely put into action through self-concordant goals on the path to optimal functioning since people feel them psychologically closer to their “self” [Gu, Tse, 2018].

Second, the findings provide partial support for our hypothesis on the mediating role of goal self-concordance. Goal self-concordance mediates between self-transcendence, and greater autonomy satisfaction and relatedness satisfaction. It mediates between openness to change, and higher meaning in life and life satisfaction, and less negative affect. Self-transcendence (i.e., universalism, benevolence) and openness to change (i.e., hedonism, stimulation, self-direction) values are healthy and anxiety-free values that focus on beneficial goals, self-expansion, and growth with a focus on personal and social interests and characteristics. As this

research initially provides support for the underlying structure of self-concordant goals, the importance of these values and their connections with goal self-concordance is salient. These values are more likely to represent one’s true self and eudaimonic interests (e.g., personal growth, authenticity, helpfulness). In line with this, goal self-concordance has received much support to represent their needs, motives, and deeper personality dispositions, which strengthen personality development and promote well-being (see review). The mediating role of goal self-concordance connects these healthy values to positive outcomes in well-being. Thus, valuing self-transcendence and openness to change may pave the way for setting and pursuing self-concordant goals. At the same time, goal self-concordance tends to enable the pursuit of healthy values with a balanced focus on personal expression and creativity, and social coherence and welfare of others.

One explanation to interpret the connection between healthy values and goal self-concordance comes from

SDT. Self-transcendence and openness to change values are likely to guide intrinsic motivation. Intrinsic motivation is a robust indicator of self-concordant goal selection and pursuit, and intrinsically pursued activities bring positive experiences in well-being [Ryan, Deci, 2017]. Thus, healthy values encourage the selection and pursuit of self-concordant goals that reflect who individuals believe they are and what they believe in. Likewise, the healthy values perspective may account for such a relationship. Individuals with strong self-transcendence values follow altruistic and meaningful life pursuits connected to the broader world and society. People with strong openness to change values give priority to seeking new experiences and express themselves autonomously in connection with meaning in life and satisfaction with life. These individuals are driven by these values and tend to set and/or pursue self-concordant goals, which can serve as a bridge between underlying aspirations and real-life conditions. However, it is important to note that goal self-concordance does not demonstrate mediatory roles between healthy values and some well-being indicators. This may be caused by the nature of the goals participants set, or healthy values may be more related to the obtained findings. Further research needs to delve into the complexities of these results.

This study is not without limitations. The cross-sectional nature of this research precludes causal conclusions. The sample of this study consists of university students, suggesting further replications should be done across diverse populations. This study analyzes higher-order values, which may require examining each value dimension and other value frameworks than Schwartz's theory of values in relation to goal self-concordance. Another limitation is that this study does not examine unhealthy/extrinsic values in detail, which requires future attempts to investigate the role of these values in self-concordant and non-concordant goal selection and pursuit. Furthermore, this research does not investigate the pursuit of goal self-concordance in a longitudinal context in connection with healthy values. Observing the effects of intrinsic/healthy value-goal concordance on well-being outcomes may provide robust support for the congruence between healthy values and self-concordant goals. The current research does not also focus on the potential buffering role of goal self-concordance between extrinsic values and well-being outcomes. Future research is recommended to address these limitations.

Building upon the obtained findings, future research can investigate the role of self-concordant goals

with concern to healthy and unhealthy values. The congruence between healthy values and self-concordant goals deserves further investigation across diverse populations. As healthy values lead to less depression and loneliness as well as greater well-being outcomes [Liu et al., 2021], self-concordance research can address the pathways toward psychological health. Since mindfulness can help people explore what they want and protect against unhealthy value effects [Warren, Wray-Lake, 2017], future research can examine how mindfulness influences the expression of (un)healthy values and self-concordant or non-concordant goal selection and pursuit as well as value-goal interactions. Further research can test the effectiveness of value interventions with a particular focus on healthy values in enhancing hedonic and eudaimonic well-being [Bojanowska et al., 2022]. Finally, research can shed much light on pathways through which healthy values are translated into valued activities with frameworks such as the Eudaimonic Activity Model (EAM) [Martela, Sheldon, 2019] and the Hedonic, Eudaimonic, and Extrinsic Motives for Activities (HEEMA) [Huta, 2016; LeFebvre, Huta, 2021].

## Conclusion

To conclude, this research highlights the importance of goal self-concordance in mediating the associations between healthy values and well-being outcomes. The results reinforce the beneficial role of self-transcendence and openness to change in well-being experiences, while underscoring the potential adverse outcomes of self-enhancement and conservation. This research demonstrates how self-concordant goals can translate the effects of healthy values into real-life well-being, notwithstanding some limitations. Further research should explore the value-goal concordance dynamics across different populations and consider longitudinal effects and value-focused interventions to enhance our understanding of values, personal goals, and their effects on well-being and psychological health.

## References

- Bilsky W., Schwartz S.H. Values and personality. *European Journal of Personality*, 1994, 8(3), 163–181. DOI:10.1002/per.2410080303
- Bobowik M., Basabe N., Páez D., Jiménez A., Bilbao M.Á. Personal values and well-being among Europeans, Spanish natives and immigrants to Spain: does the culture matter? *Journal of Happiness Studies*, 2011, 12, 401–419. DOI:10.1007/s10902-010-9202-1
- Bojanowska A., Kaczmarek Ł.D., Urbanska B., Puchalska M. Acting on values: A novel intervention enhancing hedonic



and eudaimonic well-being. *Journal of Happiness Studies*, 2022, 23(8), 3889–3908. DOI:10.1007/s10902-022-00585-4

Bradshaw E.L. Causes, costs, and caveats: Reflections, and future directions for goal contents theory. In: Ryan R.M. (Ed.), *The Oxford handbook of self-determination theory*. Oxford: Oxford University Press, 2023. pp. 139–159.

Bradshaw E.L., Conigrave J.H., Steward B.A., Ferber K.A., Parker P.D., Ryan R.M. A meta-analysis of the dark side of the American dream: Evidence for the universal wellness costs of prioritizing extrinsic over intrinsic goals. *Journal of Personality and Social Psychology*, 2023, 124(4), 873–899. DOI:10.1037/pspp0000431

Brown K.W., Ryan R.M. Fostering healthy self-regulation from within and without: A self-determination theory perspective. In: Linley P.A., Joseph S. (Eds.), *Positive psychology in practice*. New York: Wiley, 2004. pp. 105–124.

Brunstein J.C., Schultheiss O.C., Grässman R. Personal goals and emotional well-being: The moderating role of motive dispositions. *Journal of Personality and Social Psychology*, 1998, 75(2), 494–508. DOI:10.1037/0022-3514.75.2.494

Carver C.S., Bird E. The American dream revisited: Is It What You Want or Why You Want It That Matters? *Psychological Science*, 1998, 9, 289–293. DOI:10.1111/1467-9280.00057

Deci E.L., Ryan R.M. The “what” and “why” of goal pursuits: Human needs and the self-determination of behavior. *Psychological Inquiry*, 2000, 11, 227–268. DOI:10.1207/S15327965PLI1104\_01

Diener E.D., Emmons R.A., Larsen R.J., Griffin S. The satisfaction with life scale. *Journal of Personality Assessment*, 1985, 49(1), 71–75. DOI:10.1207/s15327752jpa4901\_13

Diener E., Wirtz D., Biswas-Diener R., Tov W., Kim-Prieto C., Choi D.W., Oishi S. New measures of well-being. In: Diener E. (Ed.), *Assessing well-being: The collected works of Ed Diener*. Dordrecht: Springer, 2009. pp. 247–266. DOI:10.1007/978-90-481-2354-4\_12

Dittmar H., Bond R., Hurst M., Kasser T. The relationship between materialism and personal well-being: A meta-analysis. *Journal of Personality and Social Psychology*, 2014, 107(5), 879–924. DOI:10.1037/a0037409

Emmons R.A. Personal strivings: An approach to personality and SWB. *Journal of Personality and Social Psychology*, 1986, 51(5), 1058–1068. DOI:10.1037/0022-3514.51.5.1058

Field A. *Discovering statistics using IBM SPSS statistics*. London: SAGE, 2024.

George L.S., Park C.L. The multidimensional existential meaning scale: A tripartite approach to measuring meaning in life. *The Journal of Positive Psychology*, 2017, 12(6), 613–627. DOI:10.1080/17439760.2016.1209546

Gu X., Tse C.S. Abstractness and desirableness in the human values system: Self-transcendence values are construed more abstractly, but felt more closely than are self-enhancement values. *Asian Journal of Social Psychology*,

2018, 21(4), 282–294. DOI:10.1111/ajsp.12335

Hayes A.F. *Introduction to mediation, moderation, and conditional process analysis: A regression-based approach*. New York: Guilford Publications, 2018.

Heblich B., Terzidis O., González M., Kuschel K., Mukadam M., Birkenbach M. Living well: Empirically developed structural equation model for healthy and effective self-regulation. *International Journal of Clinical and Health Psychology*, 2023, 23(4). DOI:10.1016/j.ijchp.2023.100375

Huta V. Eudaimonic and hedonic orientations: Theoretical considerations and research findings. In: Vittersø J. (Ed.), *Handbook of eudaimonic well-being*. Cham: Springer, 2016. pp. 215–231. DOI:10.1007/978-3-319-42445-3\_15

Joshanloo M., Ghaedi G. Value priorities as predictors of hedonic and eudaimonic aspects of well-being. *Personality and Individual Differences*, 2009, 47(4), pp. 294–298. DOI:10.1016/j.paid.2009.03.016

Karabati S., Cemalcilar Z. Values, materialism, and well-being: A study with Turkish university students. *Journal of Economic Psychology*, 2010, 31(4), pp. 624–633. DOI:10.1016/j.joep.2010.04.007

Kardas F., Yalcin I. An adaptation study of the Balanced Measure of Psychological Needs (BMPN) Scale to Turkish culture. *Çukurova University Faculty of Education Journal*, 2018, 47(2). pp. 357–383. DOI: 10.14812/cuefd.408515.

Kasser T. Sketches for a self-determination theory of values. In: Deci E.L., Ryan R.M. (Eds.), *Handbook of self-determination research*. Rochester: The University of Rochester Press, 2002. pp. 123–140.

Kasser T. Teaching about values and goals: Applications of the circumplex model to motivation, well-being, and prosocial behavior. *Teaching of Psychology*, 2014, 41(4), 365–371. DOI:10.1177/0098628314549714

Kasser T., Ryan R.M. A dark side of the American dream: Correlates of financial success as a central life aspiration. *Journal of Personality and Social Psychology*, 1993, 65(2), 410–422. DOI:10.1037/0022-3514.65.2.410

Kasser T., Ryan R.M. Further examining the American dream: Differential correlates of intrinsic and extrinsic goals. *Personality and Social Psychology Bulletin*, 1996, 22(3), 280–287. DOI:10.1177/0146167296223006

Köker S. Normal ve sorunlu ergenlerin yaşam doyumu düzeyinin karşılaştırılması. Master's thesis. Institute of Social Sciences, Ankara, 1991.

Lee J.A., Sneddon J.N., Daly T.M., Schwartz S.H., Soutar G.N., Louviere J.J. Testing and extending Schwartz refined value theory using a best–worst scaling approach. *Assessment*, 2019, 26(2), 166–180. DOI:10.1177/1073191116683799

LeFebvre A., Huta V. Age and gender differences in eudaimonic, hedonic, and extrinsic motivations. *Journal of Happiness Studies*, 2021, 22(5), 2299–2321. DOI:10.1007/s10902-020-00319-4

- Little B.R. Personal projects and the distributed self: Aspects of a conative psychology. In: Suls J. (Ed.), *Psychological perspectives on the self: The self in social perspective*. New York: Psychology Press, 1993. Vol. 4, pp. 157–181.
- Liu P., Wang X., Li D., Zhang R., Li H., Han J. The benefits of self-transcendence: Examining the role of values on mental health among adolescents across regions in China. *Frontiers in Psychology*, 2021, 12, 630420. DOI:10.3389/fpsyg.2021.630420
- Mannerström R., Hietajärvi L., Kuusisto A., Salmela-Aro K., Kallioniemi A. Value profiles among Finnish adolescents and their associations with subjective and social well-being. *Child Indicators Research*, 2023, 16(2), 509–531. DOI:10.1007/s12187-022-09992-8
- Martela F., Sheldon K.M. Clarifying the concept of well-being: Psychological need satisfaction as the common core connecting eudaimonic and subjective well-being. *Review of General Psychology*, 2019, 23(4), 458–474. DOI:10.1177/1089268019880886
- Maslow A. Deficiency motivation and growth motivation. In: Jones M.R. (Ed.), *Nebraska symposium on motivation: 1955*. Lincoln: University of Nebraska Press, 1955. pp. 1–30.
- Oishi S., Diener E., Suh E., Lucas R.E. Value as a moderator in SWB. *Journal of Personality*, 1999, 67(1), 157–184. DOI:10.1111/1467-6494.00051
- Oppenheim-Weller S., Roccas S., Kurman J. Subjective value fulfillment: A new way to study personal values and their consequences. *Journal of Research in Personality*, 2018, 76, 38–49. DOI:10.1016/j.jrp.2018.07.006
- Rucker D.D., Preacher K.J., Tormala Z.L., Petty R.E. Mediation analysis in social psychology: Current practices and new recommendations. *Social and Personality Psychology Compass*, 2011, 5(6), 359–371. DOI:10.1111/j.1751-9004.2011.00355.x
- Ryan R.M., Connell J.P. Perceived locus of causality and internalization: Examining reasons for acting in two domains. *Journal of Personality and Social Psychology*, 1989, 57(5), 749–761. DOI:10.1037/0022-3514.57.5.749
- Ryan R.M., Deci E.L. Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. *American Psychologist*, 2000, 55(1), 68–78. DOI:10.1037/0003-066X.55.1.68
- Ryan R.M., Deci E.L. Overview of self-determination theory: An organismic dialectical perspective. In: Deci E.L., Ryan R.M. (Eds.), *Handbook of self-determination research*. Rochester: The University of Rochester Press, 2002. pp. 3–33.
- Ryan R.M., Deci E.L. Self-determination theory: Basic psychological needs in motivation, development, and wellness. New York: Guilford Publications, 2017.
- Ryan R.M., Duineveld J.J., Di Domenico S.I., Ryan W.S., Steward B.A., Bradshaw E.L. We know this much is (meta-analytically) true: A meta-review of meta-analytic findings evaluating self-determination theory. *Psychological Bulletin*, 2022, 148(11-12), 813–842. DOI:10.1037/bul0000385
- Sagiv L., Roccas S., Hazan O. Value pathways to well-being: Healthy values, valued goal attainment, and environmental congruence. In: Linley P. A., Joseph S. (Eds.), *Positive psychology in practice*. New York: Wiley, 2004. pp. 68–85.
- Sagiv L., Roccas S., Oppenheim-Weller S. Values and well-being. In: Joseph S. (Ed.), *Positive psychology in practice: Promoting human flourishing in work, health, education, and everyday life*. 2nd ed. New York: John Wiley & Sons, 2015. pp. 103–120.
- Sagiv L., Schwartz S.H. Values priorities and SWB: Direct relations and congruity effects. *European Journal of Social Psychology*, 2000, 30, 177–198. DOI:10.1002/(SICI)1099-0992(200003/04)30:2<177::AID-EJSP982>3.0.CO;2-Z
- Sangeorzan P.C., Goodson W.L., Bohon L.M. The why to bear any how: Goal self-concordance, meaning, and depressive and anxious symptomatology. *International Journal of Applied Positive Psychology*, 2024, 1–20. DOI:10.1007/s41042-024-00158-1
- Schwartz S.H. Universals in the content and structure of values: Theoretical advances and empirical tests in 20 countries. In: Zanna M.P. (Ed.), *Advances in experimental social psychology*. San Diego: Academic Press, 1992. Vol. 25, pp. 1–65. DOI:10.1016/S0065-2601(08)60281-6
- Schwartz S.H. A proposal for measuring value orientations across nations. *Questionnaire package of the European Social Survey*, 2003, 259(290), 261–290.
- Schwartz S.H. An overview of the Schwartz theory of basic values. *Online Readings in Psychology and Culture*, 2012, 2(1), 3–20. DOI:10.9707/2307-0919.1116
- Schwartz S.H., Melech G., Lehmann A., Burgess S., Harris M., Owens V. Extending the cross-cultural validity of the theory of basic human values with a different method of measurement. *Journal of Cross-Cultural Psychology*, 2001, 32(5), 519–542. DOI:10.1177/0022022101032005001
- Schwartz S.H., Sortheix F.M. Values and SWB. In: Diener E., Oishi S., Tay L. (Eds.), *Handbook of well-being*. Salt Lake City: DEF Publishers, 2018. pp. 1–25.
- Sezer B., Riddell H., Gucciardi D., Sheldon K.M., Sedikides C., Vasconcellos D., Jackson B., Thøgersen-Ntoumani C., Ntoumanis N. Goal motives, goal-regulatory processes, psychological needs, and well-being: A systematic review and meta-analysis [Unpublished manuscript]. 2023. DOI:10.31219/osf.io/v2g8a
- Sheldon K.M. The self-concordance model of healthy goal striving: When personal goals correctly represent the person. In: Deci E.L., Ryan R.M. (Eds.), *Handbook of self-determination research*. Rochester: University of Rochester Press, 2002. pp. 65–86.
- Sheldon K.M. Becoming oneself: The central role of self-concordant goal selection. *Personality and Social Psychology Review*, 2014, 18(4), 349–365. DOI:10.1177/1088868314538549





Sheldon K.M. Freely determined: What the new psychology of the self teaches us about how to live. New York: Basic Books, 2022.

Sheldon K.M., Goffredi R. Using free will wisely: The self-concordance model. In: Ryan R.M. (Ed.), The Oxford handbook of self-determination theory. Oxford: Oxford University Press, 2023. pp. 346–361.

Sortheix F.M., Lönnqvist J.E. Personal value priorities and life satisfaction in Europe: The moderating role of socioeconomic development. *Journal of Cross-Cultural Psychology*, 2014, 45(2), 282–299. DOI:10.1177/0022022113504621

Sortheix F.M., Lönnqvist J.E. Person-group value congruence and subjective well-being in students from Argentina, Bulgaria and Finland: The role of interpersonal relationships. *Journal of Community & Applied Social Psychology*, 2015, 25(1), 34–48. DOI:10.1002/casp.2193

Sortheix F.M., Schwartz S.H. Values that underlie and undermine well-being: Variability across countries. *European Journal of Personality*, 2017, 31(2), 187–201. DOI:10.1002/per.2096

Subasi M. From motives to optimal functioning: The beneficial role of self-concordance in crafting a good life [Unpublished manuscript]. 2024.

Subasi M., Karaman H., Bulut S., Osin E.N. Turkish validation of the multidimensional existential meaning scale (MEMS): A bifactor model approach [Unpublished manuscript]. 2024b.

Subasi M., Osin E.N., Bulut S., Karaman H. The how that empowers every why: Goal self-concordance, meaning in life, psychological flexibility, and mental health outcomes [Unpublished manuscript]. 2024a. DOI:10.17605/OSF.IO/U9FJH

Tabachnick B.G., Fidell L.S. Using multivariate statistics. New York: Pearson, 2013.

Telef B.B. The positive and negative experience scale adaptation for Turkish university students. *European Scientific Journal*, 2015, 11(14), 49–59. DOI:10.13140/RG.2.1.3987.3124

Thrash T.M., Wadsworth L.M., Sim Y.Y., Wan X., Everidge C.E. Implicit–explicit motive congruence and moderating factors. In: Ryan R.M. (Ed.), The Oxford handbook of human motivation. Oxford: Oxford University Press, 2019. pp. 187–203.

Verkasalo M., Lönnqvist J.E., Lipsanen J., Helkama K. European norms and equations for a two-dimensional presentation of values as measured with Schwartz's 21-item portrait values questionnaire. *European Journal of Social Psychology*, 2009, 39(5), 780–792. DOI:10.1002/ejsp.580

Warren M.T., Wray-Lake L. Does mindfulness prepare adolescents for value-behavior concordance? Examining the role of value content. *Journal of Adolescence*, 2017, 58, 56–66. DOI:10.1016/j.adolescence.2017.04.011

Werner K.M., Milyavskaya M. We may not know what we want, but do we know what we need? Examining the ability to forecast need satisfaction in goal pursuit. *Social Psychological and Personality Science*, 2018, 9(6), 656–663. DOI:10.1177/1948550617720274

Wilson T.D., Gilbert D.T. Affective forecasting: Knowing what to want. *Current Directions in Psychological Science*, 2005, 14(3), 131–134. DOI:10.1111/j.0963-7214.2005.00355.x

Поступила в редакцию: 15 октября 2024 г. Дата публикации: 30 декабря 2024 г.

## Information about authors

*Subasi Mustafa*. PhD Candidate at the School of Psychology, HSE University, Myasnitskaya Ulitsa, 20, 101000 Moscow, Russia; Research Assistant at the International Laboratory of Positive Psychology of Personality and Motivation, HSE University, Slavyanskaya Ploshchad, 4, Building 2, 109102 Moscow, Russia; Research Associate at the Department of Psychology, Ibn Haldun University, Basak Mah., Ordu Cad., F-05 Blok No:3 34480, Basaksehir, Istanbul, Türkiye.  
E-mail: msubasi@hse.ru

*Osin Evgeny Nikolaevich*. Associate Professor, Department of Psychology, University of Paris Nanterre, Bianca and René Zazzo Building (C), 200 Avenue de la République, 92001 Nanterre, France.  
E-mail: evgeny.n.osin@gmail.com

## For citation:

Subasi M., Osin E.N. The essence of authentic pursuits: Intrinsic value-goal concordance matters. *Psikhologicheskie Issledovaniya*, 2024, Vol. 17, No. 97, p. 7.  
<https://psystudy.ru>

## Адрес статьи:

<https://doi.org/10.54359/ps.v17i97.1660>

## **Источник подлинных стремлений: значение внутренней согласованности ценностей и целей**

**Субаши М.<sup>1,2,3</sup>, Осин Е.Н.<sup>4</sup>**

<sup>1</sup> Школа психологии, НИУ ВШЭ, Москва, Россия

<sup>2</sup> Международная лаборатория позитивной психологии личности и мотивации, НИУ ВШЭ, Москва, Россия

<sup>3</sup> Кафедра психологии, университет Ибн Хальдуна, Стамбул, Турция

<sup>4</sup> Кафедра психологии, университет Париж-Нантер, Нантер, Франция

Количество исследований конкордантных целей значительно выросло за последние двадцать пять лет. Конкордантность целей описывается как соответствие между базовыми ценностями человека и самостоятельно поставленными целями. Преимущества выбора и достижения конкордантных целей хорошо исследованы. Однако из текущих исследований не ясно, представляет ли конкордантность целей внутренние/здоровые ценности, такие как самотрансценденция и открытость изменениям, и опосредует ли конкордантность целей влияние этих ценностей на благополучие. Данное кросс-секционное исследование пытается дать ответы на эти вопросы. Участие в исследовании приняли 545 респондентов, которые заполнили опросники, оценивающие личностные ценности, конкордантность целей, удовлетворенность потребностей, смысл жизни и удовлетворенность ею. Результаты показали, что самотрансценденция и открытость изменениям положительно связаны с благополучием, и эти связи статистически значимо опосредованы конкордантностью целей. Результаты исследования свидетельствуют о том, что следование здоровым ценностям и конкордантность целей приводят к повышению благополучия. Результаты подчеркивают важность согласованности ценностей и целей для обеспечения благополучия и предлагают новые возможности для дальнейших исследований выбора и достижения целей на основе ценностей среди различных групп населения.

**Ключевые слова:** конкордантность целей, здоровые ценности, смысл жизни, удовлетворение потребностей, субъективное благополучие

## Сведения об авторах

*Субаши Мустафа.* Аспирант в Школе психологии, НИУ ВШЭ, Мясницкая улица, д. 20, 101000 Москва, Россия; Стажер-исследователь Международной лаборатории позитивной психологии личности и мотивации, НИУ ВШЭ, ул. Славянская площадь, д. 4 стр. 2, 109240 Москва, Россия; Научный сотрудник кафедры психологии, университет Ибн Хальдуна, Басакский район, Улица Орду, F-05 Блок №:3 34480, Башакшехир, Стамбул, Турция.  
E-mail: msubasi@hse.ru

*Осин Евгений Николаевич.* Доцент департамента психологии, университет Париж-Нантер, Здание Бьянки и Рене Заццо (С), 200, Avenue de la République, 92001 Нантер, Франция.  
E-mail: evgeny.n.osin@gmail.com

## Ссылка для цитирования

Субаши М., Осин Е.Н. Источник подлинных стремлений: значение внутренней согласованности ценностей и целей. Психологические исследования. 2024. Т. 17, No. 97. С. 7.  
URL: <https://psystudy.ru>