

# Regulatory Mode Fit and Leaders-Followers Affective Reactions

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# Regulatory Mode Theory

(Kruglanski et al., 2000)

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ASSESSMENT MODE

Comparisons

Critical evaluation



“Do the right thing”

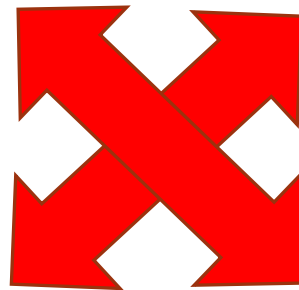
LOCOMOTION MODE

Movement

Change



“Just do it!”



# Goals of Current Study

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1. Leaders and followers regulatory mode fit effects
2. Regulatory mode fit with the environment (person-job fit; e.g., Kristof-Brown et al., 2005)



Affective  
Reactions

# The Current Study : Method

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## Organizational Context:

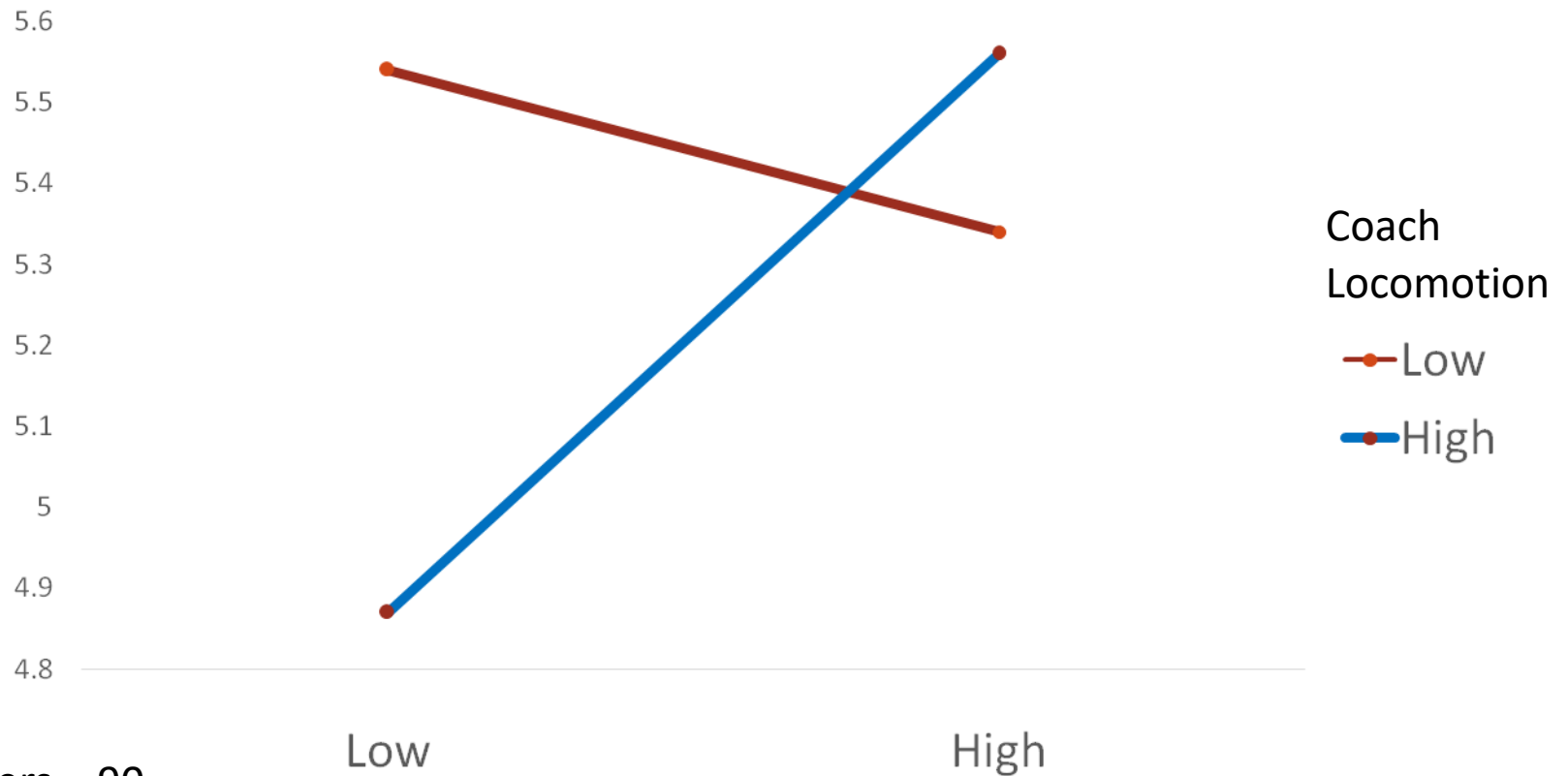
Women community sport organization (locomotion-oriented environment)

## Participants:

206 players

43 coaches

# Locomotion Interaction

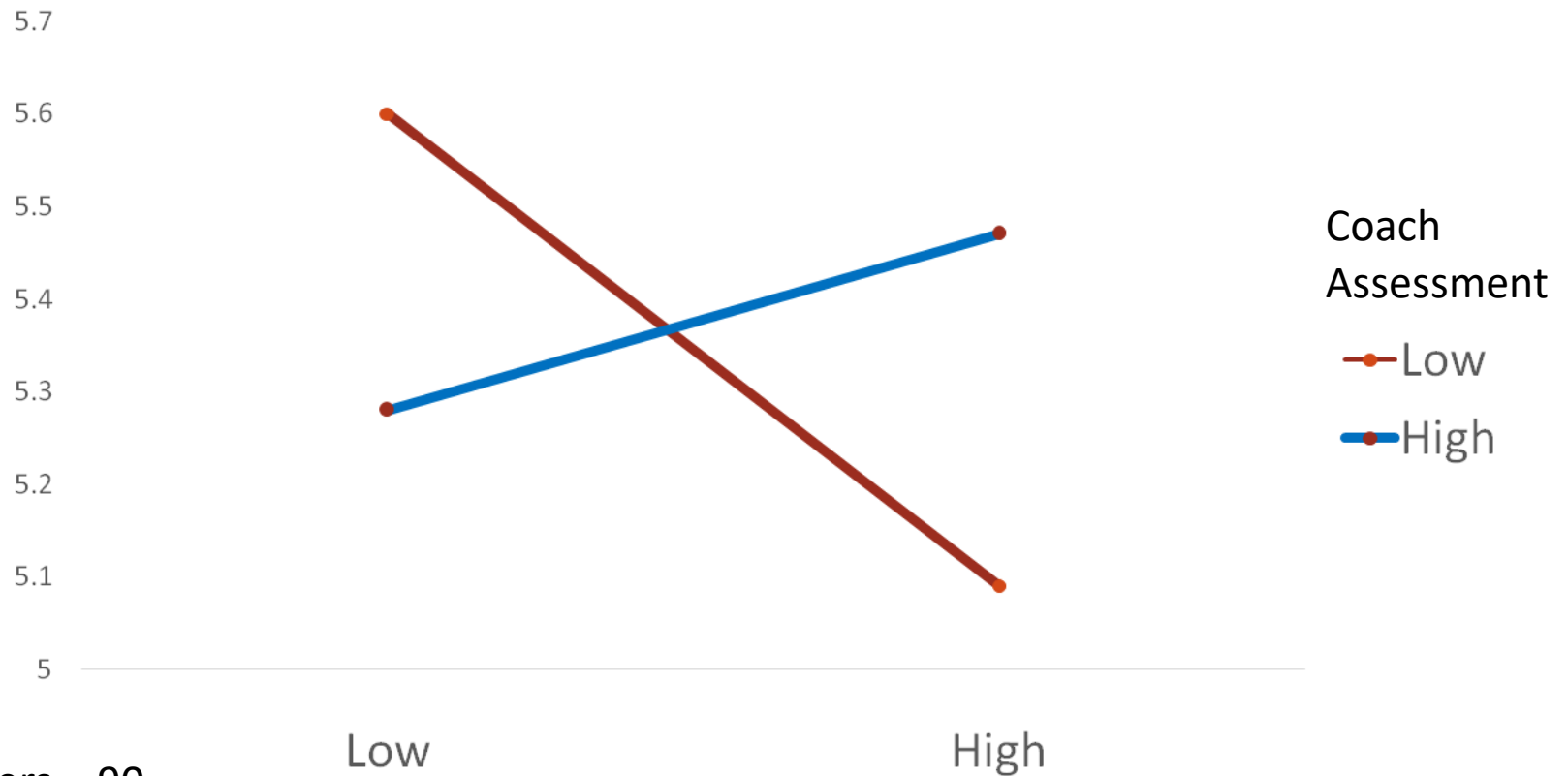


N players = 90  
N Coaches = 30

Players' Locomotion

$\gamma = .96, p < .05$

# Assessment Interaction



N players = 90  
N Coaches = 30

Players' Assessment

$\gamma = .29, p < .05$