

when individual differences in proactive tendency can shape employees' proactivity vitality management. In addition, our research suggests that employees' psychological flexibility can be a key mental ability in mediating the relationship

between proactive personality and proactivity vitality management. Our results also provide practical insight into the field of individual proactivity in sports service industry.

## CONTROLLABILITY AS A COMPONENT OF OPTIMISTIC ATTRIBUTIONAL STYLE: WHEN IT WORKS AND WHEN IT DOESN'T

**Oleg Sychev**

*Shukshin Altai State Humanities Pedagogical University  
(Biyask, Russia)*

**Tamara Gordeeva**

**Victoria Titova**

*Lomonosov Moscow State University (Moscow, Russia)*

**Evgeny Osin**

*National Research University Higher School of  
Economics (Moscow, Russia)*

Previous investigations showed that controllability appeared to be a more problematic dimension of attributional style in negative situations than that in positive situations (Ashforth & Fugate, 2006). Controllability of failures showed weak consistency with globality or stability and had low loadings on the negative attributional style factor. We hypothesized that controllability may be either pessimistic or optimistic depending on the specific content of attributed cause. Method. To test this hypothesis, we used content analysis of answers for failure situations in a Russian version of ASQ (Gordeeva, Osin, & Shevyakhova, 2009), which includes 12 hypothetical situations, seven of them are failures. Each participant wrote supposed cause for every situation and rated it on three parameters: stability, globality, and controllability. The sample comprised 603 students of two Moscow universities (mean age 24.55, 52% females). Two experts classified participants' answers into nine categories formulated after a preliminary analysis of the data. Cohen's kappa was .87, indicating high reliability of coding. To find out how the association between controllability and generality (a sum of stability and globality) depends on the

content of causes, we used moderation analysis with frequencies of every category as moderators. Results. The results of moderation analysis demonstrated that controllability only showed a statistically significant positive correlation with generality (indication of pessimism) when the content of attributions didn't include negatively evaluated internal causes (e.g., "I am incompetent"). When the attributions involved own negative traits, the correlation coefficient became negative ( $p = 0.018$  for the moderation effect). A similar moderation effect showed that positive correlation of controllability and generality became stronger in cases where attributions did not include non-judgmental internal causes (e.g., "My idea was unsuitable",  $p = 0.044$ ). Other categories of attributions didn't influence the size of correlation between controllability and generality. Conclusions. Controllability of failures may have different meaning (optimistic or pessimistic), depending on the types of attributions people use. Optimistic attributional style in negative situations involves low controllability of external causes and high controllability of internal causes.