

# Table of Content

Abstract.....	II
Zusammenfassung .....	III
Table of Content .....	V
List of Figures.....	VIII
List of Tables .....	IX
1 Introduction .....	1
2 Theoretical Background and Framework Development .....	7
2.1 Creativity.....	7
2.1.1 Definition of Creativity .....	7
2.1.2 Divergent and Convergent Thinking .....	8
2.2 The Relationship between Affect and Creativity: Theories and Principles.....	9
2.2.1 The Circumplex Model of Affect: Valence and Arousal .....	9
2.2.2 The Trilogy of Mind: Relating Affect and Cognition.....	10
2.2.3 Feelings-as-Information Theory.....	11
2.2.4 The Dual Pathway Model to Creativity.....	12
2.3 Feedback.....	13
2.3.1 Definition and Dimensions of Feedback .....	13
2.3.2 Feedback and Creativity: Pathways to Enhance Creative Performance...	14
2.4 Framework and Conceptual Model .....	16
3 Study 1: Affect and Individual Creativity – A Meta-Analysis .....	18
3.1 Motivation and Goals .....	18
3.2 Theoretical Background and Hypotheses Development .....	20
3.2.1 Sources of Affect and their Impact on Creativity.....	20
3.2.2 The Relationship between Affect Valence, Activation, and Divergent and Convergent Thinking.....	23
3.3 Methodology .....	27
3.3.1 Inclusion and Exclusion Criteria for Studies.....	27

3.3.2	Coding Criteria and Procedure .....	27
3.3.3	Effect Sizes and Model Selection for the Meta-analytical Procedure .....	30
3.4	Results .....	31
3.4.1	Positive vs Neutral Affect Contrast .....	31
3.4.2	Negative vs Neutral Affect Contrast .....	34
3.4.3	Positive vs Negative Affect Contrast.....	38
3.5	Summary of Study 1 .....	39
4	Study 2: Feedback, Affect, and Creativity .....	41
4.1	Motivation and Goals .....	41
4.2	Theoretical Background and Hypotheses Development .....	43
4.3	Methodology .....	51
4.3.1	Participants and Experimental Procedure .....	51
4.3.2	Creativity .....	52
4.3.3	Feedback Manipulation .....	54
4.3.4	Affect Activation .....	54
4.3.5	Feedback and Feedback Discrepancy .....	55
4.3.6	Controls .....	56
4.3.7	Quality Check and Outlier Analysis .....	57
4.4	Results .....	57
4.4.1	Descriptive Statistics .....	57
4.4.2	Manipulation Check .....	59
4.4.3	Data Analysis.....	61
4.4.4	Robustness Tests.....	71
4.4.5	Exploratory Analysis .....	76
4.5	Summary of Study 2.....	77
5	Discussion .....	78
5.1	Study Context.....	79
5.2	Sources of Affect.....	80

5.3	Feedback, Motivation, and Individual Creativity.....	82
5.3.1	Positive Feedback.....	82
5.3.2	Negative Feedback .....	83
5.4	Interaction between Feedback and the Level of Affective Activation .....	84
5.4.1	Two-way Interactions between Feedback Valence and Affect Activation, and Feedback Discrepancy and Affect Activation .....	84
5.4.2	Within- and Between-Person Perspectives on the (curvilinear) Relationship between Affect and Creativity .....	85
5.4.3	Moderating Role of Affect Activation in the Feedback-Creativity Relationship.....	86
6	Managerial Implications.....	88
7	Limitations and Avenues for Future Research .....	89
8	Conclusion.....	94
	Appendix .....	96
	References .....	107
	Acknowledgements .....	132