

## **Anxiety and Ironic Errors of Performance: Task Instruction Matters**

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1 **Anxiety and Ironic Errors of Performance: Task instruction matters.**

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### Abstract

We present five experiments that **examined** Wegner's (1994) theory of ironic processes of mental control in reactive motor performance under pressure for the first time. In Experiments 1, 2 and 4, we **conducted** specific examinations of the incidence of ironic error using a reactive motor task. In Experiments 3 and 5 we **provided** the first tests of whether task instruction moderates the incidence of ironic errors. The task required participants to react to a series of three primary color balls as they rolled down a chute under low- and high-anxiety conditions. **Measures of anxiety, heart rate, heart rate variability and muscle activity confirmed** the effectiveness of the anxiety manipulation. Experiments 1, 2 and 4 revealed that anxiety increased the number of ironic errors. In Experiments 3 and 5, we **provided** the first evidence that instructional interventions can reduce the incidence of anxiety-induced ironic performance errors in reactive motor tasks.

Keywords: Anxiety, ironic error, reactive task, instruction.

40                   **Anxiety and Ironic Errors of Performance: Task instruction matters.**

41                   The influence of anxiety on motor performance is central to performance psychology  
42 (e.g., Woodman & Hardy, 2003). An extensive body of research devoted to determining the  
43 nature of the anxiety-performance relationship has investigated theories such as the conscious  
44 processing hypothesis (Masters, 1992), attentional control theory (Eysenck, Derakshan,  
45 Santos, & Calvo, 2007), and catastrophe models (Hardy, Woodman, & Carrington, 2004).  
46 However, these theories do not offer a mechanism via which anxiety can elicit precisely  
47 *counter-intentional* errors. These errors are more severe than general errors, and represent the  
48 worse possible scenario; that is, making the mistake one least wants to make (Janelle, 1999).  
49 For example, a professional soccer player might instruct herself to avoid striking her penalty  
50 wide of the post, before proceeding to do exactly that. One can explain such counter-  
51 intentional errors through Wegner's (1994) theory of ironic processes of mental control. To  
52 date this theory has received comparatively scant attention in the anxiety and motor  
53 performance literature. This is surprising when one considers that the consequences of  
54 counter-intentional errors in the motor performance domain, especially during tasks that  
55 require rapid decisions and responses to ever-changing environmental stimuli (e.g.,  
56 competitive sport, emergency services, and armed forces) can be severe. Indeed, we are  
57 aware of no study applying ironic processes theory to the anxiety and performance  
58 relationship, where the performance task is reactive in nature. We designed the experiments  
59 in this manuscript to be the first to examine Wegner's theory of ironic processes of mental  
60 control as an explanation for anxiety-induced counter-intentional errors during reactive motor  
61 performance.

62                   **Ironic Processes of Mental Control**

63                   The foundation to Wegner's (1994,) theory is that so-called *operating* and *monitoring*  
64 cognitive processes work together to produce our thoughts and actions. Specifically, an

65 intentional *operating process* carries out effortful regulation by consciously searching for,  
66 and directing the person toward, mental contents that will yield an intended emotional state or  
67 preferred outcome. Meanwhile an ironic *monitoring process* subconsciously searches for  
68 signals of failure to achieve the desired state; the monitoring process is unconscious,  
69 autonomous, and less demanding of mental effort. If this subconscious *monitor* identifies any  
70 such failures then it reactivates the intentional *operating process*, which aims to bring about  
71 the regulation by filling the mind with mental contents that are consistent with the desired  
72 state.

73 Under normal circumstances, both processes work within one control system and  
74 operate together as part of a feedback loop that provides effective mental control for the  
75 individual (Wegner, 1994). However, under conditions where there is competition for  
76 resources within our limited attentional capacity, such as when anxiety increases and burdens  
77 our conscious attention with worrisome thoughts, there is limited cognitive space for the  
78 effortful operating process to work effectively. Conversely, the functionality of the  
79 monitoring process remains mainly unaffected due to its unconscious and uninterruptable  
80 feature (i.e., once they materialize, they cannot be stopped), which yields a search for  
81 components related to the failure of the intended state of mind or behavior. Due to this  
82 diminishing effectiveness of the operating process, the monitoring process becomes relatively  
83 more prevalent with increasing anxiety. More specifically, when the monitoring process  
84 carries out a sweep for information on the to-be-avoided outcome (e.g., missing a kick to the  
85 left of the post), it brings that very scenario into consciousness. If there is insufficient  
86 capacity to re-engage the effortful operating process (e.g., when cognitive load, such as  
87 anxiety, increases), this precisely counter-intentional error ensues (Wegner, 1994).  
88 Consequently, the ironic monitoring process becomes more salient, and mental control

89 paradoxically starts working against itself by attending to those unwanted thoughts (Janelle,  
90 1999).

### 91 **Irony Effects and Motor Performance: Existing Research**

92 Wegner, Ansfield and Pilloff (1998) provided some seminal evidence to support  
93 Wegner's (1994) theory as an explanation for counter-intentional errors in the motor  
94 performance domain. In one study, participants were asked to avoid moving a hand-held  
95 pendulum along a particular axis (or simply to hold it steady without mention of a direction),  
96 and in a second study they were asked not to hit golf ball past the glow spot. Consistent with  
97 ironic processes of mental control theory, participants under mental (working memory) load  
98 made more counter intentional-errors than those who were under no such load.

99 *Others have reported similar effects . For example, Dugdale and Eklund (2003)*  
100 *investigated the incidence of ironic effects in a well-learned wobble board task. Skilled dancers*  
101 *were required to balance on a wobble board for twenty seconds. Results revealed that*  
102 *participants were less stable on the wobble board during trials where they were instructed*  
103 *“don't wobble” compared to trials where they were instructed to “hold steady”. Further, in a*  
104 *dart throwing task, Oudejans, Binsch, and Bakker (2013) demonstrated that the combination*  
105 *of negatively worded instructions (“Be careful not to hit...”) and induced anxiety*  
106 *significantly increased the number of darts landing in the specifically to-be-avoided zone*  
107 *when compared to negatively worded instructions under low –anxiety conditions.*

108 Woodman, Barlow and Gorgulu (2015) also conducted experiments using a dart  
109 board, which they divided into a central target (i.e., bull's-eye) and four equally sized  
110 quadrants that extended out from the bulls-eye to the edge of the board. Participants were  
111 instructed to aim for the bulls-eye while being particularly careful not to hit one of the the  
112 four quadrants (e.g., top-right zone). Results revealed that performance deteriorated from  
113 low- to high-anxiety conditions, and was characterized by an anxiety-induced increase in the

114 number of darts landing in the specifically to-be-avoided zone. Extending this work, Barlow,  
115 Woodman, Gorgulu and Voyzey (2016) revealed that trait neuroticism moderates the  
116 incidence of ironic errors during high-anxiety conditions. Individuals scoring relatively high  
117 in neuroticism made more ironic errors than those who were relatively low in neuroticism  
118 during football penalty shooting and dart throwing tasks. Finally, Gray, Orn and Woodman  
119 (2017) revealed that experienced baseball pitchers displayed an anxiety-induced increase in  
120 the number of balls pitched to an ironic (avoid) zone, while the kinematics of their technique  
121 remained stable. This finding supports an ironic processes account of performance  
122 breakdown over the explanations offered by self-focus theories (e.g., conscious processing  
123 hypothesis; Masters, 1992), since self-focus theories predict that experienced performers  
124 break down under anxiety by regressing to a more novice-like technique. Taken together  
125 these findings provide encouraging support for Wegner's (1994) ironic processes theory as an  
126 explanation for counter-intentional errors, including those that occur under anxiety, in motor  
127 performance.

128 Two main shortcomings remain in the limited research to date. First, previous anxiety  
129 and ironic effects research has considered only self-paced aiming movements, which  
130 arguably comprise a limited portion of daily activities for the majority of people. Making  
131 decisions and responses based on ever-changing stimuli in our environment occupies an  
132 arguably larger portion of day-to-day life (Gorgulu, 2017). Moreover, time pressures inherent  
133 in reactive tasks likely present an additional load (e.g., Wegner & Erber, 1992) that is absent  
134 from self-paced tasks, and which could increase the likelihood of ironic errors in reactive  
135 situations. Accordingly, research designed to scrutinize the predictions of ironic processes  
136 theory in anxiety-laden reactive tasks is clearly warranted. Such research could encourage  
137 coaches and psychologists to carefully consider ironic effects in addition to other more well-  
138 known theories (e.g., attentional control theory; conscious processing hypothesis) when

139 designing interventions to prevent any adverse effects of anxiety on the performance of their  
140 athletes. Currently, there is no test of ironic processes theory in reactive, externally paced  
141 contexts.

142         Second, while recent research has identified conditions that might promote ironic  
143 effects (e.g., Barlow, Woodman, Gorgulu, & Voyzey, 2016; Gray, Orn, & Woodman, 2017),  
144 there has been no research dedicated to interventions aimed at reducing the incidence of  
145 ironic errors. From a theoretical perspective, one method of reducing the likelihood of ironic  
146 effects could be manipulating task instructions to ensure that the monitoring process is  
147 searching for features that are more difficult to find than those sought by the operator  
148 (Wegner, 1994). This could be especially effective in time-limited reactive motor tasks,  
149 where one often faces the choice of either making a reactive movement or doing nothing. For  
150 example, a cricket batsman has to decide whether to play a shot (i.e., an action) or to leave  
151 the ball (i.e., an inaction), and against pace bowlers who deliver balls at speeds in excess of  
152 80 mph, if this decision is not made in less than 500 ms then inaction is the default outcome  
153 (Land & McLeod, 2000). Both action and inaction options in this example could require  
154 varying levels of stimulus detection and stimulus identification stages of information  
155 processing, but playing a shot would require an additional stage of response programming in  
156 order to bring that behavior to fruition (Schmidt, 1980). Accordingly, one could argue that  
157 playing a shot (i.e., action) represents a more cognitively demanding and time-consuming  
158 process than leaving the ball (i.e., inaction). Thus, instructions tailored to burden the  
159 monitoring process with a search for features consistent with actions rather than inactions  
160 might help to reduce the likelihood of the monitor coming to the fore. Our experiments will  
161 test this theoretically-driven prediction. **Importantly, if the predictions are supported, this**  
162 **body of research will provide the first framework for athletes, coaches and psychologists for**  
163 **using instructional interventions to mitigate ironic errors during reactive sports.**



## 164           **The Present Experiments**

165           In the current paper; we aimed to address both of these issues. Experiment 1 and 2  
166 provide the first examination of ironic effects theory in an externally paced task under low-  
167 and high-anxiety conditions. We hypothesized that reactive motor performance would suffer  
168 in a specifically ironic fashion when performers were anxious. Experiment 3 provides the  
169 first test of whether task instruction moderates the likelihood of ironic errors. We  
170 hypothesized fewer ironic errors under high-anxiety conditions when we tailored instructions  
171 to load the monitoring process with a more difficult action-based search compared to  
172 inaction-based search. Experiments 4 and 5 replicate Experiments 2 and 3, but with a slightly  
173 modified manipulation designed to offer an even more rigorous test of the predictions cited  
174 above.

### 175   **Experiment 1**

176           In Experiment 1, we aimed to create an approximate externally paced analog of  
177 Wegner’s (1998) classic pendulum experiments. Specifically, we asked participants to react  
178 to two different colored balls as they rolled down a chute, a target (e.g., red) that was to be  
179 caught, and a non-target (e.g., blue) that was to be avoided. If Wegner’s theory of ironic  
180 processes of mental control holds for externally paced tasks, we expected participants **in a**  
181 **high-anxiety condition** to catch more non-target balls (i.e., make more to-be-avoided errors)  
182 **than in a low-anxiety condition.**

### 183           **Method**

184           **Participants.** The sample comprised 53 individuals (32 men, 21 women;  $M_{age} =$   
185 19.62,  $SD = 2.09$ ; 47 right handed, 6 left handed). We recruited participants on a volunteer  
186 basis through advertisement posters. All participants reported being free from illness and  
187 injury at the time of the experiment. We obtained informed consent from all participants over

188 the course of the Experiment 1 to Experiment 5. **All the experiments (Experiments 1-5) were**  
189 **approved by the University research ethics committee.**

190 The GPower 3.1 (Faul, Erdfelder, Buchner, & Lang, 2013) calculation software  
191 indicated that by adopting an alpha of .05 and a sample size of 53 the experiment was  
192 powered at .80 to detect significant differences between conditions for effect sizes exceeding  
193  $f = .20$  (i.e., small-to-medium size effects), by repeated measures analysis of variance (Cohen,  
194 1992). While there are limited previous data upon which to base these calculations,  
195 Woodman et al.'s (2015) test of ironic effects, adopting a similar design, revealed large  
196 within-subject effects ( $\eta_p^2$ 's = .25). Accordingly, if similar effects were to emerge, the  
197 samples we recruited in each of Experiment 1 through to Experiment 5 were more than  
198 adequately powered to detect them.

199 **Design and Task.** We adopted a within-subject design; all participants completed a  
200 reactive motor task under both low- and high-anxiety conditions. Participants sat adjacent to  
201 the bottom end of a 174cm length black chute, raised 58cm above the ground at the lower  
202 end, and set at a gradient of 27 degrees (Figure 1). Their task was to react to a series of red  
203 and blue balls as each ball rolled down the chute. Specifically, using a table tennis bat held in  
204 their dominant hand, participants either stopped the ball (i.e., they held the bat firm against  
205 the end of the chute) or they allowed the ball to continue its trajectory off the end of the chute  
206 to the ground (i.e., they moved the bat away from the chute end). **Before commencing each**  
207 **condition** we told participants, "every ball you stop will go into a prize bucket, the red ball  
208 will score you plus five points and the blue ball will score you minus five points. Obviously,  
209 you should be very careful *not to stop* the blue balls! Please try to score as many points as  
210 possible."

211 We secured a wooden board partition to the rear end of the chute in order to prevent  
212 participants from seeing the color of the ball before it entered the chute. We concealed the top

213 92cm of the chute to allow for an appropriate choice response time (450ms) on seeing the ball  
214 and its color. We determined this response time via pilot testing, which indicated that this  
215 time ensured that participants had enough time to respond to ball color, but not so much as to  
216 make the task easy. This response time is consistent with response times observed in previous  
217 studies using similar choice-based tasks (Miller & Low, 2001).

218 Our task and instructions established a target ball and a non-target ball. In the above  
219 example, the target ball is red, and the non-target ball is blue. **The instructions were modified**  
220 **between participants to ensure that each ball color had an equal turn at being the target and**  
221 **the non-target ball over the course of the experiment (i.e., fully counterbalanced).** Participants  
222 responded to 30 balls (15 blue and 15 red) in both low-anxiety and high-anxiety conditions.  
223 Details of the anxiety manipulation are in the Procedure section below.

224 \*\* INSERT FIGURE 1 ABOUT HERE \*\*

## 225 **Measures**

226 **Anxiety.** Anxiety was measured using the Mental Readiness Form-3 (MRF-3; Krane,  
227 1994). Participants were asked to express how they felt *right now* by responding to three 11-  
228 point Likert-type scales. From left to right the scales are anchored at extremes with *not*  
229 *worried* and *worried* for cognitive anxiety; and *not tense* and *tense* for somatic anxiety. Thus,  
230 high scores represent high cognitive anxiety, and high somatic anxiety, respectively. The  
231 MRF-3 is commonly used in anxiety and motor performance research (e.g., Barlow et al.,  
232 2016; Robazza, Bortoli, & Nougier, 2000; Woodman & Davis, 2008; Woodman et al., 2015).

233 **Cardiac Activity.** To increase experimental rigor we also obtained some objective  
234 psychophysiological indices of anxiety. We measured heart rate and heart rate variability via  
235 electrocardiogram (ECG). We placed disposable silver/silver chloride electrodes (Blue  
236 sensor, Ambu, St Ives, UK) on the right and left clavicals and on the lowest left rib. An  
237 amplifier (Dual BioAmp, ADInstruments, Oxford, UK) connected to a 16-bit digital-to-

238 analog convertor (Powerlab, ADInstruments) and a computer running Chart 7 software (Chart  
239 v7.3.7, ADInstruments), were used to acquire the ECG signals. Recordings were  
240 subsequently imported into Kubios HRV version 2.2 software (Tarvainen, Niskanen,  
241 Lipponen, Ranta-aho & Karjalainen, 2014) for offline analyses. Specifically, we computed  
242 heart rate (beats per minute) as well as the root mean square of successive R-R intervals (r-  
243 MSSD), as a time-domain measure of heart rate variability. We chose these measures because  
244 increased heart rate and decreased r-MSSD have previously been associated with elevated  
245 pre-competitive anxiety (e.g., Barlow et al., 2016; Mateo et al., 2011; Murray & Raedeke,  
246 2008).

247       ***Muscle activity.*** As an additional objective measure of arousal and tension associated  
248 with anxiety, we recorded muscle activity in the dominant forearm. We placed two  
249 silver/silver chloride electrodes (Neuroline 720, Ambu, St Ives, UK) 2 mm apart, over the  
250 belly of the extensor carpi radialis muscle, and a reference electrode (Blue sensor, Ambu, St  
251 Ives, UK) on the left clavicle. The signal was amplified (Dual BioAmp, ADInstruments,  
252 Oxford, UK), filtered (50-500 Hz) and then processed at a sample rate of 1000 Hz by a 16-bit  
253 PowerLab data acquisition system (ADInstruments, Oxford, UK) connected to a computer  
254 running Chart 7 software (ADInstruments, Oxford, UK). We chose the extensor carpi radialis  
255 based on pilot testing and previous research implicating this muscle in anxiety-induced  
256 increases in grip force during motor tasks (e.g., Cooke et al., 2010; Smith et al., 2000).

257       ***Performance.*** To measure performance we counted the number of target and non-  
258 target balls that were stopped in each condition. An electronic buzzer system was connected  
259 to the lower end of the apparatus to allow us to determine clearly whether a ball was  
260 successfully stopped. The start position for each trial required participants to hold the bat  
261 flushes to the end of the chute. This depressed the buzzer switch and ensured that the buzzer  
262 was silenced. Any subsequent movement of the bat away from the end of the chute activated

263 the switch and caused the buzzer to sound. Participants were told that the buzzer had to  
264 remain silent for a stop to be deemed successful. This criterion prevented participants from  
265 making multiple bat movements, such as initially moving the bat away from the end of the  
266 chute, and then returning it in time to stop the ball. The range of scores was 0-15 for each  
267 ball, where the best score would be 15 for the target balls, and 0 for the non-target balls.

268 **Procedure.** Each participant individually attended a single laboratory session lasting  
269 approximately 60 minutes. Upon entry to the laboratory, we first briefed participants about  
270 the experiment, and then we used exfoliant gel (NuPrep, Weaver, Aurora, USA) and alcohol  
271 wipes (Uni-Wipe, Universal, Middlesex, UK) to prepare the electrode sites for  
272 psychophysiological recordings. Next, we affixed the electrodes and checked the signals, and  
273 then we described the task and instructions as detailed in the Design and Task section above.  
274 Participants then completed a familiarization block, comprising 10 balls (5 red, 5 blue)  
275 delivered in a random order. This allowed participants to become accustomed to the nature of  
276 the task and allowed the experimenter to verify that participants understood the instructions  
277 before the main experimental conditions.

278 After the familiarization block, participants were told that they would now complete  
279 the same task for two more blocks of trials, containing 30 balls each. They were then asked to  
280 complete the MRF-3, were reminded of the instructions, and then the 30-ball low-anxiety  
281 condition commenced. The balls (15 red and 15 blue) were delivered in an order that was  
282 randomized prior to the start of the experiment, and then fixed as the same random order for  
283 all participants. The instructions were repeated half way through this condition. After the  
284 final ball, participants were then given a 5-minute break.

285 After the break, the experimenter provided participants with additional instructions  
286 designed to increase their anxiety, ahead of the final high-anxiety block. Specifically, we told  
287 participants that their performance in this final block would be recorded as part of a

288 competition and that we would display all scores on a television screen located in a busy  
289 indoor thoroughfare of the university. We told them that the winner of the competition (i.e.,  
290 the highest number of points scored) would receive a £100 (approx. US\$125) prize, and that  
291 the second and third placed participants would receive prizes of £30 and £20, respectively.  
292 Participants were then asked to complete the MRF-3, they were reminded of their  
293 instructions, and then the 30-ball high-anxiety condition commenced. Once again, the balls  
294 (15 red and 15 blue) were delivered in an order that was randomized prior to the start of the  
295 experiment, and then fixed as the same random order for all participants. Also consistent with  
296 the low-anxiety condition, we reminded participants of their instructions half way through the  
297 block. We decided that the low-anxiety condition should always precede the high-anxiety  
298 condition to minimize any anxiety carryover effect (cf. Hardy & Hutchinson, 2007;  
299 Woodman et al., 2015). On completion of the high-anxiety block, the participants were  
300 thanked for their participation and fully debriefed. They were also informed that the  
301 researcher would be in touch on completion of data collection if they had won a cash prize.

302 **Data Reduction.** The psychophysiological measures were obtained continuously  
303 throughout the experiment. For our analyses, we calculated heart rate and heart rate  
304 variability from 30 seconds before the delivery of the first ball until 30 seconds after the  
305 delivery of the final ball in each condition. Ball delivery was identified by a switch affixed to  
306 the top of the chute, which triggered each time a ball was released, and was interfaced with  
307 the data-acquisition system to place an event marker in the Chart 7 software that was  
308 acquiring the psychophysiological recordings. To analyze muscle activity, we rectified the  
309 electromyographic signal and then averaged activity across the trials for each condition  
310 during the final second prior to ball release. We focused our analyses here because this was  
311 the time when participants were in the ready position gripping the bat at the end of the chute  
312 and preparing for the ball to be released. It was expected that any anxiety-induced increases

313 in tension would manifest as an increase in grip force (and the associated forearm muscle  
314 activity) during these final seconds of motor preparation (e.g., Smith et al., 2000). Due to  
315 excessive artifacts, the electrocardiogram and the electromyogram recordings were  
316 unscorable for twelve and six participants, respectively. Occasional missing data are reflected  
317 in the degrees of freedom reported in the results section.

318 **Statistical Analyses.** Data were screened for outliers (none were identified in  
319 Experiments 1-5) and a normal distribution was confirmed prior to analyses taking place. We  
320 conducted paired-samples *t*-tests to examine the effectiveness of our anxiety manipulation,  
321 and repeated measures ANOVA to examine the effects of anxiety on performance. The  
322 results of univariate tests are reported with the Greenhouse-Geisser correction procedure  
323 applied for analyses that violated the sphericity of variance assumption.

## 324 Results

325 **Anxiety manipulation.** Paired samples *t*-tests were conducted to analyse our self-  
326 report and psychophysiological data. The results are summarized in Table 1. They confirm  
327 the effectiveness of the anxiety manipulation. Specifically, we observed the expected  
328 increases in cognitive anxiety, somatic anxiety, muscle activity and heart rate, along with the  
329 expected decrease in r-MSSD, from the low- to the high-anxiety condition.

330 \*\* INSERT TABLE 1 ABOUT HERE \*\*

331 **Performance.** A 2 (condition: low anxiety, high anxiety)  $\times$  2 (ball: target, non-target)  
332 fully repeated measures ANOVA was employed to analyze performance. This yielded a  
333 significant Condition  $\times$  Ball interaction,  $F(1, 52) = 27.02, p < .001, \eta_p^2 = .34$ . Subsequent  
334 paired sample *t* tests revealed that participant scores comprised fewer target balls,  $t(52) =$   
335  $2.45, p = .018$ , and more non-target balls,  $t(52) = 5.19, p < .001$ , in the high-anxiety  
336 compared to the low-anxiety condition (see Figure 2).

337  
338

\*\* INSERT FIGURE 2 ABOUT HERE \*\*

**339 Discussion**

340           The primary purpose of Experiment 1 was to examine Wegner's (1994) theory of  
341 ironic processes of mental control in an externally paced motor task. As hypothesized,  
342 participants caught significantly more of the forbidden non-target balls in the high-anxiety  
343 condition compared to the low-anxiety condition. This finding can be interpreted in support  
344 of Wegner's (1994) theory. The increased feelings of worry in the high-anxiety condition  
345 could have consumed some of the conscious attentional resources required by the operating  
346 process, thereby compromising its effectiveness, and allowing the normally unconscious  
347 monitoring process to come to the fore.

348           In addition to making more errors on the non-target balls, participants also made more  
349 errors on the target balls (i.e., caught fewer of them) when anxiety was increased. This  
350 pattern of worse performance on both target and non-target balls under anxiety represents a  
351 worst-case scenario in terms of limiting the number of points that each participant accrued.  
352 Moreover, it is compatible with previous ironic effects research. For example, Woodman and  
353 colleagues (2015) reported fewer darts hitting the target, and more darts hitting the to-be-  
354 avoided zone, under the high-anxiety condition in their dart throwing study. However, due to  
355 the increased errors on the target balls, one could argue that our findings reflect general  
356 performance deterioration rather than a uniquely ironic breakdown during the high-anxiety  
357 condition. Specifically, it is possible that attentional resources were overloaded (e.g., Eysenck  
358 et al., 2007) causing an increase in all types of errors (e.g., target and non-target), rather than  
359 specifically priming ironic errors, as would be predicted by Wegner (1994). In Experiment 2  
360 we introduced the third ball in an attempt to examine this possibility.

**361 Experiment 2**

362           The aim of Experiment 2 was twofold: (a) to replicate the findings of Experiment 1  
363 with a new sample to increase reliability and methodological rigor, and (b) to examine the



364 relative merits of ironic processes versus an attentional overload account of performance  
365 breakdown under anxiety. In brief, attention-based models of performance (e.g., Eysenck et  
366 al., 2007) contend that we possess a limited attentional capacity, and that anxiety serves to  
367 consume attentional resources. Consequently, increasing anxiety reduces goal-driven  
368 attention, and can impair both processing efficiency and performance effectiveness (Eysenck  
369 & Calvo, 1992; Eysenck et al., 2007). While these theories have some overlap with ironic  
370 processes theory, a key distinction is that anxiety-induced performance impairments  
371 according to the former would be characterized by inefficient processing (e.g., slowed  
372 responses) and a range of general errors, while the latter would predict that impairment would  
373 be characterized by errors that are specifically ironic in nature (Wegner, 1994). Our  
374 comparison of these competing theoretical accounts of performance was permitted by the  
375 addition of a third ball, which had no instruction attached. Accordingly, we had a target ball,  
376 a to-be-avoided non-target (ironic error) ball, and a non-target (non-error) ball. Based on the  
377 view that stopping balls (i.e., inaction in the current task) represents an easier outcome than  
378 programming an action in time-limited reactive tasks (cf. Land & McLeod, 2000; Schmidt,  
379 1980), we formulated alternate predictions about the non-target (non-error) ball. In support of  
380 an attentional overload account of our findings (e.g., Eysenck et al., 2007), one would expect  
381 that the number of non-target (non-error) balls stopped would increase from low- to high-  
382 anxiety conditions. This would reflect the high-anxiety condition combining with any  
383 confusion that may be caused by the third ball, to prompt attentional overload, slowing  
384 processing down, and making the default inaction (i.e., stopping the ball) more likely.  
385 Alternatively, in support of Wegner's (1994) ironic processes of mental control theory, we  
386 hypothesized that there would be an anxiety-induced increase in the number of non-target  
387 (ironic error) balls stopped, while the number of non-target (non-error) balls stopped would  
388 remain unchanged. Such a finding would suggest that any anxiety-induced performance

389 impairment can be specifically attributed to an increase in ironic errors, rather than a more  
390 general slowing down and increased likelihood of inaction under pressure.

### 391 **Method**

392 **Participants.** The sample comprised 40 participants (21 men, 19 women;  $M_{\text{age}} =$   
393 22.65,  $SD = 6.3$ ; 34 right handed, 6 left handed). We recruited participants according to the  
394 same criteria as in Experiment 1. We excluded participants who had already taken part in  
395 Experiment 1 to ensure that all participants had no previous experience with the task.  
396 Informed consent obtained from all participants.

397 **Design and Task.** We adopted the same two-condition (low-anxiety; high-anxiety)  
398 within-subject design, and the same reactive motor task as detailed in Experiment 1, but with  
399 a modification. Specifically, we introduced a third ball color (yellow) and told participants  
400 “every ball you stop will go into a prize bucket, the red ball will score you plus five points  
401 and the blue ball will score you minus five points, obviously you should be very careful not  
402 the stop blue balls! Please try to score as many points as possible.” No instruction or point  
403 value was attached to the third ball color. These instructions were designed to create a target  
404 ball, a non-target (ironic error) ball, and a non-target (non-error) ball. In the above example,  
405 the target ball is red, the non-target (ironic error) ball is blue and the non-target (non-error)  
406 ball is yellow. The instructions were modified between participants to ensure that each ball  
407 color had an equal turn at being the target, the non-target (ironic error), and the non-target  
408 (non-error) over the course of the experiment (i.e., fully counterbalanced). Participants  
409 reacted to 45 balls (15 blue, 15 red and 15 yellow) in both low-anxiety and high-anxiety  
410 conditions.

### 411 **Measures**

412 **Manipulation Check.** We measured anxiety, cardiac activity and muscle activity  
413 using the same methods as described in Experiment 1.

414           **Performance.** To measure performance we counted the number of the target, non-  
415 target (ironic error) and non-target (non-error) balls that were stopped, in each condition. The  
416 same electronic buzzer system as described in Experiment 1 was used to determine whether a  
417 ball was successfully stopped. The range of scores was 0-15 for each ball, where the best  
418 score would be 15 for the target balls, and 0 for the non-target (ironic error) balls. The  
419 number of non-target (non-error) balls stopped had no bearing on the number of points  
420 accrued so was of little performance-related consequence to the participants.

421           **Procedure.** The procedure and anxiety manipulation were largely the same as  
422 described in Experiment 1. The only difference is that the familiarization block contained 15  
423 balls (5 blue, 5 red, 5 yellow) instead of 10, and the anxiety conditions each contained 45  
424 balls (15 blue, 15 red, 15 yellow) instead of 30. This increase in a number of balls reflects the  
425 addition of the third ball color in this experiment. The laboratory session lasted  
426 approximately 75 minutes.

427           **Data Reduction and Statistical Analyses.** Measures of heart rate, r-MSSD and  
428 muscle activity were computed from the continuous recordings using identical methods to  
429 those described in Experiment 1. Due to excessive artefacts, the electrocardiogram recordings  
430 were unscorable for six participants. Occasional missing data are reflected in the degrees of  
431 freedom reported in the results section. Statistical analyses were performed using the same  
432 strategy as described in Experiment 1.

## 433 **Results**

434           **Anxiety manipulation.** Paired samples *t*-tests were conducted to analyze the self-  
435 report and psychophysiological data. The results confirm the effectiveness of the anxiety  
436 manipulation. Specifically, we observed the expected **significant** increases in cognitive  
437 anxiety and somatic anxiety, **and a non-significant trend for increases** in muscle activity and

438 heart rate, along with the expected **significant** decrease in, r-MSSD, from the low- to the  
439 **high-anxiety condition** (see Table 2).

440 \*\* INSERT TABLE 2 ABOUT HERE \*\*

441 **Performance.** We performed a 2 (condition: low anxiety, high anxiety)  $\times$  3 (ball:  
442 target, non-target ironic error, non-target non-error) fully repeated measures ANOVA to  
443 analyze performance. Results revealed no significant main effect for anxiety,  $F(1, 39) = 1.80$ ,  
444  $p = .19$ ,  $\eta_p^2 = .04$ , a significant main effect for ball  $F(2,78) = 34.54$ ,  $p < .001$ ,  $\eta_p^2 = .47$ , and a  
445 significant condition  $\times$  ball interaction,  $F(2, 78) = 10.03$ ,  $p < .001$ ,  $\eta_p^2 = .20$ . Follow-up  
446 paired sample  $t$  tests indicated that participant scores comprised fewer target balls,  $t(39) =$   
447  $2.44$ ,  $p = .019$  and more non-target (ironic error) balls,  $t(39) = 3.18$ ,  $p < .001$ , in the high-  
448 anxiety compared to low-anxiety condition. The number of non-target (non-error) balls  
449 stopped did not change  $t(39) = 1.39$ ,  $p = .17$  (see Figure 3).

450 \*\* INSERT FIGURE 3 ABOUT HERE \*\*

## 451 Discussion

452 The primary aim of Experiment 2 was to examine the relative merits of an ironic  
453 process versus an attentional overload account of performance breakdown under anxiety. In  
454 accord with Wegner's (1994) theory of ironic processes of mental control, we found that  
455 participants significantly stopped more non-target (ironic error) balls in the high-anxiety  
456 condition than in the low-anxiety condition, while the number of non-target (non-error) balls  
457 stopped was unchanged. These data favour an ironic processes explanation rather than an  
458 attentional overload explanation for the impaired performance under anxiety observed in  
459 Experiments 1 and 2. Specifically, participants were more likely to do the thing they were  
460 specifically instructed not to do (i.e., to stop the non-target ironic error balls). The number of  
461 non-target (non-error) balls stopped remained stable, which is important because such a  
462 pattern precludes a uniform attentional overload account of the results. That is, participants

463 were not simply uniformly slowed under anxiety. Having established support for Wegner's  
464 theory as an explanation for anxiety-induced performance impairments in reactive tasks, a  
465 logical next applied step is to focus on methods of reducing the likelihood of such errors.  
466 Those methods are the focus of Experiment 3.

### 467 **Experiment 3**

468 Presently, there are no studies that focus on instructional interventions designed to  
469 reduce the likelihood of ironic errors during motor tasks. Instructions that burden the  
470 monitoring process with a relatively more difficult search than the operator could achieve this  
471 goal. Importantly, in Experiments 1 and 2, we instructed participants to “be particularly  
472 careful not to stop” the non-target (ironic error) ball. In this case, the operating process would  
473 have been searching for features associated with *not stopping* (i.e., an action; to move the bat  
474 out of the way before the ball reached the end of the chute), while the monitor would have  
475 been searching for features associated with stopping (i.e., an inaction; holding the bat firm).  
476 Given that action requires more programming than inaction in time-limited reactive tasks  
477 (e.g., Land & McLeod, 2000; Schmidt, 1980), we seemingly gave the monitoring process an  
478 easier search than we gave the operator in Experiments 1 and 2, maximizing the likelihood of  
479 ironic errors under anxiety. To reverse this in Experiment 3, we instructed participants to “be  
480 particularly careful not to let [the non-target (ironic error) balls] go.” With this revised  
481 instruction, the operator should have a comparatively easy search for inaction (i.e., stopping)  
482 while the monitoring process has the more difficult search for features associated with an  
483 action (i.e., letting go). Accordingly, for our theoretically-driven argument to be supported,  
484 we hypothesized that the anxiety-induced increase in ironic errors observed in Experiment 1  
485 and 2 would be absent in Experiment 3.

### 486 **Method**

487           **Participants.** The sample comprised 41 individuals (24 men, 17 women;  $M_{age}= 22.63$ ,  
488  $SD= 3.92$ ; 39 right handed, 2 left handed). We recruited participants according to the same  
489 criteria as in Experiment 1. We excluded participants who had already taken part in  
490 Experiments 1 or 2 to ensure that all participants had no previous experience with the task.

491           **Design and Task.** We adopted the same two-condition (low-anxiety; high-anxiety)  
492 within-subject design, and the same reactive motor task as detailed in Experiment 2, but we  
493 changed the instruction. Specifically, we told participants “every ball you let go will go into a  
494 prize bucket, the red ball will score you plus five points and the blue ball will score you  
495 minus five points, obviously you should be very careful not to let the blue balls go! Please try  
496 to score as many points as possible.” As per Experiment 2, no instruction or point value was  
497 attached to the third ball color. Participants reacted to 45 balls (15 blue, 15 red and 15  
498 yellow) in both low-anxiety and high-anxiety conditions.

499           **Measures**

500           **Manipulation Check.** We measured anxiety, cardiac activity and muscle activity  
501 using the same methods as described in Experiments 1 and 2.

502           **Performance.** To measure performance we counted the number of target, non-target  
503 (ironic-error), and non-target (non-error) balls that were let go, in each condition. The same  
504 electronic buzzer system as described in Experiments 1 and 2 was used. However, this time  
505 participants were informed that the buzzer must sound continuously from the point at which  
506 the bat is removed, and must sound before the ball strikes the bat, for a let go to be deemed  
507 successful. Once again, the range of scores was 0-15 for each ball, where the best score  
508 would be 15 for the target balls, and 0 for the non-target (ironic error) balls.

509           **Procedure.** The procedure was identical to that reported in Experiment 2.

510           **Data Reduction and Statistical Analyses.** Heart rate, r-MSSD and muscle activity  
511 were determined in the same way as reported in Experiments 1 and 2. All files were useable

512 in this experiment; hence, there were no missing data. Statistical analyses were performed  
513 using the same strategy as described in Experiments 1 and 2.

## 514 **Results**

515 **Anxiety Manipulation.** Paired samples *t*-tests were conducted to analyse our self-  
516 report and psychophysiological data. The results are summarised in Table 3. Once again, they  
517 confirm the effectiveness of our anxiety manipulation.

518 \*\* INSERT TABLE 3 ABOUT HERE \*\*

519 **Performance.** We conducted a 2 (condition: low anxiety, high anxiety)  $\times$  3 (ball:  
520 target, non-target ironic error, non-target non-error) fully repeated-measures ANOVA to  
521 analyze performance. Results revealed no significant main effect for anxiety,  $F(1, 40) = 1.33$ ,  
522  $p = .25$ ,  $\eta_p^2 = .03$ , a significant main effect for balls,  $F(2, 80) = 50.08$ ,  $p < .001$ ,  $\eta_p^2 = .55$ , and  
523 no significant anxiety  $\times$  ball interaction  $F(2, 80) = 0.29$ ,  $p = .75$ ,  $\eta_p^2 = .01$ . Participants let  
524 more target balls go than non-target (non-error) and non-target (ironic error) balls; the  
525 number of times these latter two balls were let go did not differ (see Figure 4). This reflects  
526 consistent and relatively good performance across both anxiety conditions.

527 \*\* INSERT FIGURE 4 ABOUT HERE \*\*

## 528 **Discussion**

529 Experiment 3 tested our theoretically-driven prediction that instructions which give  
530 the monitoring process a more difficult search than the operator may reduce the likelihood of  
531 ironic errors occurring. The results of Experiment 3 represent the first support for this  
532 hypothesis. Specifically, by instructing participants “not to let [the non-target (ironic error)  
533 balls] go”, we provided the operating process with a comparatively easy search for inaction  
534 (i.e., stopping) while the monitoring process had the more difficult search for features  
535 associated with an action (i.e., letting go). Results confirmed that there was no deterioration  
536 in performance and no increase in ironic errors during the high-anxiety condition. This is

537 despite the anxiety manipulation being equal in strength to those that did impair performance  
538 in Experiments 1 and 2. Accordingly, Experiment 3 provides the first evidence that  
539 instructional interventions can reduce the incidence of anxiety-induced ironic performance  
540 errors in reactive motor tasks. Although these results are encouraging, one could argue that  
541 the data in support of our hypotheses that ironic errors occur during reactive motor tasks  
542 (Experiment 2) and can be alleviated by instructional interventions (Experiment 3) would be  
543 more compelling had the non-target (non-error) ball used in these experiments been a non-  
544 target (error) ball. Specifically, we could have attached a negative consequence to the third  
545 ball, but of less severity than the negative consequence already attached to the ironic error  
546 ball. Doing so would have given participants a clear target ball and two forms of error balls,  
547 the severe “ironic error” ball, and a less severe “other error” ball. Compelling support for  
548 Wegner’s theory would be revealed if anxiety increases errors on the “ironic error” ball only  
549 in this dual error configuration. This more stringent design was adopted in Experiment 4.

#### 550 **Experiment 4**

551 The aim of Experiment 4 was to replicate the findings of Experiment 2 with a new  
552 sample to increase reliability and methodological rigor. The latter aim was permitted by the  
553 addition of a point value for the third ball. The purpose in Experiment 4 was to differentiate  
554 ironic from non-ironic error by clearly establishing two error balls. To do so, we introduced a  
555 new scoring system, awarding plus and minus five points for the target ball, and the non-  
556 target (ironic error) ball, respectively, and minus two points for the non-target (other error)  
557 ball. With this revised scoring system, in support of Wegner’s (1994) ironic processes of  
558 mental control theory and in accord with Experiment 2, we hypothesized that there would be  
559 an anxiety-induced increase in the number of non-target (ironic error) balls stopped, while the  
560 number of non-target (other error) balls stopped should remain unchanged.

#### 561 **Method**



562           **Participants.** The sample comprised 24 individuals (17 men, 7 women;  $M_{age}= 25.58$ ,  
563  $SD= 4.52$ ; 20 right handed, 4 left handed). We excluded participants who had already taken  
564 part in previous experiments of this study to ensure that all participants had no previous  
565 experience with the task.

566           **Design and Task.** We adopted the same two-condition (low-anxiety; high-anxiety)  
567 within-subject design, and the same reactive motor task as detailed in Experiments 1, 2 and 3  
568 but with a modification. Specifically, we told participants “every ball you stop will go into a  
569 prize bucket, the red ball will score you plus five points, the yellow ball will score you minus  
570 two points, and the blue ball will score you minus five points. Obviously you should be very  
571 careful not to stop the blue balls! Please try to score as many points as possible.” These  
572 instructions were designed to create a target ball, a non-target (ironic error) ball, and a non-  
573 target (other-error) ball. In the above example, the target ball is red, the non-target (ironic  
574 error) ball is blue and the non-target (other-error) ball is yellow. The instructions were  
575 modified between participants to ensure that each ball color had an equal turn at being the  
576 target, the non-target (ironic error), and the non-target (non-error) over the course of the  
577 experiment (i.e., fully counterbalanced). Participants reacted to 45 balls (15 blue, 15 red and  
578 15 yellow) in both low-anxiety and high-anxiety conditions.

### 579           **Measures**

580           **Manipulation Check.** We measured anxiety, cardiac activity and muscle activity  
581 using the same methods as described in Experiments 1, 2 and 3.

582           **Performance.** To measure performance we counted the number of target, non-target  
583 (ironic-error), and non-target (other-error) balls that were stopped, in each condition. The  
584 same electronic buzzer system as described in Experiments 1, 2 and 3 was used to determine  
585 whether a ball was successfully stopped. The range of scores was 0-15 for each ball, where

586 the best score would be 15 for the target balls, and 0 for the non-target (ironic error) and the  
587 non-target (other error) balls.

588 **Procedure.** The procedure was identical to that reported in Experiments 1, 2 and 3.

589 **Data Reduction and Statistical Analyses.** Heart rate, r-MSSD and muscle activity  
590 were determined in the same way as reported in Experiments 1, 2 and 3. Due to excessive  
591 artifacts, the electrocardiogram and the electromyogram recordings were unscorable for four  
592 and two participants, respectively. Occasional missing data are reflected in the degrees of  
593 freedom reported in the results section. Statistical analyses were performed using the same  
594 strategy as described in Experiments 1, 2 and 3.

## 595 **Results**

596 **Anxiety Manipulation.** Paired samples *t*-tests were conducted to analyse our self-  
597 report and psychophysiological data. The results are summarised in Table 4. They again  
598 endorse the effectiveness of our anxiety manipulation with all variables changing in the  
599 expected direction. **All the changes were statistically significant with the exception of muscle**  
600 **activity.**

601 \*\* INSERT TABLE 4 ABOUT HERE \*\*

602 **Performance.** We conducted a 2 (condition: low anxiety, high anxiety)  $\times$  3 (ball:  
603 target, non-target ironic error, non-target other-error) fully repeated-measures ANOVA.  
604 Results revealed no significant main effect for anxiety  $F(1, 23) = .44, p = .51, \eta_p^2 = .01$ , a  
605 significant effect for balls,  $F(2, 46) = 41.26, p < .001, \eta_p^2 = .64$ , and a significant anxiety  $\times$   
606 ball interaction  $F(2, 46) = 10.32, p = .001, \eta_p^2 = .31, \epsilon = .68$ . Follow-up paired sample *t* tests  
607 indicated that participant scores comprised fewer target balls,  $t(23) = 2.65, p = .01$ , and more  
608 non-target (ironic error) balls,  $t(23) = 3.55, p < .001$ , in the high-anxiety compared to low-  
609 anxiety condition. The number of non-target (other-error) balls stopped did not change  $t(23)$   
610  $= 1.30, p = .20$  (see Figure 5).

611 \*\* INSERT FIGURE 5 ABOUT HERE \*\*

## 612 **Discussion**

613 The primary aim of Experiment 4 was to replicate the findings of Experiment 2 to  
614 increase the reliability of our conclusions, as the replication would give a greater confidence  
615 in the results and thus better support for Wegner's (1994) theory of ironic processes. We also  
616 sought to increase methodological rigor from Experiment 2 by revising the task instructions  
617 in order to clearly establish two error balls, and test whether anxiety elicited an increase in  
618 errors on the severe "ironic error" balls only.

619 Results from Experiment 4 provide support for the results of Experiment 2 and  
620 therefore Wegner's (1994) theory of ironic processes of mental control. In Experiment 4,  
621 participants significantly stopped more non-target (ironic error) balls in the high-anxiety  
622 condition compared to the low-anxiety condition. Importantly, the number of non-target  
623 (other-error) balls stopped was unchanged across anxiety conditions. Thus, Experiment 4 was  
624 able to differentiate ironic from non-ironic error and thereby add more compelling support for  
625 the conclusion that anxiety can elicit a specific increase in ironic errors during reactive motor  
626 tasks. We have already articulated that instructional interventions could reduce susceptibility  
627 to these errors in Experiment 3, but to add further confidence to this conclusion, a next  
628 logical step would be to test the effectiveness of the instructions used in Experiment 3, with  
629 the dual-error scoring system used in Experiment 4. This was our aim in Experiment 5.

## 630 **Experiment 5**

631 The purpose of our final experiment was to replicate the findings from Experiment 3  
632 in order to support our theoretically driven argument for instructional interventions to reduce  
633 the likelihood of ironic performance errors during reactive tasks. In that experiment we  
634 argued that instructions that load the monitoring process with a relatively more difficult  
635 search than the operator should help reduce the likelihood of specifically ironic errors.

636 However, we concede that in Experiment 3 we only had one obvious error ball (i.e., ironic  
637 error ball, minus five points). In Experiment 4 we modified our scoring system to establish  
638 two types of error (*ironic error*, minus five points; and *other error*, minus two points). We  
639 adopted this dual-error scoring system in Experiment 5. If our instructional intervention (i.e.,  
640 giving the monitor a more difficult task) really does help alleviate specifically ironic errors,  
641 we hypothesized that the anxiety-induced increase in ironic errors that we observed in  
642 Experiment 4 should be absent in Experiment 5.

### 643 **Method**

644 **Participants.** The sample comprised 23 individuals (16 men, 7 women;  $M_{age}= 23.43$ ,  
645  $SD= 3.62$ ; 23 right handed). We recruited participants according to the same criteria as in  
646 Experiment 1. We excluded participants who had already taken part in Experiments 1, 2, 3  
647 and 4 to ensure that all participants had no previous experience with the task.

648 **Design and Task.** We adopted the same two-condition (low-anxiety; high-anxiety)  
649 within-subject design, and the same reactive motor task as detailed in Experiments 1, 2, 3 and  
650 4 but we modified the instruction. Specifically, we told participants “every ball you let go  
651 will go into a prize bucket, the red ball will score you plus five points, the yellow ball will  
652 score you minus two points, and the blue ball will score you minus five points. Obviously,  
653 you should be very careful not to let the blue balls go! Please try to score as many points as  
654 possible.” Participants reacted to 45 balls (15 blue, 15 red and 15 yellow) in both low-anxiety  
655 and high-anxiety conditions.

### 656 **Measures**

657 **Manipulation Check.** We measured anxiety, cardiac activity and muscle activity  
658 using the same methods as described in Experiments 1, 2, 3 and 4.

659 **Performance.** To measure performance we counted the number of target, non-target  
660 (ironic-error), and non-target (non-error) balls that were let go, in each condition. The same

661 electronic buzzer system as described in Experiments 1, 2, 3 and 4 was used. However, this  
662 time participants were informed that the buzzer must sound continuously from the point at  
663 which the bat is removed, and must sound before the ball strikes the bat, for a let go to be  
664 deemed successful. Once again, the range of scores was 0-15 for each ball, where the best  
665 score would be 15 for the target balls, and 0 for the non-target (ironic error) and non-target  
666 (other error) balls.

667 **Procedure.** The procedure was identical to that reported in Experiment 4.

668 **Data Reduction and Statistical Analyses.** Heart rate, r-MSSD and muscle activity  
669 were determined in the same way as reported in Experiments 1, 2, 3 and 4. Due to excessive  
670 artifacts, the electrocardiogram and the electromyogram recordings were unscorable for three  
671 and two participants, respectively. Occasional missing data are reflected in the degrees of  
672 freedom reported in the results section. Statistical analyses were performed using the same  
673 strategy as described in Experiments 1, 2, 3 and 4.

## 674 **Results**

675 **Anxiety Manipulation.** Paired samples *t*-tests were conducted to analyse our self-  
676 report and psychophysiological data. The results are summarised in Table 5. They again  
677 endorse the effectiveness of our anxiety manipulation with **all variables changing in the**  
678 **expected direction. All changes were significant with the exception of muscle activity.**

679 \*\* INSERT TABLE 5 ABOUT HERE \*\*

680 **Performance.** We conducted a 2 (condition: low anxiety, high anxiety)  $\times$  3 (ball:  
681 target, non-target ironic error, non-target non-error) fully repeated-measures ANOVA to  
682 analyze performance. Results revealed no significant main effect for anxiety,  $F(1, 22) = .12$ ,  
683  $p = .72$ ,  $\eta_p^2 = .006$ , a significant main effect for ball,  $F(2, 44) = 38.87$ ,  $p < .001$ ,  $\eta_p^2 = .63$ ,  $\epsilon =$   
684  $.69$ , and no significant anxiety  $\times$  ball interaction  $F(2, 44) = 1.71$ ,  $p = .19$ ,  $\eta_p^2 = .07$ .

685 Participants let more target balls go than non-target (other-error) and non-target (ironic error)

686 balls; the number of times these latter two balls were let go did not differ (see Figure 6). This  
687 reflects consistent and relatively good performance across both anxiety conditions since the  
688 instructions were changed from Experiment 4 to Experiment 5.

689 \*\* INSERT FIGURE 6 ABOUT HERE \*\*

## 690 **Discussion**

691 The primary purpose of Experiment 5 was to replicate the Experiment 3 and thereby  
692 provide more compelling evidence that instructional interventions can mitigate against  
693 anxiety-induced increases in specifically ironic performance errors. Results confirmed no  
694 deterioration in performance and no increase in ironic errors during the high-anxiety  
695 condition. The findings of Experiments 3 and 5 thus supported our theoretically driven  
696 argument that burdening the monitor with a relatively more difficult search than the operator  
697 can prevent ironic errors. This represents the first support for instructional interventions to  
698 reduce ironic errors during reactive motor performance.

## 699 **General Discussion**

700 We conducted five experiments to address two limitations from the meagre extant  
701 literature examining Wegner's (1994) ironic processes of mental control in a performance  
702 setting. Specifically, we provide the first examination of ironic effects theory in an externally  
703 paced task under low- and high-anxiety conditions. Moreover, we report the first  
704 manipulation of task instruction designed to reduce the incidence of ironic performance  
705 errors.

706 In support of Wegner's (1994) theory, in Experiment 1, results demonstrate that  
707 participants made significantly more ironic errors when anxious. To our knowledge, this is  
708 the first evidence to support ironic processes theory as an explanation for performance  
709 breakdown under anxiety during reactive motor tasks. The results of Experiments 2 and 4  
710 confirmed these findings and – by the addition of a third ball color (Experiment 2) and an

711 additional type of error (Experiment 4) – revealed that any ironic performance errors were  
712 unlikely to be accounted for simply by an indiscriminate anxiety-induced performance  
713 decline (Woodman et al., 2015). Taken together, the results of these three experiments  
714 suggest that instructions that prime the monitoring process with an easier search than the  
715 operating process increase the prevalence of ironic errors. This is due to anxiety increasing  
716 strain on our limited attentional capacity, preventing actions being programmed fast enough  
717 to stop the forbidden error from occurring. Time-pressure concerns are particularly relevant  
718 to reactive motor tasks. For instance, in the present experiments, participants had just 450 ms  
719 for their action to be programmed in order for them to successfully get out of the non-target  
720 ironic error ball's path. With anxiety increasing the burden on the limited attentional system  
721 during the high-anxiety condition, successful operating process performance was more  
722 difficult to accomplish in the available time, and hence the monitor was more likely to come  
723 to the fore.

724         Crucially, the results of Experiments 3 and 5 offer a solution to the ironic performance  
725 problem. Specifically, by reframing task instruction in order to burden the monitoring process  
726 with the more time-intensive action-based search, the anxiety-induced increase in ironic  
727 errors observed in Experiments 1, 2 and 4 was eradicated in Experiments 3 and 5.  
728 Collectively, these results represent the first evidence to support Wegner's (1994) ironic  
729 processes theory in reactive motor tasks, and the first to offer a practical and theoretically-  
730 driven solution to limit the troublesome ironic error. The key applied implication of our  
731 finding is that the instructions we issue to ourselves and to others should be framed to ensure  
732 that the operating process always has an easier search than the monitor. **For example,**  
733 **Gorgulu and Woodman (2016) argued that coaches should tell their athletes what to do (e.g.,**  
734 **strike the soccer ball into the net) rather than what to avoid (e.g., don't hit the post). The**  
735 **current data support this recommendation and indicate that this is equally important for**

736 reactive tasks where movement decisions have to be made under time pressure. The current  
737 data can also be interpreted to endorse holistic process goals as a way for performers to  
738 support their operating process and promote successful motor performance. Holistic process  
739 goals encompass the key elements of a movement in a single phrase (e.g., “smooth”, when  
740 applied to a golf putt; Mullen, Jones, Oliver & Hardy, 2016) and thereby satisfy the need for  
741 an instruction of what do rather than what to avoid. Further, holistic process goals have been  
742 found to reduce anxiety (Kingston & Hardy, 1997), which should reduce the likelihood of the  
743 monitoring process coming to the fore (Woodman et al., 2015). Moreover, when used by a  
744 sample of experienced athletes, holistic process goals such as “reach” and “drive” were  
745 associated with superior performance (e.g., less errors) during high-anxiety conditions  
746 (Mullen & Hardy, 2010). Thus, we recommend that performers are issued with a clear and  
747 simple positive instruction (e.g., holistic process goals), to limit their susceptibility to ironic  
748 errors in sport. It would be interesting for future research to empirically examine this  
749 recommendation by testing the effects of holistic process goals on the incidence of  
750 specifically counter-intentional errors in the field (e.g., real-life sport).

### 751 **Limitations and Future Directions**

752         Although our results are highly consistent across studies, they should be interpreted in  
753 light of some limitations. First, we adopted a fixed condition order (i.e., low-anxiety  
754 condition; high-anxiety condition). This reduced the likelihood of anxiety carryover effects  
755 (Woodman et al., 2015), but provided an opportunity for learning effects. Specifically,  
756 participants may have been advantaged in the high-anxiety condition compared to the low-  
757 anxiety condition due to greater task familiarity / practice. Our data argue against the  
758 presence of learning effects, since performance was consistently worse in the high-anxiety  
759 condition. Nonetheless, it would be interesting for future research to re-examine our findings  
760 using well-learned tasks / expert populations to mitigate the risk of learning effects. For



761 instance, testing the theory with expert sport performers and ecologically valid reactive sport  
762 tasks would help increase the generalizability and utility of our conclusions (Henrich, Heine,  
763 & Norenzayan, 2010).

764         Second, future studies examining the merits of attentional models of performance  
765 such as ironic processes theory would do well to employ techniques to measure attention. For  
766 example, probe reaction time could be assessed during performance to provide an insight into  
767 the attentional load that participants are experiencing (Lam, Masters & Maxwell, 2010). Such  
768 research has the potential to provide even more compelling evidence that anxiety-induced  
769 performance breakdown is attributable to worry consuming our limited attentional resources  
770 and leaving insufficient space for effective goal-driven (e.g., operating process) control, as  
771 predicted by Wegner's (1994) theory.

## 772 **Conclusion**

773         In conclusion, our findings provide the first support for Wegner's ironic effects theory  
774 in an externally-paced task. Moreover, we offer a practical instruction-based solution that can  
775 reduce susceptibility to ironic errors and instead help individuals to thrive under pressure.  
776 Specifically, performers and practitioners should be educated about ironic effects theory, and  
777 encouraged to frame instructions in a way that burdens the monitoring process with the more  
778 difficult task.

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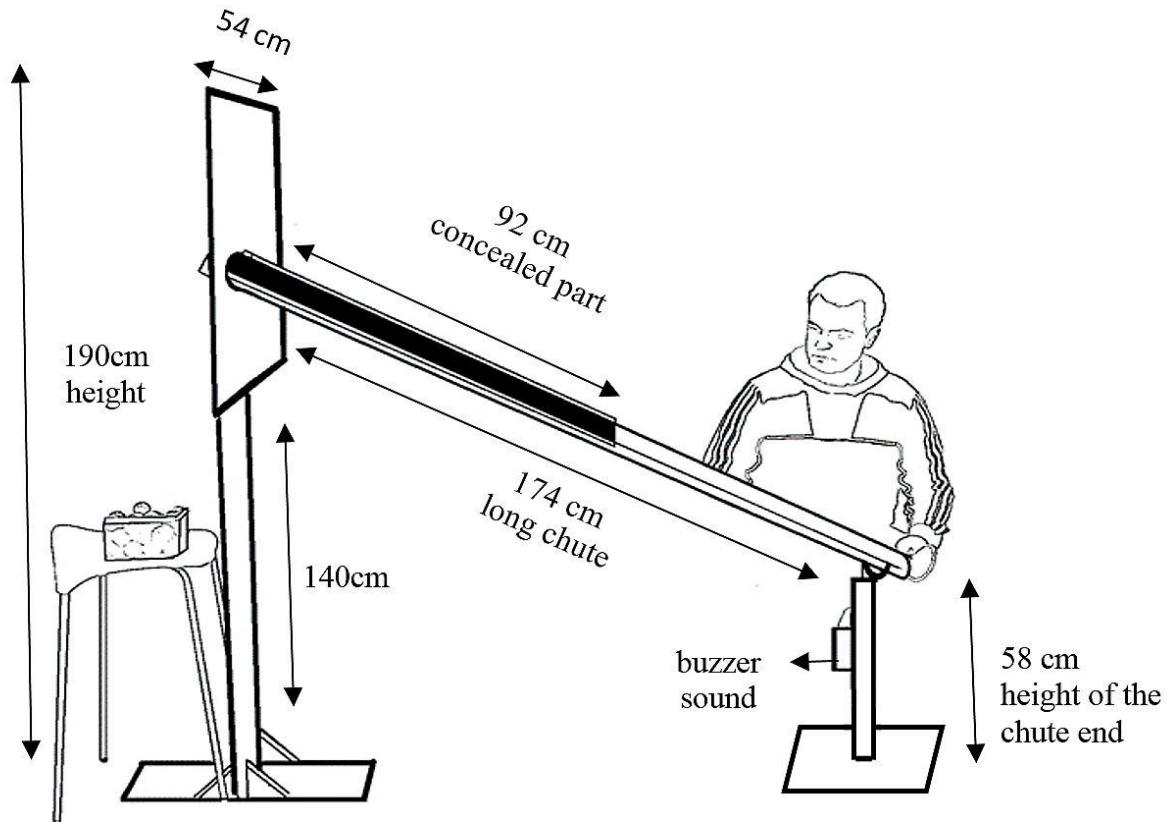
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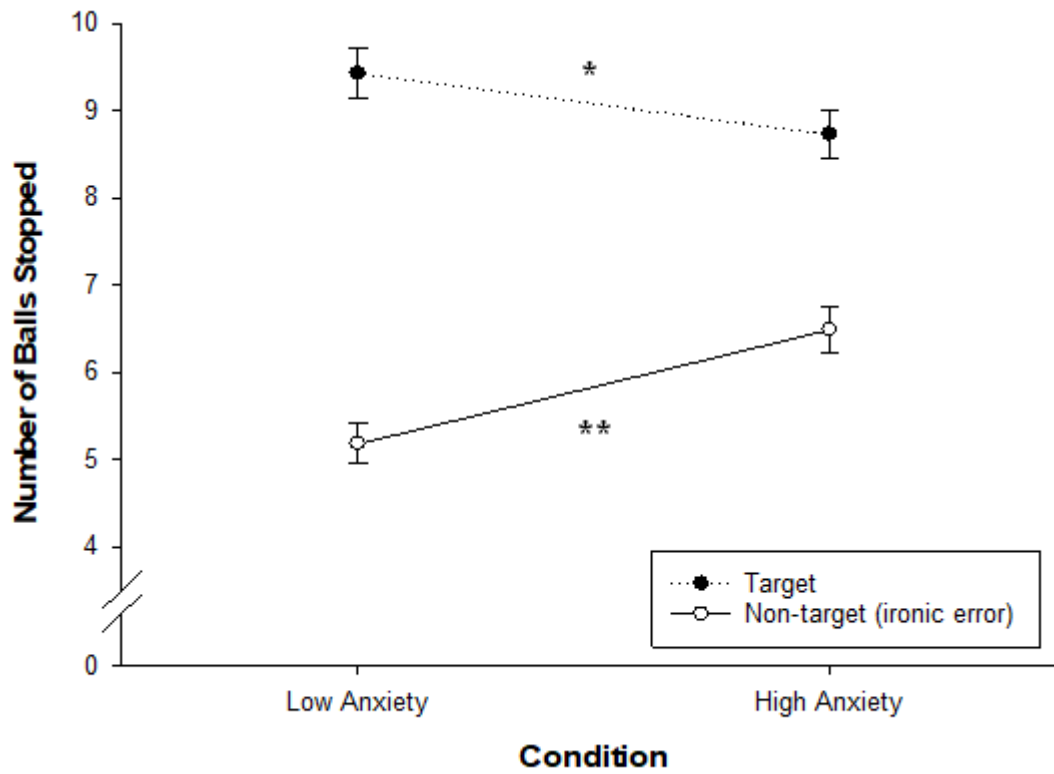
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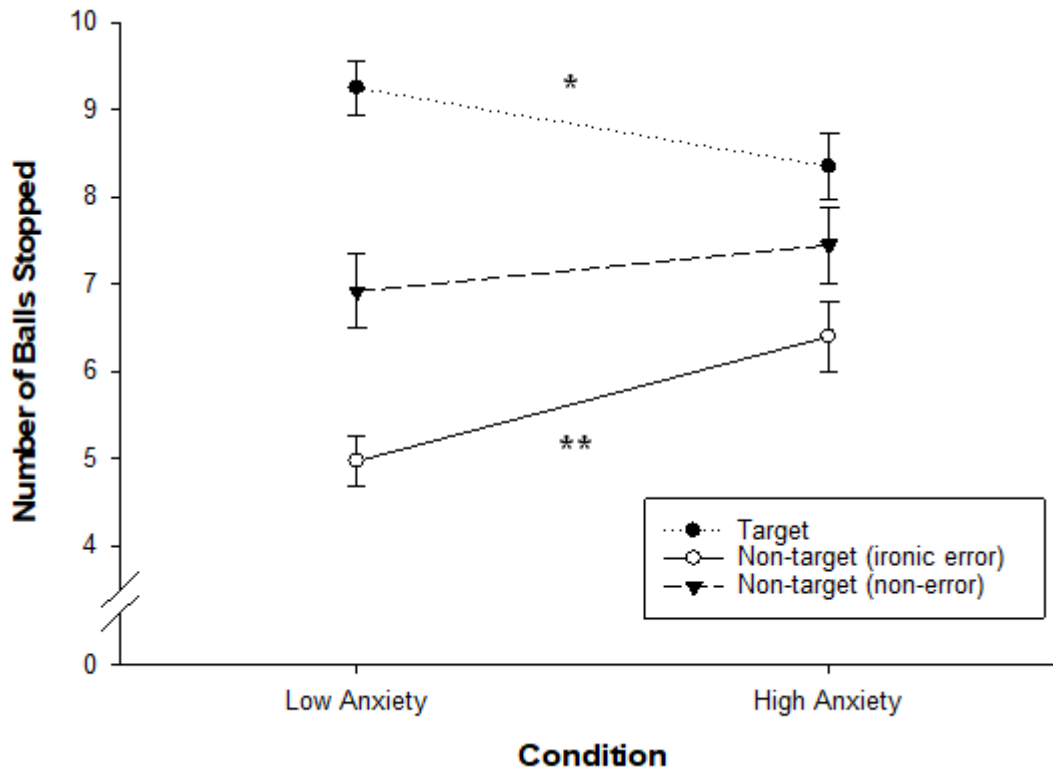
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**Figure 1.** Illustration of the apparatus used. The buzzer system is described in the performance measures section.



890 **Figure 2.** Mean number of target balls and non-target ironic error balls under low-anxiety  
 891 and high-anxiety conditions in Experiment 1. Error bars indicate standard error of the means.  
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 893 \*  $p < .05$ , \*\*  $p < .01$ .

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 908 **Figure 3.** Mean number of target balls, non-target-non- error balls and non-target ironic error  
 909 balls under low-anxiety and high-anxiety conditions for Experiment 2. Error bars indicate  
 910 standard error of the means. \* =  $p < .05$ , \*\* =  $< .01$ .  
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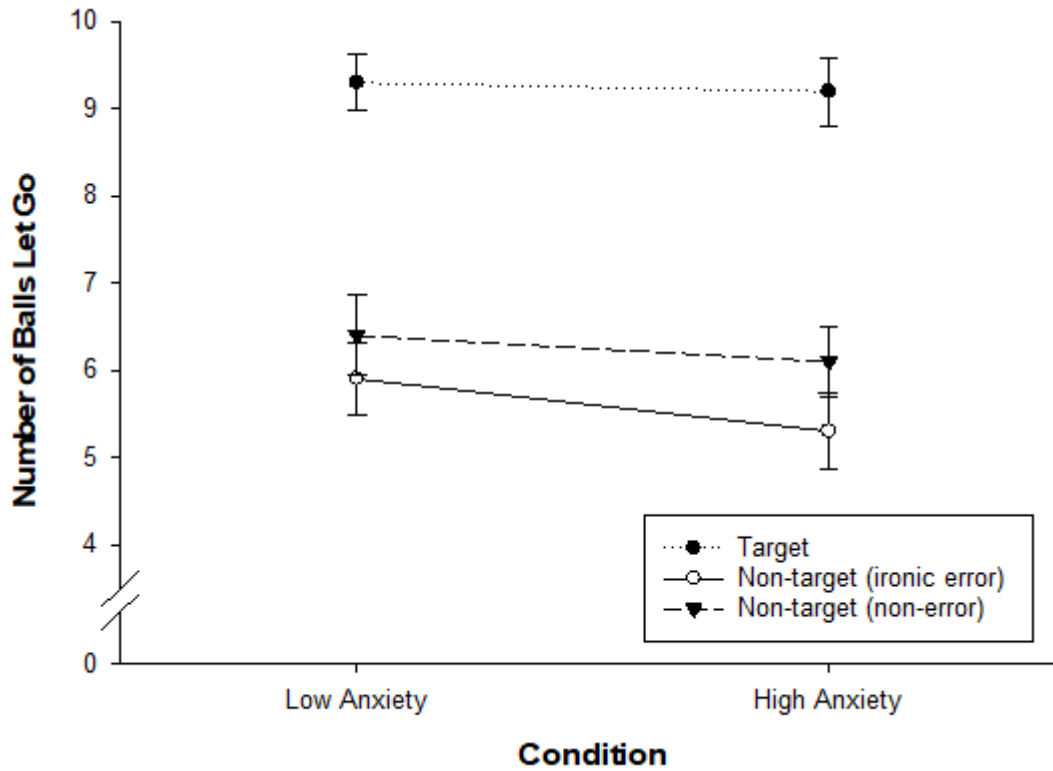
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924 **Figure 4.** Mean number of target balls, non-target-non-error balls and non-target ironic error  
 925 balls under low-anxiety and high-anxiety conditions for Experiment 3. Error bars indicate  
 926 standard error of the means.  
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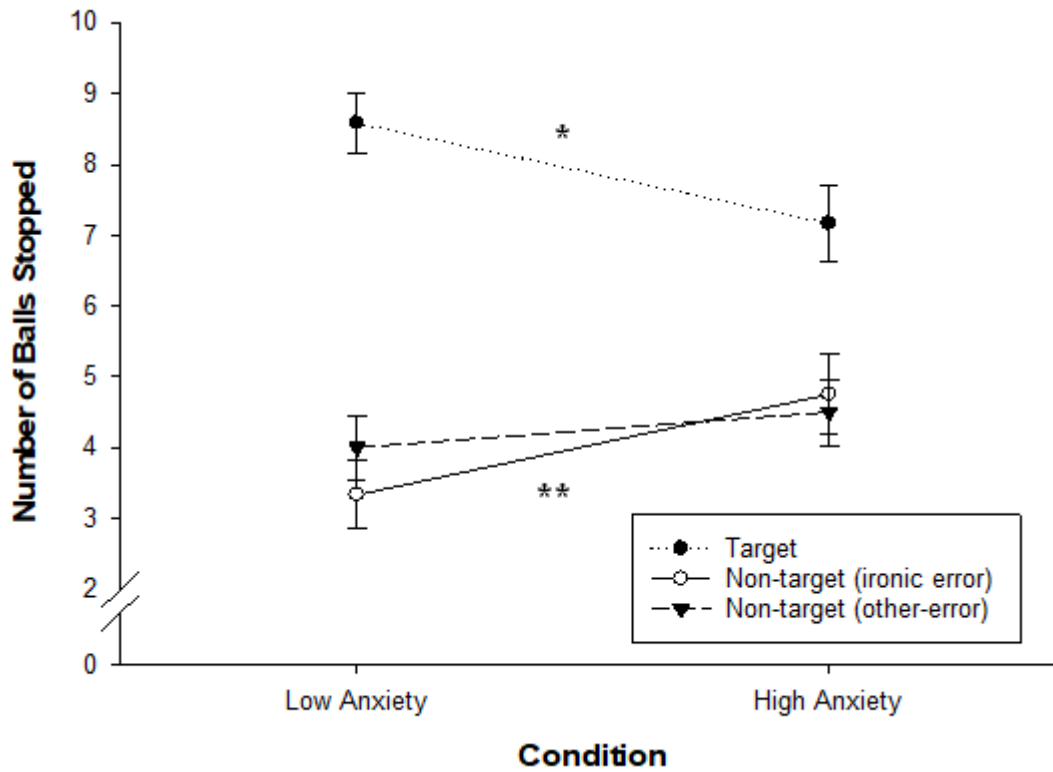
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943 **Figure 5.** Mean number of target balls, non-target-other-error balls and non-target ironic

944 error balls under low-anxiety and high-anxiety conditions for Experiment 4. Error bars

945 indicate standard error of the means. \* =  $p < .05$ , \*\* =  $< .01$ .

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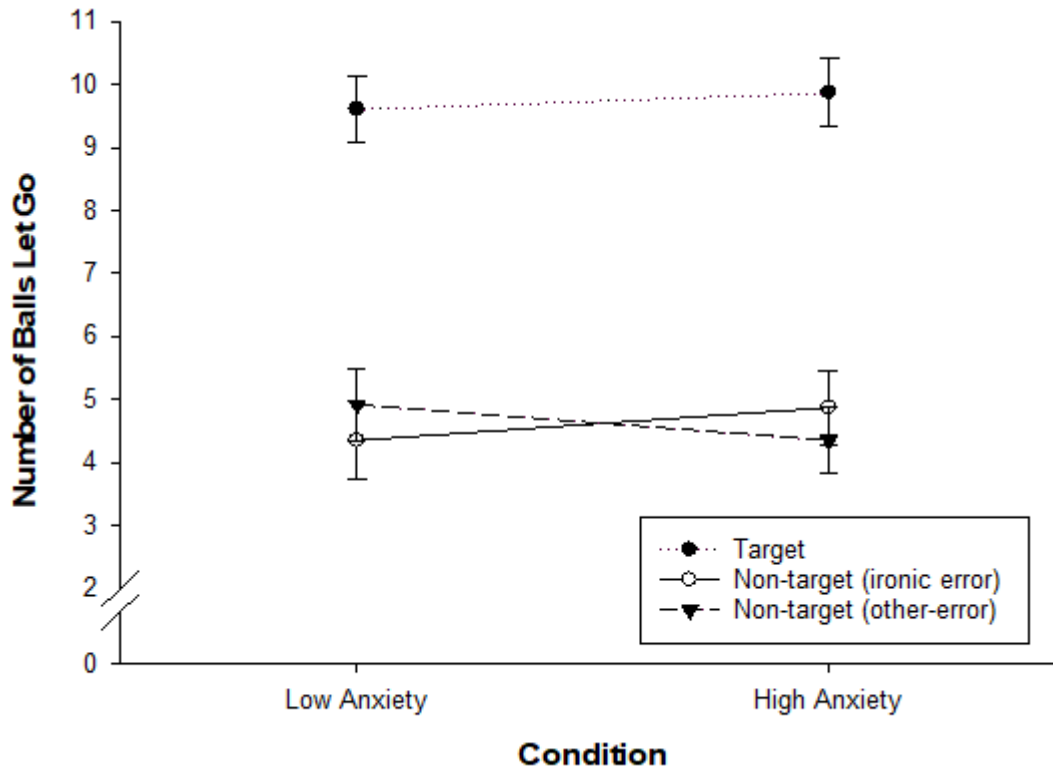
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959 **Figure 6.** Mean number of target balls, non-target-other error balls and non-target ironic error  
 960 balls under low-anxiety and high-anxiety conditions for Experiment 5. Error bars indicate  
 961 standard error of the means.  
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977 **Table 1**

978 *Descriptive statistics confirming the effectiveness of the anxiety manipulation in Experiment*  
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Measure	Condition		
	Low-Anxiety	High-Anxiety	
	Mean (SD)	Mean (SD)	<i>t</i> (52)
Cognitive anxiety	4.96 (2.69)	7.35 (2.58)	5.66***
Somatic anxiety	5.47 (2.58)	7.45 (2.18)	5.70**
			<i>t</i> (41)
Heart rate (bpm)	92.85 (15.28)	95.44 (14.39)	2.38*
r-MSSD (ms)	44.19 (27.51)	33.53 (17.33)	3.09**
			<i>t</i> (47)
Muscle activity (μV)	27.01 (11.89)	29.59 (13.81)	2.14*

980 *Notes: \*p < .05, \*\* p < .01, \*\*\* p < .001.*

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998 **Table 2**999 *Descriptive statistics confirming the effectiveness of the anxiety manipulation in Experiment*

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Measure	Condition		<i>t</i> (39)
	Low-Anxiety	High-Anxiety	
	Mean (SD)	Mean (SD)	
Cognitive anxiety	4.77 (1.95)	7.40 (2.3)	6.78***
Somatic anxiety	5.25 (2.03)	7.55 (1.72)	5.90***
			<i>t</i> (34)
Heart rate (bpm)	90.59 (16.36)	92.81 (15.61)	1.73 <sup>†</sup>
r-MSSD (ms)	59.29 (33.54)	47.84 (26.02)	3.04**
			<i>t</i> (39)
Muscle activity (μV)	23.31 (10.55)	25.22 (12.42)	1.73 <sup>†</sup>

1001 *Notes: \*\*  $p < .01$ , \*\*\*  $p < .001$ , <sup>†</sup> = .09.*

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1019 **Table 3**1020 *Descriptive statistics confirming the effectiveness of the anxiety manipulation in Experiment*

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Measure	Condition		<i>t</i> (40)
	Low-Anxiety	High-Anxiety	
Cognitive anxiety	Mean (SD) 4.85 (2.46)	Mean (SD) 7.29 (2.00)	6.27***
Somatic anxiety	5.14 (2.44)	7.46 (2.00)	6.49***
Heart rate (bpm)	87.36 (12.30)	91.23 (14.03)	4.02***
r-MSSD (ms)	50.35 (23.82)	41.43 (18.92)	3.63***
Muscle activity ( $\mu$ V)	23.45 (12.67)	25.29 (15.17)	2.68*

1022 *Notes: \* $p < .05$ , \*\*\*  $p < .001$ .*

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1041 **Table 4**1042 *Descriptive statistics confirming the effectiveness of the anxiety manipulation in Experiment*1043 *4.*

Measure	Condition		<i>t</i> ( <i>df</i> )
	Low-Anxiety	High-Anxiety	
	Mean (SD)	Mean (SD)	
Cognitive anxiety	3.70 (2.21)	6.66 (2.61)	4.67***
Somatic anxiety	4.29 (2.25)	6.33 (2.40)	3.58***
			<i>t</i> (19)
Heart rate (bpm)	85.69 (17.37)	90.46 (20.03)	3.51***
r-MSSD (ms)	56.30 (32.96)	47.33 (33.10)	2.84*
			<i>t</i> (21)
Muscle activity ( $\mu$ V)	21.28 (9.06)	22.09 (9.62)	-.48

1044 *Notes: \* $p < .05$ , \*\*\*  $p < .001$ .*

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1060 **Table 5**

1061 *Descriptive statistics confirming the effectiveness of the anxiety manipulation in Experiment*  
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Measure	Condition		
	Low-Anxiety	High-Anxiety	
	Mean (SD)	Mean (SD)	<i>t</i> (22)
Cognitive anxiety	5.69 (1.91)	6.82 (2.20)	2.39*
Somatic anxiety	5.21 (1.85)	6.56 (2.27)	2.44*
			<i>t</i> (19)
Heart rate (bpm)	80.91 (11.26)	86.11 (14.88)	2.71*
r-MSSD (ms)	49.92 (24.94)	39.48 (21.75)	2.52*
			<i>t</i> (20)
Muscle activity ( $\mu$ V)	20.25 (7.67)	20.40 (7.47)	-.15

1063 *Notes: \*p < .05.*