Appendix A

SMART-Aligned Goal Setting Measure: Item Distributions, Factor Structure, and Profile Construction

Table A1

Distribution of SMART-Aligned Goal-Setting Items, N and %

SMART-aligned goal-setting item	Not at all *n* (%)	Rather not *n* (%)	Rather yes *n* (%)	Completely true *n* (%)
My goals are specific	49 (1.4%)	464 (13.3%)	1,719 (49.3%)	1,253 (36.0%)
My goals are measurable	84 (2.4%)	754 (21.6%)	1,875 (53.8%)	772 (22.2%)
My goals are aligned with my abilities	58 (1.7%)	305 (8.8%)	1,986 (57.0%)	1,136 (32.6%)
My goals are aligned with my resources	82 (2.4%)	492 (14.1%)	1,972 (56.6%)	939 (26.9%)
My goals are aligned with my values	16 (0.5%)	90 (2.6%)	1,462 (42.0%)	1,917 (55.0%)
My goals are time-bound	348 (10.0%)	1,189 (34.1%)	1,363 (39.1%)	585 (16.8%)

Table A2

Exploratory Factor Analysis of SMART-Aligned Goal-Setting Items

SMART-aligned goal-setting item	Factor loading	Communality
My goals are specific	.653	.427
My goals are measurable	.671	.450
My goals are aligned with my abilities	.667	.445
My goals are aligned with my resources	.606	.367
My goals are aligned with my values	.436	.190
My goals are time-bound	.547	.299

Note. N = 3,485. Extraction method: principal axis factoring. One factor was extracted, and no rotation was applied. KMO = .775; Bartlett's test of sphericity: $\chi^2(15) = 5{,}057.197$, $p < .001$. The first factor had an initial eigenvalue of 2.794 and accounted for 46.6% of the initial variance; the extracted factor accounted for 36.3% of the variance after extraction. Cronbach's $\alpha = .764$. Because the items were developed for the present study, the SMART-aligned goal-setting profile categories should be interpreted as exploratory, theoretically defined profiles rather than as externally validated cut-off scores.

Table A3

Construction of SMART-Aligned Goal-Setting Profiles

SMART-aligned goal-setting profile	Coding rule	*n* (%)
Non-SMART-aligned	At least one negative response across the six SMART items	1,997 (57.3%)
SMART-aligned	Positive responses on all six SMART items, with "completely true" selected for no more than three items	900 (25.8%)
Strongly SMART-aligned	Positive responses on all six SMART items, with "completely true" selected for at least four items	588 (16.9%)

Note. *Rather yes* and *completely true* responses were coded as positive responses, while *not at all* and *rather not* responses were coded as negative responses. The categories are exploratory, theoretically defined profiles rather than externally validated cut-off scores.

Appendix B

Agile Self-Management Measure: Item Distributions, Factor Structure, and Profile Construction

Table B1

Distribution of Agile Self-Management Items, N and %

Agile self-management item	Not at all *n* (%)	Rather not *n* (%)	Rather yes *n* (%)	Completely true *n* (%)
I use analytical tools when making decisions	1,437 (41.2%)	1,156 (33.2%)	714 (20.5%)	178 (5.1%)
I set priorities among my tasks	102 (2.9%)	363 (10.4%)	1,867 (53.6%)	1,153 (33.1%)
I break down my larger goals into smaller subtasks	146 (4.2%)	704 (20.2%)	1,872 (53.7%)	763 (21.9%)
I regularly reflect on what I have learned from completed tasks	178 (5.1%)	899 (25.8%)	1,724 (49.5%)	684 (19.6%)
I record my tasks in writing, e.g. Trello or a list	784 (22.5%)	967 (27.7%)	1,010 (29.0%)	724 (20.8%)
I plan my tasks in short 1–2-week periods	444 (12.7%)	1,045 (30.0%)	1,592 (45.7%)	404 (11.6%)
I eliminate distractions when working on important tasks	513 (14.7%)	1,238 (35.5%)	1,154 (33.1%)	580 (16.6%)

Table B2

Exploratory Factor Analysis of Agile Self-Management Items

Agile self-management item	Factor loading	Communality
I use analytical tools when making decisions	.489	.239
I set priorities among my tasks	.541	.293
I break down my larger goals into smaller subtasks	.608	.370
I regularly reflect on what I have learned from completed tasks	.446	.199
I record my tasks in writing, e.g. Trello or a list	.477	.228
I plan my tasks in short 1–2-week periods	.475	.226
I eliminate distractions when working on important tasks	.411	.169

Note. N = 3,485. Extraction method: principal axis factoring. One factor was extracted, and no rotation was applied. KMO = .769; Bartlett's test of sphericity: $\chi^2(21) = 3{,}127.918$, $p < .001$. The first factor had an initial eigenvalue of 2.464 and accounted for 35.2% of the initial variance; the extracted factor accounted for 24.6% of the variance after extraction. Factor loadings ranged from .411 to .608. Cronbach's $\alpha = .683$. Because the items were developed for the present study, the agile self-management profile categories should be interpreted as exploratory, theoretically defined profiles rather than as externally validated cut-off scores.

Table B3

Distribution of Agile Self-Management Composite Scores and Profiles

Agile self-management score / profile	*n* (%)
0	69 (2.0%)
1	119 (3.4%)
2	285 (8.2%)
3	428 (12.3%)
4	526 (15.1%)
Non-agile profile, 0–4	**1,427 (40.9%)**

5	525 (15.1%)
6	391 (11.2%)
7	407 (11.7%)
8	254 (7.3%)
9	175 (5.0%)
Partially agile profile, 5–9	**1,752 (50.3%)**
10	138 (4.0%)
11	74 (2.1%)
12	42 (1.2%)
13	25 (0.7%)
14	27 (0.8%)
Highly agile profile, 10–14	**306 (8.8%)**
Total	**3,485 (100.0%)**

*Note***.** The agile self-management composite score ranged from 0 to 14. Responses to the seven items were scored as 0 for *not at all* or *rather not*, 1 for *rather yes*, and 2 for *completely true*. The three profile categories were theoretically defined for exploratory profile construction: non-agile profile = 0–4 points, partially agile profile = 5–9 points, and highly agile profile = 10–14 points. Profile rows represent subtotals of the corresponding composite-score ranges and should not be added to the individual score rows.

Appendix C

Goal Time Horizon Measure: Response Options, Aggregated Indicators, and Profile Construction

Table C1

Distribution of Goal Time Horizon Response Options and No Specified Goal Time Horizon Indicator, N and %

Goal time horizon option	*n* (%)
Daily goals	1,442 (41.4%)
Goals for 1–4 weeks	1,570 (45.1%)
Goals for one semester / academic year	1,945 (55.8%)
Medium-term goals, 1–5 years	2,298 (65.9%)
Long-term goals, more than 5 years	2,887 (82.8%)
No specified goal time horizon	83 (2.4%)

*Note***.** Respondents could select multiple time horizons; therefore, percentages for the first five rows do not sum to 100%. The *no specified goal time horizon* category identifies respondents who did not select any of the substantive goal time horizon options.

Table C2

Aggregated Goal Time Horizon Indicators

Aggregated indicator	Definition	*n* (%)
Short-term goal time horizon	Daily or 1–4-week goals selected	1,986 (57.0%)
Medium-term goal time horizon	Semester/academic-year or 1–5-year goals selected	2,896 (83.1%)
Long-term goal time horizon	Goals with a time horizon longer than 5 years selected	2,887 (82.8%)
No specified goal time horizon	No goal time horizon selected	83 (2.4%)

Note. The short-, medium-, and long-term indicators are not mutually exclusive because respondents could select multiple goal time horizons.

Table C3

Goal Time Horizon Profile Distribution

Goal time horizon profile	*n* (%)
No specified goal time horizon	83 (2.4%)
Short only	115 (3.3%)
Medium only	146 (4.2%)
Long only	298 (8.6%)
Short + medium	254 (7.3%)
Short + long	93 (2.7%)
Medium + long	972 (27.9%)
Short + medium + long	1,524 (43.7%)
Total	3,485 (100.0%)

Table C4

Distribution of Goal Time Horizon Profile Complexity, N and %

Goal time horizon profile complexity	*n* (%)
No specified goal time horizon	83 (2.4%)
One goal time horizon	559 (16.0%)
Two goal time horizons	1,319 (37.8%)
Complex goal time horizon profile	1,524 (43.7%)
Total	3,485 (100.0%)

Appendix D

Participant Characteristics, Demographic Variables, and Descriptive Correlations

Table D1

Distribution of Demographic, Educational, and Employment Characteristics, N and %

Variable	Category	*n* (%)
Gender	Male	1,182 (33.9%)
	Female	2,303 (66.1%)
Age group	21 years or younger	1,219 (35.0%)
	22–24 years	438 (12.6%)
	25–29 years	296 (8.5%)
	30 years or older	1,532 (44.0%)
Level of study	Short-cycle programme	408 (11.7%)
	BA/BSc	2,181 (62.6%)
	Undivided programme	440 (12.6%)
	MA/PhD/DLA	456 (13.1%)
Mode of study	Full-time	1,714 (49.2%)
	Part-time	1,771 (50.8%)
Field of study	Humanities and arts	522 (15.0%)
	Social sciences	362 (10.4%)

	Education and sports	498 (14.3%)
	Law and public administration	341 (9.8%)
	Economics	290 (8.3%)
	Information technology	194 (5.6%)
	Engineering, agriculture and natural sciences	406 (11.6%)
	Medicine and health sciences	326 (9.4%)
	Religious studies	150 (4.3%)
	Multiple fields	396 (11.4%)
Years in higher education	First-year student	1,190 (34.1%)
	2–4 years	1,347 (38.7%)
	5 years or more	948 (27.2%)
Employment status while studying	Not working	1,067 (30.6%)
	Part-time, 1–19 hours/week	467 (13.4%)
	Part-time, 20–34 hours/week	337 (9.7%)
	Full-time, 35+ hours/week	1,614 (46.3%)

Table D2

Spearman Correlations Between Key Variables and Goal Time Horizon Outcomes

Predictor	Short-term goal time horizon	Medium-term goal time horizon	Long-term goal time horizon	No specified goal time horizon	Goal time horizon profile complexity
Gender	.051**	.029	.018	-.059**	.048**
Age group	-.142**	-.044**	.107**	.001	-.064**
Mode of study	-.172**	-.052**	.105**	-.016	-.092**
Employment status while studying	-.150**	-.020	.101**	-.015	-.066**
Years in higher education	.023	.055**	.089**	-.032	.078**
SMART-aligned goal-setting profile	-.043*	-.003	.150**	-.093**	.035*
Agile self-management profile	.112**	.023	.125**	-.111**	.139**

Note. N = 3,485. Spearman's rho correlations are reported because the variables are binary or ordinal. Gender was coded as 0 = male and 1 = female. Mode of study was coded as 1 = full-time and 2 = part-time. Age group and years in higher education were coded in ascending order, with higher values indicating older age and more years in higher education. Employment status while studying was coded from 1 to 4, with higher values indicating stronger labour-market involvement while studying. SMART-aligned goal-setting profile and agile self-management profile were coded in ascending order, with higher values indicating stronger SMART alignment in self-reported goal setting and more agile self-management. Goal time horizon indicators were coded as 0 = not selected and 1 = selected. No specified goal time horizon was coded as 0 = selected at least one goal time horizon and 1 = selected none. Goal time horizon profile complexity was coded from 0 to 3, with higher values indicating more complex goal time horizon profiles. Correlations are descriptive and do not replace the logistic and multinomial regression models. Because of the large sample size, very small correlations may reach statistical significance and should be interpreted cautiously. * $p < .05$, ** $p < .01$.

Appendix E

Binary Logistic Regression Models for Individual Goal Time Horizons

Table E1

Binary Logistic Regression Predicting Short-Term Goal Time Horizon Selection

Panel A Model Fit.

Outcome	*N*	Model χ^2	*df*	*p*	-2LL	Cox & Snell R^2	Nagelkerke R^2	Hosmer–Lemeshow $\chi^2(df), p$
Short-term goal time horizon	3,485	259.645	26	< .001	4,503.314	.072	.096	12.608(8), p = .126

Panel B Wald Tests of Predictor Effects.

Predictor block	Wald χ^2	*df*	*p*
Agile self-management profile	63.562	2	< .001
Employment status while studying	3.455	3	.327
Years in higher education	17.021	2	< .001
SMART-aligned goal-setting profile	4.143	2	.126
Field of study	18.309	9	.032
Level of study	19.734	3	< .001
Age group	1.789	3	.617
Mode of study	10.189	1	.001
Gender	11.749	1	.001

Panel C Regression Coefficients.

Predictor	*B*	*SE*	Wald	*df*	*p*	OR	95% CI for OR
Non-agile profile	-0.646	0.143	20.498	1	< .001	0.524	[0.396, 0.693]
Partially agile profile	-0.035	0.135	0.065	1	.799	0.966	[0.741, 1.260]
Not working	0.214	0.143	2.228	1	.136	1.239	[0.935, 1.641]
Part-time work, 1–19 hours/week	0.267	0.156	2.937	1	.087	1.306	[0.962, 1.773]
Part-time work, 20–34 hours/week	0.072	0.148	0.238	1	.625	1.075	[0.804, 1.438]
First-year student	-0.458	0.117	15.184	1	< .001	0.633	[0.503, 0.797]
2–4 years in higher education	-0.170	0.104	2.672	1	.102	0.844	[0.688, 1.034]
Non-SMART-aligned goal-setting profile	0.177	0.108	2.695	1	.101	1.194	[0.966, 1.476]
SMART-aligned goal-setting profile	0.025	0.113	0.049	1	.825	1.025	[0.821, 1.280]
Humanities and arts	-0.295	0.145	4.154	1	.042	0.745	[0.561, 0.989]
Social sciences	-0.264	0.158	2.810	1	.094	0.768	[0.564, 1.046]
Education and sports	-0.536	0.153	12.288	1	< .001	0.585	[0.434, 0.790]
Law and public administration	-0.479	0.167	8.223	1	.004	0.620	[0.447, 0.859]
Economics	-0.351	0.167	4.410	1	.036	0.704	[0.507, 0.977]
Information technology	-0.082	0.190	0.184	1	.668	0.922	[0.635, 1.338]
Engineering, agriculture and natural sciences	-0.278	0.154	3.245	1	.072	0.757	[0.560, 1.025]
Medicine and health sciences	-0.225	0.166	1.842	1	.175	0.799	[0.577, 1.105]
Religious studies	-0.105	0.208	0.255	1	.613	0.900	[0.599, 1.354]

Full-time study mode	0.465	0.146	10.189	1	.001	1.592	[1.196, 2.117]
Short-cycle programme	-0.401	0.147	7.412	1	.006	0.670	[0.502, 0.894]
BA/BSc	-0.115	0.125	0.850	1	.357	0.892	[0.698, 1.138]
Undivided programme	0.288	0.166	3.035	1	.081	1.334	[0.965, 1.846]
Age ≤21 years	0.146	0.160	0.829	1	.362	1.157	[0.846, 1.583]
Age 22–24 years	-0.021	0.151	0.019	1	.891	0.979	[0.728, 1.318]
Age 25–29 years	0.070	0.141	0.246	1	.620	1.072	[0.814, 1.414]
Male	-0.282	0.082	11.749	1	.001	0.755	[0.642, 0.886]

Table E2

Binary Logistic Regression Predicting Medium-Term Goal Time Horizon Selection

Panel A Model Fit.

Outcome	*N*	Model χ^2	*df*	*p*	-2LL	Cox & Snell R^2	Nagelkerke R^2	Hosmer–Lemeshow $\chi^2(df)$, *p*
Medium-term goal time horizon	3,485	80.888	26	< .001	3,085.674	.023	.038	14.050(8), $p = .080$

Panel B Wald Tests of Predictor Effects.

Predictor block	Wald χ^2	*df*	*p*
Agile self-management profile	2.946	2	.229
Employment status while studying	3.274	3	.351
Years in higher education	13.143	2	.001
SMART-aligned goal-setting profile	6.549	2	.038
Field of study	21.703	9	.010
Level of study	0.496	3	.920
Age group	9.621	3	.022
Mode of study	1.698	1	.193
Gender	3.809	1	.051

Panel C Regression Coefficients.

Predictor	*B*	*SE*	Wald	*df*	*p*	OR	95% CI for OR
Non-agile profile	-0.091	0.181	0.251	1	.616	0.913	[0.641, 1.302]
Partially agile profile	0.082	0.172	0.226	1	.635	1.085	[0.774, 1.521]
Not working	-0.313	0.183	2.916	1	.088	0.731	[0.510, 1.047]
Part-time work, 1–19 hours/week	-0.317	0.200	2.503	1	.114	0.729	[0.492, 1.079]
Part-time work, 20–34 hours/week	-0.158	0.194	0.668	1	.414	0.854	[0.584, 1.248]
First-year student	-0.523	0.149	12.311	1	< .001	0.593	[0.443, 0.794]
2–4 years in higher education	-0.245	0.137	3.171	1	.075	0.783	[0.598, 1.025]
Non-SMART-aligned goal-setting profile	0.075	0.135	0.309	1	.578	1.078	[0.827, 1.405]
SMART-aligned goal-setting profile	0.332	0.146	5.144	1	.023	1.394	[1.046, 1.858]
Humanities and arts	-0.430	0.204	4.443	1	.035	0.651	[0.436, 0.970]
Social sciences	-0.248	0.225	1.215	1	.270	0.781	[0.503, 1.212]
Education and sports	-0.745	0.207	12.944	1	< .001	0.475	[0.316, 0.712]

Law and public administration	-0.574	0.227	6.375	1	.012	0.563	[0.361, 0.880]
Economics	-0.107	0.246	0.189	1	.664	0.899	[0.555, 1.456]
Information technology	-0.655	0.247	7.061	1	.008	0.519	[0.320, 0.842]
Engineering, agriculture and natural sciences	-0.530	0.211	6.295	1	.012	0.589	[0.389, 0.891]
Medicine and health sciences	-0.500	0.225	4.933	1	.026	0.607	[0.390, 0.943]
Religious studies	-0.635	0.267	5.669	1	.017	0.530	[0.314, 0.894]
Full-time study mode	0.252	0.194	1.698	1	.193	1.287	[0.881, 1.881]
Short-cycle programme	-0.050	0.193	0.068	1	.795	0.951	[0.652, 1.387]
BA/BSc	0.029	0.167	0.030	1	.864	1.029	[0.742, 1.428]
Undivided programme	0.086	0.217	0.158	1	.691	1.090	[0.713, 1.667]
Age ≤21 years	0.379	0.206	3.378	1	.066	1.461	[0.975, 2.189]
Age 22–24 years	0.647	0.212	9.322	1	.002	1.909	[1.261, 2.891]
Age 25–29 years	0.260	0.186	1.953	1	.162	1.297	[0.901, 1.868]
Male	-0.207	0.106	3.809	1	.051	0.813	[0.661, 1.001]

Table E3

Binary Logistic Regression Predicting Long-Term Goal Time Horizon Selection

Panel A Model Fit.

Outcome	*N*	Model χ^2	*df*	*p*	-2LL	Cox & Snell R^2	Nagelkerke R^2	Hosmer–Lemeshow $\chi^2(df), p$
Long-term goal time horizon	3,485	162.494	26	< .001	3,032.571	.046	.076	4.807(8), p = .778

Panel B Wald Tests of Predictor Effects.

Predictor block	Wald χ^2	*df*	*p*
Agile self-management profile	19.243	2	< .001
Employment status while studying	1.184	3	.757
Years in higher education	1.619	2	.445
SMART-aligned goal-setting profile	32.442	2	< .001
Field of study	5.506	9	.788
Level of study	12.185	3	.007
Age group	1.457	3	.692
Mode of study	2.697	1	.101
Gender	0.019	1	.889

Panel C Regression Coefficients.

Predictor	*B*	*SE*	Wald	*df*	*p*	OR	95% CI for OR
Non-agile profile	-0.527	0.218	5.838	1	.016	0.590	[0.385, 0.905]
Partially agile profile	-0.117	0.215	0.294	1	.588	0.890	[0.584, 1.357]
Not working	-0.139	0.193	0.520	1	.471	0.870	[0.596, 1.270]
Part-time work, 1–19 hours/week	-0.179	0.204	0.773	1	.379	0.836	[0.560, 1.247]
Part-time work, 20–34 hours/week	-0.003	0.204	0.000	1	.987	0.997	[0.668, 1.486]
First-year student	-0.202	0.160	1.606	1	.205	0.817	[0.597, 1.117]

2–4 years in higher education	-0.147	0.145	1.025	1	.311	0.863	[0.650, 1.147]
Non-SMART-aligned goal-setting profile	-0.927	0.177	27.396	1	< .001	0.396	[0.280, 0.560]
SMART-aligned goal-setting profile	-0.525	0.190	7.648	1	.006	0.591	[0.408, 0.858]
Humanities and arts	-0.041	0.181	0.052	1	.819	0.960	[0.673, 1.368]
Social sciences	-0.095	0.197	0.233	1	.630	0.909	[0.618, 1.338]
Education and sports	-0.273	0.197	1.923	1	.165	0.761	[0.517, 1.120]
Law and public administration	-0.093	0.223	0.173	1	.677	0.911	[0.589, 1.410]
Economics	-0.168	0.211	0.637	1	.425	0.845	[0.559, 1.278]
Information technology	-0.253	0.231	1.196	1	.274	0.777	[0.494, 1.222]
Engineering, agriculture and natural sciences	-0.041	0.197	0.044	1	.834	0.960	[0.652, 1.413]
Medicine and health sciences	0.066	0.214	0.094	1	.759	1.068	[0.703, 1.623]
Religious studies	-0.359	0.270	1.771	1	.183	0.698	[0.411, 1.185]
Full-time study mode	-0.329	0.200	2.697	1	.101	0.720	[0.486, 1.066]
Short-cycle programme	-0.509	0.227	5.026	1	.025	0.601	[0.385, 0.938]
BA/BSc	-0.547	0.197	7.722	1	.005	0.578	[0.393, 0.851]
Undivided programme	-0.139	0.244	0.327	1	.567	0.870	[0.539, 1.403]
Age ≤21 years	0.026	0.211	0.015	1	.904	1.026	[0.678, 1.552]
Age 22–24 years	0.198	0.208	0.903	1	.342	1.219	[0.810, 1.833]
Age 25–29 years	0.053	0.197	0.072	1	.789	1.054	[0.717, 1.549]
Male	0.015	0.107	0.019	1	.889	1.015	[0.824, 1.250]

Table E4

Binary Logistic Regression Predicting No Specified Goal Time Horizon

Panel A Model Fit.

Outcome	*N*	Model χ^2	*df*	*p*	-2LL	Cox & Snell R^2	Nagelkerke R^2	Hosmer–Lemeshow $\chi^2(df)$, *p*
No specified goal time horizon	3,485	105.163	26	< .001	679.250	.030	.147	6.319(8), $p = .612$

Panel B Wald Tests of Predictor Effects.

Predictor block	Wald χ^2	*df*	*p*
Agile self-management profile	20.457	2	< .001
Employment status while studying	0.325	3	.955
Years in higher education	2.184	2	.336
SMART-aligned goal-setting profile	16.034	2	< .001
Field of study	12.750	9	.174
Level of study	5.557	3	.135
Age group	7.631	3	.054
Mode of study	2.148	1	.143
Gender	3.355	1	.067

Panel C Regression Coefficients.

Predictor	*B*	*SE*	Wald	*df*	*p*	OR	95% CI for OR
Non-agile profile	1.258	0.759	2.749	1	.097	3.519	[0.795, 15.571]
Partially agile profile	0.011	0.777	0.000	1	.988	1.012	[0.221, 4.635]
Not working	0.126	0.480	0.069	1	.793	1.134	[0.443, 2.903]
Part-time work, 1–19 hours/week	-0.046	0.527	0.008	1	.931	0.955	[0.340, 2.681]
Part-time work, 20–34 hours/week	-0.085	0.506	0.028	1	.867	0.919	[0.341, 2.478]
First-year student	0.497	0.368	1.824	1	.177	1.645	[0.799, 3.385]
2–4 years in higher education	0.179	0.345	0.268	1	.605	1.196	[0.608, 2.352]
Non-SMART-aligned goal-setting profile	1.265	0.549	5.304	1	.021	3.542	[1.207, 10.392]
SMART-aligned goal-setting profile	-0.273	0.665	0.169	1	.681	0.761	[0.207, 2.799]
Humanities and arts	-0.052	0.519	0.010	1	.920	0.949	[0.343, 2.624]
Social sciences	-0.295	0.602	0.240	1	.625	0.745	[0.229, 2.423]
Education and sports	0.661	0.509	1.687	1	.194	1.937	[0.714, 5.254]
Law and public administration	0.071	0.621	0.013	1	.909	1.074	[0.318, 3.631]
Economics	0.550	0.541	1.031	1	.310	1.733	[0.600, 5.007]
Information technology	1.099	0.500	4.835	1	.028	3.001	[1.127, 7.992]
Engineering, agriculture and natural sciences	0.094	0.516	0.033	1	.855	1.099	[0.400, 3.019]
Medicine and health sciences	0.364	0.561	0.420	1	.517	1.439	[0.479, 4.322]
Religious studies	0.615	0.632	0.947	1	.330	1.850	[0.536, 6.382]
Full-time study mode	0.728	0.497	2.148	1	.143	2.071	[0.782, 5.483]
Short-cycle programme	1.491	0.669	4.960	1	.026	4.441	[1.196, 16.496]
BA/BSc	1.214	0.634	3.665	1	.056	3.369	[0.972, 11.680]
Undivided programme	0.854	0.747	1.309	1	.253	2.350	[0.544, 10.157]
Age ≤21 years	-1.198	0.503	5.675	1	.017	0.302	[0.113, 0.809]
Age 22–24 years	-1.432	0.560	6.532	1	.011	0.239	[0.080, 0.716]
Age 25–29 years	-0.408	0.461	0.783	1	.376	0.665	[0.269, 1.642]
Male	0.479	0.262	3.355	1	.067	1.615	[0.967, 2.697]

Note. Across Tables E1–E3, dependent variables were coded as 0 = not selected and 1 = selected. In Table E4, no specified goal time horizon was coded as 0 = at least one goal time horizon selected and 1 = none selected. Reference categories were highly agile profile, full-time employment while studying, five or more years in higher education, strongly SMART-aligned goal-setting profile, multiple fields of study, part-time study mode, MA/PhD/DLA level of study, age 30 years or older, and female gender. OR = odds ratio; CI = confidence interval. Because the no specified goal time horizon category was small, estimates in Table E4 should be interpreted cautiously, particularly where confidence intervals are wide.

Appendix F

Regression Diagnostics and Multinomial Logistic Regression Model for Goal Time Horizon Profile Complexity

Table F1

Ordinal Logistic Regression Diagnostics for Goal Time Horizon Profile Complexity

Statistic / Test	Result
N	3,485
Model fitting χ^2(df)	215.266(26)

p	< .001
Cox & Snell R^2	.060
Nagelkerke R^2	.067
McFadden R^2	.028
Pearson goodness-of-fit	5,767.951(5875), p = .838
Deviance goodness-of-fit	4,559.407(5875), p = 1.000
Test of Parallel Lines	116.326(52), p < .001
Modelling decision	Multinomial logistic regression used

Table F2

Multinomial Logistic Regression Predicting Goal Time Horizon Profile Complexity

Panel A Model Fit.

Statistic	Value
N	3,485
Intercept-only -2LL	5,754.377
Final model -2LL	5,415.148
Model χ^2(df)	339.229(78)
p	< .001
Cox & Snell R^2	.093
Nagelkerke R^2	.104
McFadden R^2	.044
Pearson goodness-of-fit	χ^2(5823) = 7,292.905, p < .001
Deviance goodness-of-fit	χ^2(5823) = 4,435.444, p = 1.000

Panel B Likelihood Ratio Tests of Predictor Effects.

Effect	χ^2	*df*	*p*
Agile self-management profile	86.897	6	< .001
Employment status while studying	8.350	9	.499
Years in higher education	26.690	6	< .001
SMART-aligned goal-setting profile	24.761	6	< .001
Field of study	41.690	27	.035
Mode of study	9.128	3	.028
Level of study	25.847	9	.002
Age group	13.061	9	.160
Gender	8.931	3	.030

Panel C No Specified Goal Time Horizon vs Complex Goal Time Horizon Profile.

Predictor	*B*	*SE*	Wald	*p*	OR	95% CI for OR
Non-agile profile	1.658	0.763	4.721	.030	5.247	[1.176, 23.401]
Partially agile profile	0.071	0.780	0.008	.927	1.074	[0.233, 4.952]
Not working	0.032	0.488	0.004	.948	1.032	[0.397, 2.686]
Part-time work, 1–19 hours/week	-0.152	0.535	0.080	.777	0.859	[0.301, 2.453]

Part-time work, 20–34 hours/week	-0.154	0.515	0.090	.765	0.857	[0.312, 2.352]
First-year student	0.785	0.377	4.347	.037	2.193	[1.048, 4.589]
2–4 years in higher education	0.279	0.351	0.631	.427	1.322	[0.664, 2.630]
Non-SMART-aligned goal-setting profile	1.325	0.553	5.731	.017	3.762	[1.271, 11.129]
SMART-aligned goal-setting profile	-0.255	0.668	0.146	.703	0.775	[0.209, 2.871]
Humanities and arts	0.146	0.525	0.078	.781	1.158	[0.414, 3.240]
Social sciences	-0.131	0.609	0.046	.830	0.877	[0.266, 2.891]
Education and sports	1.027	0.517	3.942	.047	2.793	[1.013, 7.701]
Law and public administration	0.373	0.630	0.351	.554	1.452	[0.423, 4.992]
Economics	0.701	0.550	1.627	.202	2.017	[0.686, 5.926]
Information technology	1.113	0.511	4.745	.029	3.043	[1.118, 8.284]
Engineering, agriculture and natural sciences	0.286	0.523	0.299	.585	1.331	[0.477, 3.710]
Medicine and health sciences	0.473	0.568	0.693	.405	1.605	[0.527, 4.887]
Religious studies	0.717	0.644	1.237	.266	2.048	[0.579, 7.242]
Full-time study mode	0.533	0.504	1.119	.290	1.704	[0.635, 4.578]
Short-cycle programme	1.706	0.675	6.382	.012	5.508	[1.466, 20.693]
BA/BSc	1.313	0.638	4.236	.040	3.719	[1.065, 12.990]
Undivided programme	0.708	0.752	0.886	.347	2.030	[0.465, 8.867]
Age ≤21 years	-1.248	0.513	5.914	.015	0.287	[0.105, 0.785]
Age 22–24 years	-1.438	0.568	6.399	.011	0.237	[0.078, 0.723]
Age 25–29 years	-0.470	0.469	1.003	.316	0.625	[0.249, 1.567]
Male	0.588	0.267	4.863	.027	1.801	[1.068, 3.037]

Panel D One Goal Time Horizon vs Complex Goal Time Horizon Profile.

Predictor	*B*	*SE*	Wald	*p*	OR	95% CI for OR
Non-agile profile	0.465	0.194	5.761	.016	1.592	[1.089, 2.327]
Partially agile profile	-0.071	0.183	0.152	.696	0.931	[0.651, 1.332]
Not working	0.154	0.201	0.586	.444	1.167	[0.786, 1.732]
Part-time work, 1–19 hours/week	0.212	0.217	0.946	.331	1.236	[0.807, 1.892]
Part-time work, 20–34 hours/week	0.126	0.210	0.361	.548	1.134	[0.752, 1.712]
First-year student	0.772	0.168	20.997	< .001	2.164	[1.555, 3.010]
2–4 years in higher education	0.425	0.153	7.707	.006	1.530	[1.133, 2.066]
Non-SMART-aligned goal-setting profile	-0.059	0.150	0.155	.694	0.943	[0.702, 1.266]
SMART-aligned goal-setting profile	-0.008	0.156	0.003	.960	0.992	[0.730, 1.348]
Humanities and arts	0.481	0.217	4.924	.026	1.618	[1.058, 2.475]
Social sciences	0.432	0.233	3.444	.063	1.541	[0.976, 2.433]
Education and sports	0.889	0.223	15.843	< .001	2.432	[1.570, 3.767]
Law and public administration	0.739	0.246	9.025	.003	2.093	[1.293, 3.389]
Economics	0.323	0.254	1.618	.203	1.381	[0.840, 2.270]
Information technology	0.295	0.281	1.104	.293	1.343	[0.775, 2.327]
Engineering, agriculture and natural sciences	0.540	0.228	5.626	.018	1.716	[1.098, 2.680]
Medicine and health sciences	0.380	0.244	2.436	.119	1.463	[0.907, 2.358]
Religious studies	0.550	0.294	3.511	.061	1.733	[0.975, 3.081]

Full-time study mode	-0.539	0.213	6.433	.011	0.583	[0.384, 0.885]
Short-cycle programme	0.375	0.215	3.030	.082	1.454	[0.954, 2.217]
BA/BSc	0.149	0.185	0.645	.422	1.161	[0.807, 1.669]
Undivided programme	-0.295	0.244	1.467	.226	0.744	[0.462, 1.200]
Age ≤21 years	-0.131	0.228	0.331	.565	0.877	[0.561, 1.371]
Age 22–24 years	-0.316	0.227	1.938	.164	0.729	[0.467, 1.138]
Age 25–29 years	-0.176	0.205	0.731	.392	0.839	[0.561, 1.255]
Male	0.253	0.117	4.639	.031	1.287	[1.023, 1.620]

Panel E Two Goal Time Horizons vs Complex Goal Time Horizon Profile.

Predictor	*B*	*SE*	Wald	*p*	OR	95% CI for OR
Non-agile profile	0.815	0.157	27.073	< .001	2.259	[1.662, 3.070]
Partially agile profile	0.223	0.149	2.257	.133	1.250	[0.934, 1.673]
Not working	-0.275	0.158	3.042	.081	0.760	[0.558, 1.035]
Part-time work, 1–19 hours/week	-0.346	0.170	4.162	.041	0.707	[0.507, 0.986]
Part-time work, 20–34 hours/week	-0.219	0.163	1.800	.180	0.804	[0.584, 1.106]
First-year student	0.311	0.129	5.845	.016	1.365	[1.061, 1.757]
2–4 years in higher education	0.047	0.113	0.173	.678	1.048	[0.840, 1.307]
Non-SMART-aligned goal-setting profile	0.150	0.118	1.635	.201	1.162	[0.923, 1.464]
SMART-aligned goal-setting profile	0.038	0.124	0.093	.761	1.039	[0.814, 1.324]
Humanities and arts	0.305	0.151	4.082	.043	1.357	[1.009, 1.825]
Social sciences	0.239	0.166	2.080	.149	1.270	[0.918, 1.758]
Education and sports	0.475	0.165	8.290	.004	1.608	[1.164, 2.221]
Law and public administration	0.428	0.176	5.934	.015	1.535	[1.087, 2.166]
Economics	0.252	0.177	2.027	.155	1.286	[0.909, 1.820]
Information technology	-0.060	0.206	0.086	.770	0.942	[0.629, 1.409]
Engineering, agriculture and natural sciences	0.245	0.163	2.249	.134	1.278	[0.928, 1.760]
Medicine and health sciences	0.120	0.173	0.480	.488	1.127	[0.803, 1.582]
Religious studies	0.053	0.229	0.054	.816	1.055	[0.674, 1.651]
Full-time study mode	-0.243	0.158	2.378	.123	0.784	[0.576, 1.068]
Short-cycle programme	0.337	0.161	4.380	.036	1.401	[1.022, 1.922]
BA/BSc	0.182	0.134	1.862	.172	1.200	[0.923, 1.559]
Undivided programme	-0.265	0.174	2.311	.128	0.767	[0.545, 1.080]
Age ≤21 years	0.000	0.174	0.000	.999	1.000	[0.710, 1.408]
Age 22–24 years	0.124	0.163	0.577	.447	1.132	[0.822, 1.558]
Age 25–29 years	-0.074	0.154	0.233	.630	0.929	[0.687, 1.255]
Male	0.153	0.089	2.957	.086	1.165	[0.979, 1.388]

*Note***.** The reference outcome category was the complex goal time horizon profile. OR = odds ratio. Reference predictor categories were: highly agile profile, full-time employment while studying, five or more years in higher education, strongly SMART-aligned goal-setting profile, multiple fields of study, part-time study mode, MA/PhD/DLA level of study, age 30 years or older, and female gender. Intercepts and redundant reference-category rows are not reported. Because the no specified goal time horizon category was small, estimates for this outcome contrast should be interpreted cautiously, particularly where confidence intervals are wide.