

Locus of Control & Why You Need to Understand It

Locus of Control (LoC) is about our beliefs about the causes of our experiences and the factors that we attribute to our success or failure.

What's YOUR Locus of Control?

Find out now. For each of the following **pairs** of statements (from 1 to 15), select which statement is most true for you, and circle either A or B, without taking more than a second or two to think about it... choose quickly!

Statement 1 – A

If I set a reasonable goal, I am likely to achieve it with hard work and commitment

Statement 1 – B

There is no point in setting goals; too much can happen that I cannot control

Statement 2 – A

The grades I earned as a student depended more on how much the teacher liked me than how much I studied

Statement 2 – B

My teachers treated me fairly and evaluated my performance objectively

Statement 3 – A

I decide what happens to me; I don't believe in fate

Statement 3 – B

If something is meant to happen, it will, there is little I can do to change that

Statement 4 – A

To become a leader, I believe someone must be in the right place at the right time

Statement 4 – B

I believe that those who wish to be a leader will capitalize on the opportunities presented to them

Statement 5 – A

To be successful in my career takes hard work and effort

Statement 5 – B

Success in my career depends on who I know, not what I know or do

Statement 6 – A

Whether people like me, or not, is up to them

Statement 6 – B

Using good interpersonal skills can help get people to like me

Statement 7 – A

If I am prepared for an interview, I am more likely to do well



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Statement 7 – B

There is no point preparing for an interview as they will ask whatever they want

Statement 8 – A

Normal people cannot do much to change the world, that is for the elite and powerful

Statement 8 – B

One person can make a difference and make an impact on government policy and decisions

Statement 9 – A

Luck does not play a large role in getting what I want out of life

Statement 9 – B

Life is a game of chance; what I get or what happens to me is mostly due to fate

Statement 10 – A

Disappointments in my life come from back luck

Statement 10 – B

Disappointments in my life are the result of the decisions I make

Statement 11 – A

How I treat people determines how they treat me

Statement 11 – B

People will either treat me well or not; no matter what I do

Statement 12 – A

I often feel that I have little control over my life and what happens to me

Statement 12 – B

I do not believe that luck or chance plays a large role in determining what happens to me in my life

Statement 13 – A

My rewards are directly related to what I accomplish

Statement 13 – B

Despite hard work and effort, what I accomplish will likely go unnoticed

Statement 14 – A

No matter how much people get involved, war and political unrest will still happen

Statement 14 – B

Political unrest and war can often happen where people don't get involved or assert their political rights and views

Statement 15 – A

The things that happen in peoples' lives are of their own doing

Statement 15 – B

Things just happen to people; they have little control over their fate



Scoring Key:

For statements 1, 3, 5, 7, 9, 11,13,15: A = Internal / B = External

For statements 2, 4, 6, 8, 10, 12, 14: A = External / B = Internal

Determine the amount of internal versus external statements you have chosen.

If you have around 6-8 of each, your result is balanced. If you have more internal or more external answers, the closer to that end of the scale you are likely to be. For example, if you have 13 external and 2 internal, it may be likely that you have a more external Locus of Control.

Note: This assessment is for illustrative purposes; it has not been validated. It was inspired by Rotter's Locus of Control Scale (1966). This assessment and explanation is from: <https://hypnotc.com/locus-of-control-scale-hypnotherapy/>, there are many "free" assessments you can find.

Why this matters.

Because Locus of Control affects ones' allocation of responsibility for the events in ones' life, it affects motivation and engagement. It also affects determination.

For example, someone with a high internal LoC, believes that hard work and their individual efforts will impact success (e.g., belief thoughts might be: *if I try harder I will be able to learn it, or I can get that promotion with hard work and effort*). Someone with a high external LoC, leans toward believing that external circumstances will affect their success (e.g., belief thoughts might be: *these goals are "too" high anyway, I'll never achieve them, or there's really no place for me to advance in this organization*).

As a coach, you will likely be able to "hear" over time where your employees land on the continuum of Locus of Control.

A LoC towards the high internal side is generally considered most healthy.



Actions you can take to apply Locus of Control:

1. Recognize your own LoC and how this may impact how you lead your team. Managers with a higher internal LoC may take quicker action to meet workplace challenges.
2. Observe or discuss LoC with your team. Help your employees recognize their own belief system and then discuss/identify ideas to strengthen internal LoC.
3. Make it transparent. Challenge beliefs you have or hear about how much control you or others have over any given situation.

