

Self-Assessment

What is your locus of control?

Chapter Resource

Please refer to section [8.4 Personality at Work](#) of *Psychology, Communication, and the Canadian Workplace*

Instructions

This instrument lists several pairs of statements concerning the possible causes of behavior. For each pair, select the letter (A or B) that better describes your own beliefs. Remember: there are no right or wrong answers.

1. A) In the long run, the bad things that happen to us are balanced by the good ones.
B) Most misfortunes are the result of lack of ability, ignorance, laziness, or all three.
2. A) I have often found that what is going to happen will happen.
B) Trusting to fate has never turned out as well for me as making a decision to take a definite course of action.
3. A) Many of the unhappy things in people's lives are partly due to bad luck.
B) People's misfortunes result from the mistakes they make.
4. A) Without the right breaks, one cannot be an effective leader.
B) Capable people who fail to become leaders have not taken advantage of their opportunities.
5. A) Many times, I feel I have little influence over the things that happen to me.
B) It is impossible for me to believe that chance or luck plays an important role in my life.
6. A) Most people don't realize the extent to which their lives are controlled by accidental happenings.
B) There really is no such thing as "luck."



7. A) Unfortunately, an individual's worth often passes unrecognized no matter how hard they try.
B) In the long run, people get the respect they deserve.

Scoring

After completing the instrument, score it by assigning a zero (0) to any A you assigned and a one (1) to any B. Add up your total score, and compare it to the following norms:

- 1–3 = an external locus of control
- 4–5 = a balanced locus of control
- 6–7 = an internal locus of control

Source: Adapted from Julian B. Rotter, "Generalized Expectancies for Internal Versus External Control of Reinforcement." Psychological Monographs, 80 (Whole No. 609, 1966), pp. 11–12.

References

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