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# LOCUS OF CONTROL

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Mirror mirror on the wall





## LOCO Inventory (Locus of Control)

Given below are 30 statements that describe people's experience of their organizations. Read each statement and then indicate in the blank box the extent to which you agree with it (or feel *that* it is true) There is no right or Lwrong answer. So, relax. Take a deep breath and begin.

In the blank box, write **4 – if you strongly feel this way**

In the blank box, write **3 – if you generally feel this way**

In the blank box, write **2 – if you somewhat feel this way (and somewhat not)**

In the blank box, write **1 – if you slightly feel this way**

In the blank box, write **0 – if you hardly or never feel this**

| S.N | Statement                                                                                   | Symbol | Score |
|-----|---------------------------------------------------------------------------------------------|--------|-------|
| 1   | I can largely determine what matters to me in the organization                              | I      |       |
| 2   | The course of my career largely depends on me                                               | I      |       |
| 3   | My success or failure depends mostly on the amount of effort I put in                       | I      |       |
| 4   | The persons who are important control most matters here                                     | EO     |       |
| 5   | To a large extent my career depends on my seniors                                           | EO     |       |
| 6   | My effectiveness in this organization is mostly determined by senior people                 | EO     |       |
| 7   | The organization one joins or the job one gets are to a large extent, accidental happenings | EL     |       |
| 8   | One's career is to a great extent, a matter of chance                                       | EL     |       |
| 9   | Success of a person depends on the breaks or chances he gets                                | EL     |       |
| 10  | Successful completion of assignments is mainly due to my detailed planning and hard work    | I      |       |
| 11  | Being liked by seniors or making a good impression usually influence promotion decisions    | EO     |       |
| 12  | Getting rewards in the organization is a matter of luck                                     | EL     |       |

|    |                                                                                                      |           |  |
|----|------------------------------------------------------------------------------------------------------|-----------|--|
| 13 | Success of one's plans is largely a matter of luck                                                   | <b>EL</b> |  |
| 14 | Getting promotion largely depends on my being in the right place at the right time                   | <b>EL</b> |  |
| 15 | Senior person's preference determines who would be rewarded in the organization                      | <b>EO</b> |  |
| 16 | My success to a large extent, depends on my competence and hard work                                 | <b>I</b>  |  |
| 17 | How much I am liked in the organization depends on my seniors                                        | <b>EO</b> |  |
| 18 | It is a matter of luck that people listen to you                                                     | <b>EL</b> |  |
| 19 | If my seniors do not like me, I probably would not succeed in this organization                      | <b>EO</b> |  |
| 20 | Usually I am responsible for getting, or not getting, rewards                                        | <b>I</b>  |  |
| 21 | Success at work is mostly a matter of luck                                                           | <b>EL</b> |  |
| 22 | My success or failure depends mostly on those who work with me                                       | <b>EO</b> |  |
| 23 | My promotion in the organization depends mostly on my ability and effort                             | <b>I</b>  |  |
| 24 | My experience is that most things in the organization are beyond one's control                       | <b>EL</b> |  |
| 25 | I can work hard enough to get my suggestions accepted in the organization                            | <b>I</b>  |  |
| 26 | I am acceptable to others in my organization because I am lucky                                      | <b>EL</b> |  |
| 27 | Generally I determine what happens to me in the organization                                         | <b>I</b>  |  |
| 28 | My acceptability to others will depend on my behavior with them                                      | <b>I</b>  |  |
| 29 | My ideas get accepted if I make them fit the desires of my seniors                                   | <b>EO</b> |  |
| 30 | Pressure groups are more powerful (and control things) in the organization than individual employees | <b>EO</b> |  |

## Scoring

If you notice, under the ‘Symbol’ column – there are three symbols that recur.

I  
EO  
EL

Please add up all the “I” scores, “EO” scores and “EL” scores and write them below.

| Symbol | Total Score (addition of scores for the symbol) |
|--------|-------------------------------------------------|
| I      |                                                 |
| EO     |                                                 |
| EL     |                                                 |

**I** is Internality

**EO** is Externality – Others

**EL** is Externality – Luck

## Interpretation

### Internality Scores

>33 – very high internality – very high self confidence

<17 – very little self confidence at work

29-32 – shows high trust in one’s ability and effort

22- 28 – displays trust in one’s ability

18-21 – lacks self trust and needs to examine strengths based on feedback from others

### Externality (others) scores

>30 – dysfunctional dependence on significant others

21-29 – realistic dependence

17-20 - independence

<16 – counter dependence

### Externality (Luck) scores

Lower the score the better

<10 – may have difficulties in dealing with the frustration resulting out of unforeseen failures