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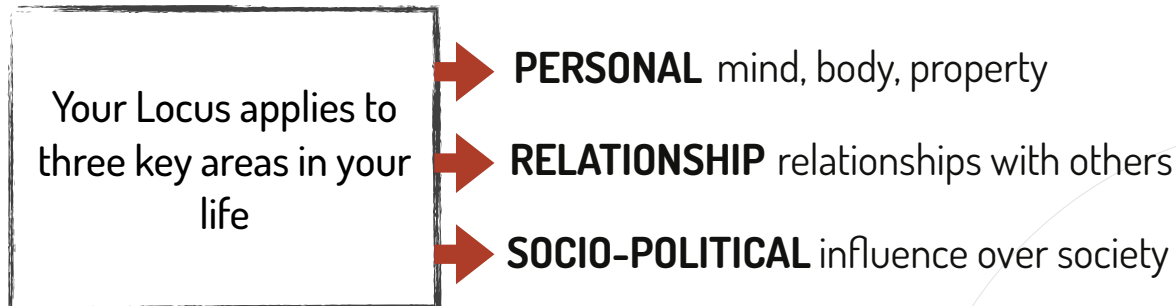
three dots

What's your Locus of Control?

Locus of Control refers to a person's belief about what causes the good or bad results in their life. People with an internal locus of control believe that their own actions determine their outcomes. Those with an external locus of control believe that forces outside their control, like luck or fate, determine what happens to them.

What is Locus of Control?

It refers to an individual's perception about the underlying main causes of events in his/her/their life. Or, more simply asked: Do you believe that your destiny is controlled by yourself or by external forces (such as fate, god, or other people)? A locus of control orientation is a belief about whether the outcomes of our actions are contingent on what we do (internal control orientation) or on events outside our personal control (external control orientation).



Why is it important to know what your Locus of Control is?

People who believe that only their hard work paid off have a high **internal locus of control**, while the ones who believe other factors led to it lean towards **external locus of control**. Both categories of people are at two ends of a scale defined as internal and external. Many people may believe that they don't have much control over how their career progresses and it largely depends on the kind of mentors and opportunities they get along the way. Another set of people may believe that working hard consistently will pay off no matter what.

EXTERNAL

Outcomes are outside my control, driven by fate and I am not accountable.



LOCUS OF CONTROL

...



INTERNAL

Outcomes are within my control, driven by my actions and I am accountable.



Questions to Consider

What are your beliefs around 'Personal Control'?

- * How does that impact your self-empowerment and if you are a leader - delegation to your team, etc?

What are your beliefs around 'Relationship Control'?

- * How does this impact your communication with loved ones and if you are a leader - collaboration with other parts of your organization?

What are your beliefs around 'Macro Control'?

- * How do you influence what is going on within your sphere and if you are a leader - within your clients organization and your industry?

Characteristics of people with a dominant internal or external locus of control

Internal Locus of Control:

- Are more likely to take responsibility for their actions
- Tend to be less influenced by the opinions of other people
- Often do better at tasks when they are allowed to work at their own pace
- Usually, have a strong sense of self-efficacy
- Tend to work hard to achieve the things they want
- Feel confident in the face of challenges
- Tend to be physically healthier
- Report being happier and more independent
- Often achieve greater success in the workplace

External Locus of Control:

- Blame outside forces for their circumstances
- Often credit luck or chance for any successes
- Don't believe that they can change their situation through their own efforts
- Frequently feel hopeless or powerless in the face of difficult situations
- Are more prone to experiencing learned helplessness



Remember!

Owning your successes can help you acknowledge your efforts. On the other hand, feeling responsible for your failures will help you learn from them. Learning from your mistakes is one way to become a better version of yourself. An internal locus of control will help you find solutions to complex problems.



Take the test to determine your Locus of Control



Read more about Locus of Control



Read more about Locus of Control



Read more about Locus of Control





Hello!

I'm Karen Erasmus (she/they/AuDHD), CEO and Founder of 3 Dots Coaching.

If you found this tool beneficial, I encourage you to share your thoughts and pass it along to anyone else who might find it valuable. If you would like guidance on how to develop your internal locus of control, feel free to reach out. We can have a more in-depth discussion about your personal locus of control, also known as "self-determination" or "personal agency," and explore ways to strengthen it.

Let's connect and discuss how you can take greater ownership of your outcomes and cultivate a more empowered mindset.

Own your personal agency!



Karen

