Reflect on the Self-Assessment
Internal/External Control

Instructions
Circle either "a" or "b" to indicate the item you most agree with in each pair of the following statements.  

1. (a) Promotions are earned through hard work and persistence.  
   (b) Making a lot of money is largely a matter of breaks.  

2. (a) Many times the reactions of teachers seem haphazard to me.  
   (b) In my experience I have noticed that there is usually a direct connection between how hard I study and the grades I get.  

3. (a) The number of divorces indicates that more and more people are not trying to make their marriages work.  
   (b) Marriage is largely a gamble.  

4. (a) It is silly to think that one can really change another person's basic attitudes.  
   (b) When I am right, I can convince others.  

5. (a) Getting promoted is really a matter of being a little luckier than the next guy.  
   (b) In our society, an individual's future earning power is dependent on his or her ability.  

6. (a) If one knows how to deal with people, they are really quite easily led.  
   (b) I have little influence over the way other people behave.  

7. (a) In my case, the grades I make are the results of my own efforts; luck has little or nothing to do with it.  
   (b) Sometimes I feel that I have little to do with the grades I get.  

8. (a) People such as I can change the course of world affairs if we make ourselves heard.  
   (b) It is only wishful thinking to believe that one can really influence what happens in society at large.  

9. (a) Much of what happens to me is probably a matter of chance.  
   (b) I am the master of my fate.  

10. (a) Getting along with people is a skill that must be practiced.  
   (b) It is almost impossible to figure out how to please some people.  

Scoring
Give yourself 1 point for 1a, 2b, 3a, 4b, 5b, 6a, 7a, 8a, 9b, 10a.  
Total scores of: 8–10 = high internal locus of control, 6–7 = moderate internal locus of control, 5 = mixed locus of control, 3–4 = moderate external locus of control, 0–2 = high external locus of control.  

Interpretation
This instrument offers an impression of your tendency toward an internal locus of control or external locus of control. Persons with a high internal locus of control tend to believe they have control over their own destinies. They may be most responsive to opportunities for greater self-control in the workplace. Persons with a high external locus of control tend to believe that what happens to them is largely in the hands of external forces or other people. They may be less comfortable with self-control and more responsive to external controls in the workplace.