

WHERE DOES YOUR CONTROL LIE? (yourself or external forces)

What is your Locus of Control?

Locus of Control refers to an individual's perception about the underlying main causes of events in his/her/their life. Or, more simply: *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).*

Your 'Locus of Control' applies to three key areas in your life:

- **Personal** (mind, body, property)
- **Relationship** (relationships with others)
- **Socio-political (Macro)** (influence over society/orgs)

The Importance of Locus Of Control !

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.

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 teams?
- **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?

EXTERNAL

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



LOCUS OF CONTROL



INTERNAL

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



Remember! Owing 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.

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



Internal locus of control is often used synonymously with "self-determination" and "personal agency". Own your personal agency!

Want to learn how to cultivate your internal locus? [Let's chat.](#)

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[Resource 1](#)

[Resource 2](#)

[Resource 3](#)