**Work Locus of Control**

**SCORING AND INTERPRETATION:** Think about which items on the assessment you scored highest and lowest and what these say about your locus of control. Also consider how your degree of internal or external locus of control has impacted your organizational behavior and performance in the past and how it might impact you in the future.

**Locus of Control Results** = 45

Lower scores (35 or less) reflect a more internal locus of control. An internal locus is related to confidence in one's ability to successfully perform tasks and is positively related to both job satisfaction and job performance. Trainees with a greater internal locus of control have more positive attitudes toward learning because they believe that it is more likely to be useful and beneficial. Managers tend to have an internal locus of control. Higher scores (36 or more) reflect a more external locus of control. An external locus of control is related to passivity and learned helplessness. Individuals with a more external locus of control tend to feel less job satisfaction and perform less well on the job than do those with an internal locus of control.

Locus of Control Analytics

**Your Classmates**

6 Users 44.67

**Your Instructors' Current Courses**

32 Users 43.54

**Your Instructors' Courses**

32 Users 43.54

**Your Institution**

50 Users 42.34

**Everyone**

1144 Users 31.32

Your Response

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Results Breakdown** | **Response Key:**  **Strongly disagree**  **Disagree**  **Slightly disagree**  **Neutral**  **Slightly agree**  **Agree**  **Strongly agree** | | | | | |
| **Question** | **Your Response** | **Your Classmates** | **Your Instructors' Current Courses** | **Your Instructors' Courses** | **Your Institution** | **Everyone** |
| A job is what you make of it. | Stronglyagree |  |  |  |  |  |
| On most jobs, people can pretty much accomplish whatever they set out to accomplish. | Stronglyagree |  |  |  |  |  |
| If employees are unhappy with a decision made by their boss, they should do something about it. | Neutral |  |  |  |  |  |
| Getting the job you want is mostly a matter of luck. | Stronglydisagree |  |  |  |  |  |
| Making money is primarily a matter of good fortune. | Agree |  |  |  |  |  |
| Promotions are usually a matter of good fortune. | Disagree |  |  |  |  |  |
| Promotions are given to employees who perform well on the job. | Agree |  |  |  |  |  |
| It takes a lot of luck to be an outstanding employee on most jobs. | Disagree |  |  |  |  |  |
| People who perform their jobs well generally get rewarded for it. | Slightlyagree |  |  |  |  |  |
| Most employees have more influence on their supervisors than they think they do. | Slightlyagree |  |  |  |  |  |