

Internal Locus of Control (ILOC) Test

Respond to the following statements and score them on a scale of 0-10:

0 – Strongly disagree	5 – Neither Agree nor disagree	10 – Strongly agree	Assessment 0-10
1. I have a strong degree of control over what happens to me in my life.			
2. Luck does not play a major role in deciding what I get out of life.			
3. My fate was not sealed at birth. I.e. there is a lot I can do to change my fate.			
4. My life feels like I'm in control of it. Fate and luck does not really control it.			
5. I'm 100% responsible for the way my life turns out.			
6. I see obstacles in my way as challenges that I can still control.			
7. My goal-orientated ways is what brings me success. I am very organized.			
8. Effort, dedication and hard work are what make the average person successful.			
9. I'm not superstitious.			
10. I don't need signs from the 'universe' to help me make decisions.			
TOTAL (100)			

American psychologist, Dr. Julian Rotter created the concept of Internal and External Locus of Control.

Score 75 - 100: Internal Locus Of Control (ILOC)

Self-actualizing people must be what they can be. -- Abraham Maslow

ILOC people are self-reliant, buoyant, opportunity makers, and are thus our most observed achievers. Once their goals are achieved, they feel more in control and eager to set more goals. This builds self-confidence and self-esteem. Their *self-talks* goes, “I can choose my future. I can make a difference to my company, country and life!”

Warren Buffet’s former daughter-in-law, Mary Buffet, says his position as the world’s richest person (2008) was due to mirroring his father’s *internal* LOC:

As a town man, Warren was deeply influenced by his father, Howard, who had a strong internal locus of control. This taught Warren that he, not the world, was in control of his life and that he, not the world, would determine what his life would look like.¹

Life with self-discipline is true sanity; but this first requires looking at your life (reality), make a plan, and then become enthusiastically optimistic. You need this ‘map’, and if you like the destination, it gives you an emotional “why” to live and act out your dreams. The age-old secret is to ask, “Where am I right now (reality), what destination do I want to go to (why), and how am I going to get there (plan)?” Life is a disciplined conscious transition from “here” to “there”. Yet surveys show that only a tiny percentage (2-9%) of people know this — they are the same internal LOC sample. This is important because when faced with inevitable adversity, we feel like we can take immediate steps to solve life’s issues — giving us a sense of control that is always with us. ILOC folk feel empowered, or as Earl Nightingale said ‘People with goals succeed because they know where they're going.’

French general Napoleon Bonaparte said, ‘*Circumstances!* I make circumstances!’ In one of Nelson Mandela’s favorite poems, *Invictus* (1875), William Earnest Henley wrote ‘I am the master of my fate: I am the captain of my soul.’ Jack Welch, the record breaking CEO of General Electric also said ‘Face reality as it is, not as it was or as you wish it to be.’

We are not creatures of cirumstances; we are creators of circumstances. -- Benjamin Disraeli

So whether doom or luck, the *external* LOC leader puts it down to fate, whereas the *internal* LOC leader takes responsibility for their flawed strategy; then adjusts their future strategy and behaviour accordingly.

Score 0 – 50: External Locus Of Control (ELOC)

Dr. Julian Rotter (1916 -) created the concept of an *external locus of control* (ELOC). He noticed that some personality types, normally self-doubting individuals, believed that their destiny is guided by luck, fate and external factors. ELOC folk are not inner-directed but outer directed. They feel dependent on and easily accept an external ‘authority’. They rely on an external “locus” (Latin for “place”) from which they are controlled.

Internal LOC		External LOC	
Benefits	Disadvantages	Benefits	Disadvantages
Swiftly act and persevere to improve the situation.	Too achievement-orientated.	Don't get distressed over anything the universe throws at them.	Don't rectify the situation. "I messed up because it was meant to be." they say. In moving towards a destination, faith alone is no substitute for work.
Work long hours to improve education and skills.	Too controlling. Can aggressively walk-all over people.	Can come across appealingly cool, calm and collected.	Their aloofness can be short lived when the world comes crumbling down.
Interested in others efforts to improve the situation. Participate with team of followers to make a difference.	Too unfeeling. Too focused on profit and not the people.	Lack of aggressive flesh-eating ambition leads to a more balanced life and health.	Followers may perceive the leader being wishy-washy. Leader just exists from day-to-day waiting for the universe to deliver.
Interested in finding out the cause-and-effect of the situation.	Thinking you can control everything can be very distressing to your health.	They don't walk all over people to get what they want.	Be aware that if we have no moderate goals, life soon takes on a mundane existence.

Just existing in this world and *continuously* ‘being’ is a “permissible external locus of control (ELOC),” which will inadvertently set us up for failure. We will walk into a hail of bullets and not notice it, until it’s too late. By improving our self-worth, we will begin to trust in ourselves more and take responsibility for ‘becoming’ something in life. A healthier *balance* of blending a *lot of internal* and a *some external* controls, will double our chances of attaining our goals.

References: Buffett, M., & Clark, D. (2009). *Warren’s Management Secrets*. p.32. Simon & Schuster.