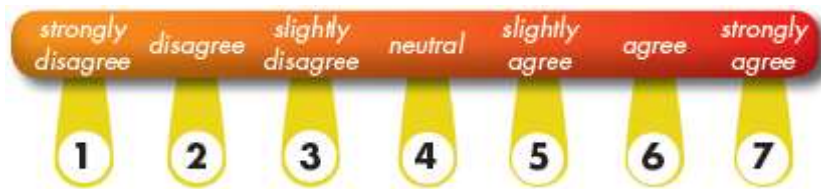


Understand Yourself

Work Locus of Control

Using the scale below, write the number from 1 to 7 that reflects your agreement or disagreement with the statements below. When you are finished, follow the scoring instructions at the bottom to interpret your score.



- ___ 1. A job is what you make of it.
- ___ 2. On most jobs, people can pretty much accomplish whatever they set out to accomplish.
- ___ 3. If you know what you want out of a job, you can find a job that gives it to you.
- ___ 4. If employees are unhappy with a decision made by their boss, they should do something about it.
- ___ 5. Getting the job you want is mostly a matter of luck.
- ___ 6. Making money is primarily a matter of good fortune.
- ___ 7. Most people are capable of doing their jobs well if they make the effort.
- ___ 8. In order to get a really good job, you need to have family members or friends in high places.
- ___ 9. Promotions are usually a matter of good fortune.
- ___ 10. When it comes to landing a really good job, who you know is more important than what you know.

- ___ 11. Promotions are given to employees who perform well on the job.
- ___ 12. To make a lot of money, you have to know the right people.
- ___ 13. It takes a lot of luck to be an outstanding employee on most jobs.
- ___ 14. People who perform their jobs well generally get rewarded for it.
- ___ 15. Most employees have more influence on their supervisors than they think they do.
- ___ 16. The main difference between people who make a lot of money and people who make a little money is luck.

Scoring: First recalculate your responses to items 1, 2, 3, 4, 7, 11, 14, and 15 by subtracting the number you wrote from 7. (; ; ; ; ;). Cross out the number you initially wrote and replace it with the recoded value; only the new values will be used in scoring. Now add up your scores to all sixteen items to get your work locus of control score.

Interpretation: Scores below 48 reflect a more internal locus of control and scores above 80 reflect a more external locus of control. Higher scores reflect a more external locus of control. Managers tend to have a more internal locus of control.* If your score is not as low as you would like, review the questions and try to find ways to view yourself as being more in control of what happens to you.

Source: Adapted from Paul E. Spector.