

VERSION
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INTERNAL EXTERNAL LOCUS OF CONTROL

SAMPLE REPORT

BY

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When you pass an examination, get a promotion, or get a reward, how do you interpret it? Some think it is due to their ability, competence, or hard work etc.-factors “inside” or part of themselves, while some others think that it is due to luck, fate or chance factors, etc. - factors “outside” them.

Similarly, when you fail, miss a promotion or slip the stairs, etc. some believe that it is due to their carelessness, lack of tact, hard work, or lack of making an effort to get noticed-factors within oneself. Others believe it to happen due to chance, some powerful people in the organization, luck, and God, etc.-factors external to oneself.

Those who have a tendency to attribute things that happen to them (success, failure, recognition, rewards, etc.) to factors inside them are called by psychologists “Internals”. Those who attribute things that happen to them (success, failure, recognition, rewards, etc.) to factors outside them are called “Externals” by psychologists.

These beliefs of people have been found to influence their dynamism, hard work, and success. For example, internals have been found to be hardworking, dynamic, maintain a high activity level, take good care of equipment (as scientists), and so on. While externals have been found to be conformists, rule-bound, more tolerant of frustration, easy-going, etc. Research has shown that a high degree of internality is required to succeed in most occupations and life, in general. By virtue of their belief that they can make things happen, and what happens to them is largely their own making, internals put in effort and approach events with confidence.

On the other hand, externals, by virtue of their belief and attitude that everything is preconditioned and there is very little one can do to influence events, tend to take life easy and may put in limited effort. As a result, events may take their own outcomes.

Externals have been found to work well in highly bureaucratic and structured settings. They also demonstrate a high tolerance for stress and frustration. Internals by virtue of their restlessness tends to be more prone to hypertension, blood pressure, and such symptoms.

Internality or externality is an attitude. It changes with time and experience. A series of successful experiences could make a person more internal, while failures, natural calamities, death in the family, divorce, etc. may develop externality.

Educational institutes and organizations can enhance internality by designing jobs and experiences in such a way that the person gets a sense of success.

A person may not necessarily be an extreme Internal or External. People vary with respect to the extent of Internality and Externality. We are normally not totally 'Internal' or 'External'. We are a mix of the two. However, this mix varies from person to person.

It is believed that the externality or internality is a matter of magnitude. Each one of us has both external as well as internal tendencies in us. Some of us are dominated by internal tendencies and some others by external. If we can assess the extent to which our thoughts, opinions, and beliefs are external oriented or internal oriented, it should give us some insight into ourselves. This scale is constructed with the intention of measuring the extent to which each of us is internal and external.

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71	10

A ratio of 3:1 for Internality and Externality is considered healthy

INTERPRETATION AND INFERENCES FROM THE IELOC INSTRUMENT

- ▶ The participant's psychometric scores on 'Internal-External Locus of Control' indicate that he is an "Internal", which means that he believes in his abilities as the reason for his achievements
- ▶ As per his scores, he believes in hard work and building competencies relevant to the role. He looks at building his competencies and hard work as important for his career growth and also for overcoming tough times
- ▶ His scores indicate that he is willing to wait for success
- ▶ The participant appears to value planning, being prepared to be productive and learning.
- ▶ He also appears to be proactive in getting things accomplished rather than waiting for someone else to get the work done
- ▶ He does not seem to hesitate to state the kind of work that he wants to do as well as to make use of the opportunities that come his way

A FEW AREAS TO WATCH OUT FOR:

- ▶ As the participant has very high Internality, the participant may be prone to stress and anxiety as there are sure to be factors and outcomes that are beyond the individual's control. Hence, ensuring that he adopts an 'internality' perspective in putting effort but is more 'external' in accepting outcomes is likely to help the individual have a stress-free life.

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