

COMPETENCY MAPPING FOR PERSONALITY PROFILING

(Assessment of Personality)

The Power of Locus of Control

The Driving Force of Your Mind and
Shaping Your Personality?

by

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THE GREATEST DISCOVERY OF LIFE IS **DISCOVERING SELF**
जीवन की सबसे बड़ी खोज आत्म-खोज है

Objective of Assessment ?

To create a **more productive and happier** workforce by knowing about individual **personality traits**.

To help improve **team dynamics, team effectiveness**, for becoming **more productive**.

Need of Competency Mapping ?

Every one of us is linked with the system and each one of us is contributing to system .. !!!!!!!

The big question is, are we contributing-

- **functionally** ? or
- **dys-functionally*** ?

*There are millions of people stuck in the wrong jobs and being **unproductive**.

*There is another category who don't want come out of their '**Comfort Zone**'.

What is Psychometry and What are Psychometric Tests ?

- Analysis of Human responses is called psychometry.
- **Psychometric tests** are **assessment tools**, used to **objectively** measure, an individuals' personality traits, aptitude,
- intelligence, abilities and behavioral styles.

Locus of control (LOC)

Locus of control is a psychological concept referring to how strongly people believe they have control over the outcomes of their lives versus feeling that outside forces dictate their fate.

Internal Locus of Control

People with an internal locus of control believe that their actions, choices, and abilities directly determine what happens to them.

- **Characteristics:** Highly self-determined, take responsibility for mistakes, and motivated to take action to change their situations.
- **Outcomes:** Tend to experience higher emotional stability, better physical health, and superior problem-solving skills.
- **Example:** Believing a promotion is the result of your own hard work and preparation.

External Locus of Control

People with an external locus of control attribute outcomes to circumstances, luck, fate, or the actions of others.

- **Characteristics:** Believe life events are largely out of their hands, often feeling helpless in the face of challenges.
- **Outcomes:** Can lead to lower motivation, feeling less personally responsible, and vulnerability to stress or anxiety.
- **Example:** Believing you missed out on a promotion because of bad luck or an unfair manager.

Why It Matters

A person's locus of control significantly impacts motivation, stress management, career success, and even academic. While genetics and childhood experiences shape this trait, it is possible to cultivate an internal locus of control by actively focusing on the

aspects of a problem you can influence and taking ownership of your choices.

Examples of internal vs. external locus of control

Your locus of control influences how you interpret everyday life, from your career growth to your eating habits. Below are four examples that show how someone with an internal versus external locus of control might view the same situation:

Example 1: Career success

- **Internal locus of control:** " I got this promotion because I worked hard, improved my skills, and consistently exceeded my performance targets."
- **External locus of control:** "I got lucky with this promotion; it was really about being in the right place at the right time, and the company just needed to fill the position."

Example 2: Managing your health

- **Internal locus of control:** "Maintaining my health is within my control. I choose healthy habits like eating nutritious foods, exercising regularly , and avoiding smoking to protect my well-being."
- **External locus of control:** "Health is mostly about genetics or luck. No matter what I do, it's really up to fate whether I stay healthy or not."

Examples 3: Job loss

- **Internal locus of control:** "I could have seen the signs of the company's troubles and started looking for new opportunities sooner. I need to be better prepared next time."
- **External locus of control:** "There was nothing I could do about losing my job. The economy is terrible, and the industry is failing. It's out of my hands."

Example 4: Exam outcomes

- **Internal locus of control:** "I passed the exam because I organized my study schedule well, used effective learning strategies, and put in the necessary effort."
- **External locus of control:** "The exam was easier than I expected; luckily, the questions just happened to be on the topics I knew best."

The link between locus of control and motivation

Locus of control plays a powerful role in how people stay motivated, especially when pursuing long term goals or facing setbacks. People with more of an internal locus of control tend to believe that their actions directly influence outcomes. This belief fuels motivation because success feels within reach. It's something you can work toward and earn.

By contrast, individuals with an external locus of control may feel less motivated to take consistent action. If outcomes are seen as dependent on luck, timing, or other people, effort may feel futile or only worth it under the "right" conditions.

That's why internal control is often associated with stronger goal-setting habits, higher self-efficacy, and a greater sense of personal agency.

What determines your locus of control?

The concept of locus of control comes from Julian Rotter's social learning theory, which suggests that our behaviour is shaped by the reinforcement we receive. Those reinforcements can be reward or punishment. Over time, these reinforcements teach us what to expect from our actions.

Depending on the types of reinforcement someone grows up with, they learn different beliefs about what causes their actions and outcomes. If effort is consistently rewarded, they may develop an internal locus of control. If outcomes feel random or disconnected from their actions, they may lean more toward an external locus of control.

These beliefs have a powerful impact on behaviour. Some people believe they have little control over their lives, while others feel a strong sense of agency. It's easy to see how these fundamentally different mindsets can shape how someone views the world, their place in it, and how they respond to challenges.

How personality traits shape your locus of control

Your locus of control isn't just influenced by reinforcements. It can also be shaped by your personality.

Psychologists have long studied the relationship between personality traits and locus of control.

- **Conscientiousness:** organized, dependable, self-disciplined
- **Neuroticism:** emotionally reactive, prone to anxiety or stress
- **Extraversion:** outgoing, energetic, sociable
Agreeableness: cooperative, compassionate, trusting
- **Openness to experience:** curious, creative, open to new ideas

Other traits can influence your perspective, too. The same research suggests that:

- **Extraversion** and **openness to experience** are often associated with a more internal locus of control, possibly because these traits support , motivation, and a sense of agency.
- **Agreeableness** may support a stronger sense of internal control in relationships, as these individuals often believe they can shape positive outcomes through empathy , communication, and cooperation.
- People with higher **emotional regulation** or **resilience**, regardless of trait profile, often develop a more flexible, adaptive view of control over time.

Signs you may have an internal locus of control

Here are some examples of what you may believe or say to

yourself often if you have an internal locus of control:

- By working hard, it's possible to achieve anything I set out to do. I create my own opportunities. Waiting for luck is futile.
- No one has a predestined fate. Even if this were the case, it's always possible to change this fate by making the right choices. In truth, we all make our own destinies.
- People usually get what they deserve at the end of the day. Our choices and actions determine our happiness. If you work hard and treat others with kindness and respect, you will be more likely to succeed.
- With dedication and determination, you can succeed and be great at problem-solving. It has nothing to do with luck or chance. Everything happens because someone acted in a specific way.
- The world is the way it is because people are the way they are. If we want to change the world, we need to change our behaviour. It's entirely up to us. We're in control.

Signs you may have an external locus of control

Here are some examples of what you may believe or say to yourself often if you have an external locus of control:

- Life events are all about luck and chance. Some people get lucky, and others don't. It's completely random and up to fate.
- People don't have a lot of control over what happens in the world. We can all strive to achieve something, but in the end, things will work out the way they were intended to.
- I have little to no control over my own life. Outside forces are exercising control instead.
- Long-term goal setting isn't worth it since events outside of my control can disrupt them. It's better to go with the flow and see what happens.
- What happens to people isn't related to what they really deserve. Good people who work hard don't always succeed.

Greedy people sometimes get lucky and get it all.