

Locus of Control

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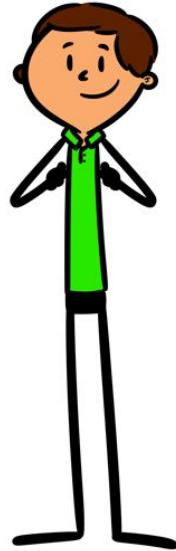
Objectives

- Understand what is Locus of Control and how it is shaped
- Application of Locus of Control to self and clients
- Evaluate how to use our understanding of clients' Locus Of Control to address their goals

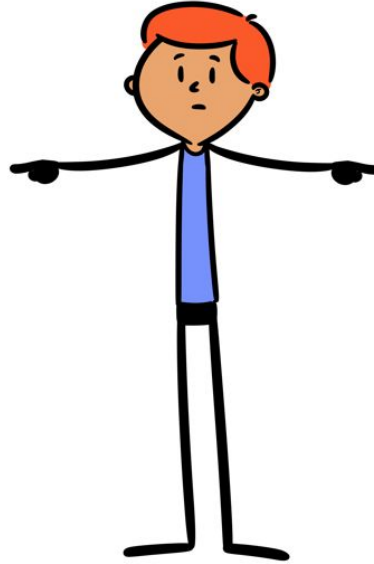


Julian Rotter

What is Locus of Control?



INTERNAL



EXTERNAL

Locus of Control

- An individual's subjective experience about the causes of events
- It can be visualised as a continuum between two extremes
 - External
 - Internal

External
Locus of Control

Internal
Locus of Control



Outcomes outside your control – determined by “fate” and independent of your hard work or decisions

Outcomes within your control – determined by your hard work or decisions

Internal versus External

- My assignments are submitted late in class.
 - Internal: I could have planned my time better and submitted them before.
 - External: The internet was slow and my computer doesn't work well.
- I was eligible for a promotion at work and was selected to be the new manager.
 - Internal: All my projects were submitted before their deadlines, I came in early every day, and I mentored a new employee. All my hard work paid off!
 - External: It was so lucky I applied for this job a few years ago. It seems like fate that a promotion appeared around my 2 year anniversary.

Examples of Characteristics

External

Outside forces control for their circumstances

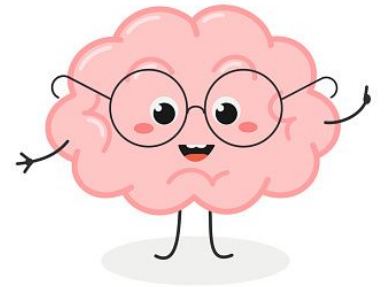


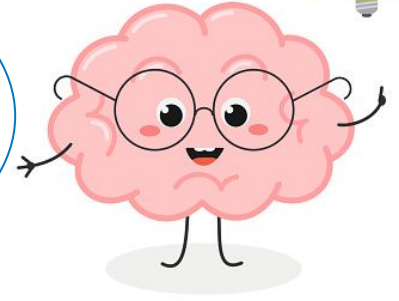
Internal

Places greater emphasis on self as catalyst for their circumstances



What might influence or shape someone's perception of their locus of control?





Childhood
experiences

Environmental
factors

Relationships

Religion

Caregiver influences

Nature versus
Nurture

Socioeconomic status

Values taught and emphasized

Opportunities provided or
available

Key Tenets

- Rotter's theory emphasizes LOC is a perception shaped by an individual's lived experiences with rewards and punishments in response to their actions.
- These experiences dynamically create beliefs and influence attitudes and behaviors.
- As a coach, it is important to be aware of the client's context and self-perceptions.



Manifestation of Locus of Control



What coaching question(s) would you ask Calvin?

“What do you think you could do differently next time?”

“That’s not what you wanted. What would you like to do next?”

“You were really trying to make toast! How could you get what you want?”

Application to Coaching

- My assignments are submitted late in class.
 - Internal: I could have planned my time better and submitted them before.
 - External: The internet was slow and my computer doesn't work well.



Application to Coaching

“It might be frustrating to realize that you could have done things differently.”

“You think that if you would have planned your time better, it would have helped you submit the assignments on time.”

“You recognize that you should change your plan for submitting your assignments next time.”

“That stinks! The computer was slow and the internet was terrible. That didn’t support you completing your assignments.”

“How could you have planned your time better?”

Discussion

It is helpful for us as coaches to be aware of what the client's internal world looks like so we can open that door to create more insights

- Recognize a client's internal beliefs and formulate how to respond
- Consider how our own locus of control impacts the relationship with clients
- **Meet your clients with empathy and curiosity**





Reflect!

How have your thoughts on
Locus of Control changed?

**Thank you
for
joining us!**

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