

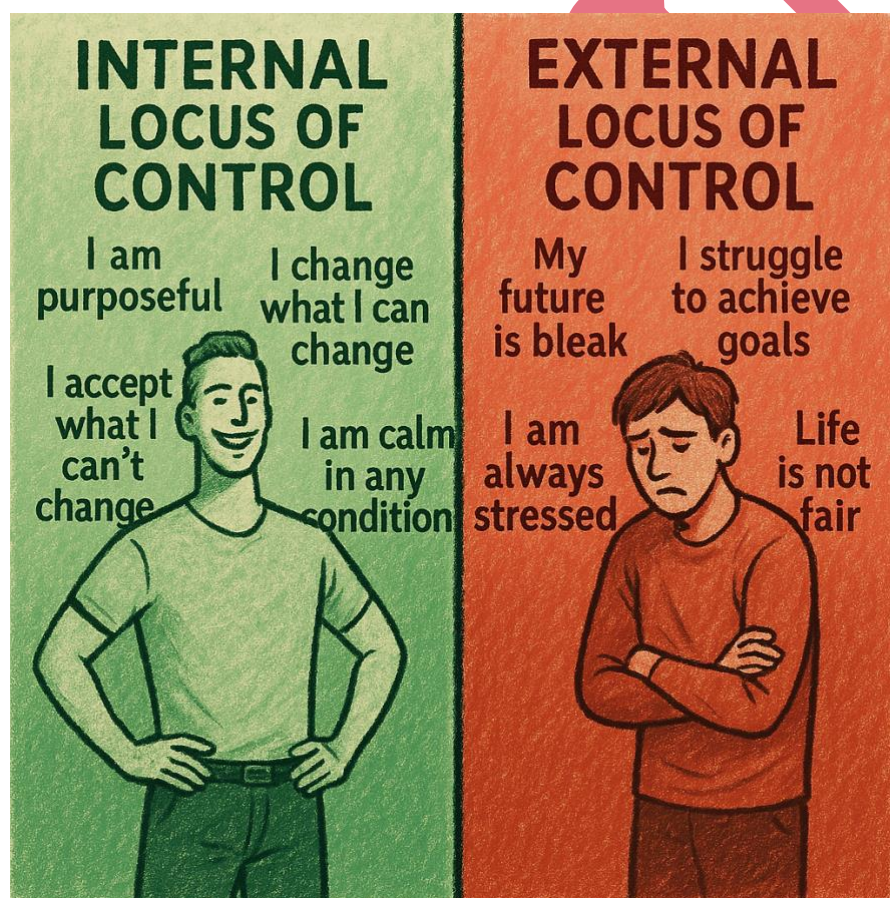
Purposeful Leadership Assessments

Locus of Control Assessment Report

Dear

You have capabilities that enable you to make choices in response to the internal and external conditions of your life. How we make such choices depends on the cognitive, practical, psychosocial and contextual aspects of our lives. This is measured using the Locus of Control scale. How you make such choices now is right for you. Knowing your Locus of control helps you understand why you make such choices and if you need to change how you make such choices. It also helps you to understand others and how you can improve your responses to them. This will help you to improve your relationships by improving how you respond to choices made by others.

Your Locus of Control makes you capable of being successful in what you do. It represents specific qualities of how you make choices. Learning how you make such choices and learning to improve the way you can make better choices enables peace of mind, spectacular success and happiness. Your current 'Locus of Control' has evolved through your life experiences, and it may or may not suit the choices you make in the roles you play. Reflecting on the tensions resulting from your choices and your 'Locus of Control' would help you change the way you make choices. This results in a gradual shift in your locus of control towards a healthier level.



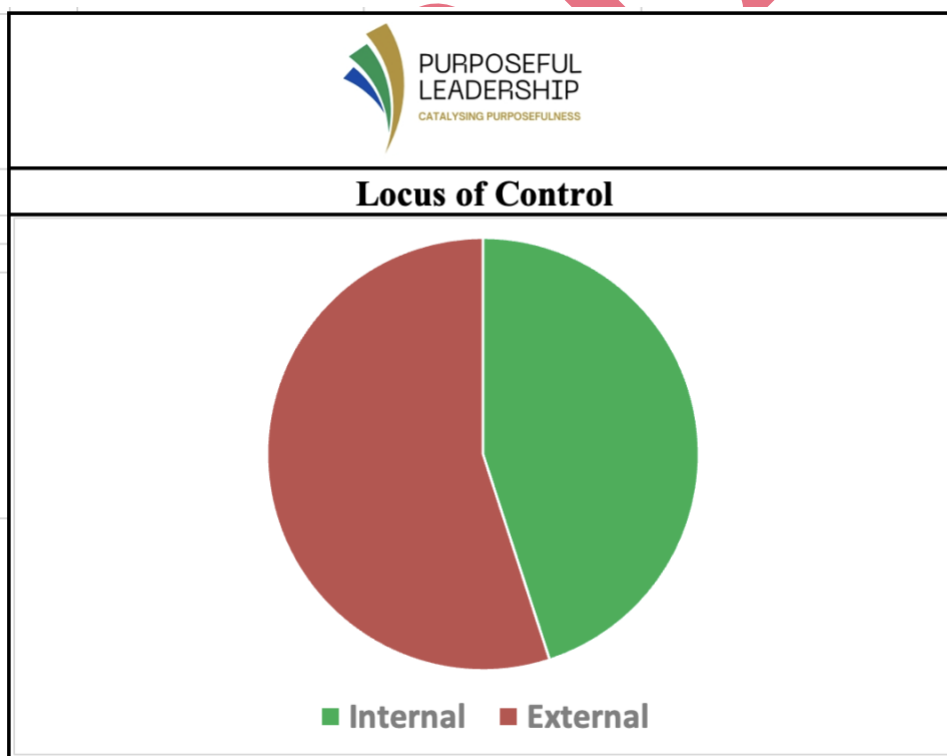
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Locus of Control can fall into four broad areas.

1. **Strong Internal Locus** - is an internal locus score from 70% to 100% This level of 'Locus of Control' helps people make choices, even in the face of complex external challenges, providing peace of mind, success, and happiness.
2. **Moderate Internal Locus** - is an internal locus score from 51% to 69% This level of 'Locus of Control' helps people make choices, even in the face of complex external challenges, providing a moderate level of peace of mind, success, and happiness.
3. **Moderate External Locus** - is an internal locus score from 30% to 50% Making choices from this level of 'Locus of Control', specifically when faced with difficult external challenges, results in a moderate level of tension, and stress, which sometimes compounds the challenges. This happens because those with this level of 'Locus of Control', sometimes react to difficult external challenges negatively.
4. **Strong External Locus** – is an internal locus score from 0% to 29%. Making choices from this level of 'Locus of Control', specifically when faced with external challenges, results in tension, and stress, compounding the challenges. This happens as those with this level of 'Locus', usually react to external challenges negatively.

Being aware of the choices made and reflecting on the situation, choices and how one feels, helps in the process of moving towards a higher level of Internal Locus. This report will provide your specific score and suggestions on how to use this information for your development.

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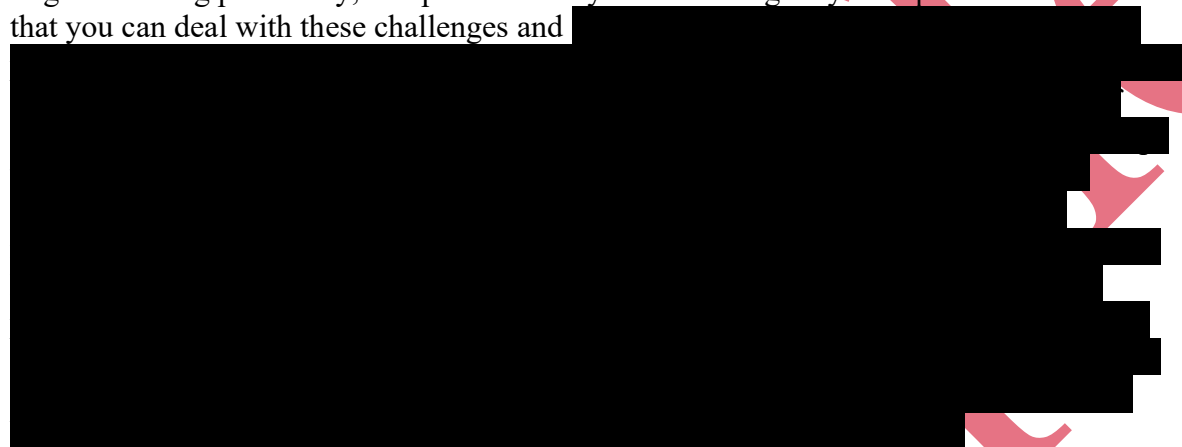
Your Locus of Control score is:

Internal 45%

External 55%

You have a Moderate External Locus score.

A Moderate External Locus score is encouraging as you have started moving towards an Internal Locus score. It helps you understand the reasons for some of the challenges you might be facing personally, and professionally. It will also give you hope and confidence that you can deal with these challenges and



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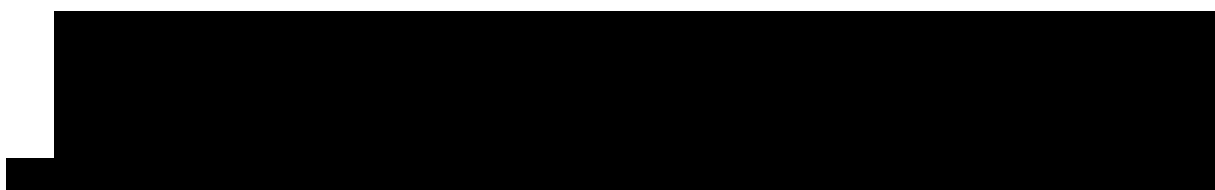
How to use this result:

Value the benefits,

Having an Internal Locus of Control score benefits you personally, professionally and mentally. Reflect on these examples and see if any of these resonate with you, identify the gaps and take steps to improve in areas you see potential so that you can begin the journey of moving towards an Internal Locus of Control.

Personal Benefits When You Achieve Internal Locus

1. *Greater Sense of Responsibility.* You tend to take ownership of your actions and decisions, which leads to more deliberate choices and personal growth.
Example: After receiving a job assessment, you will commit to yourself, "I need to adjust my approach to delivering my KPIs," rather than blaming the boss or the business conditions.



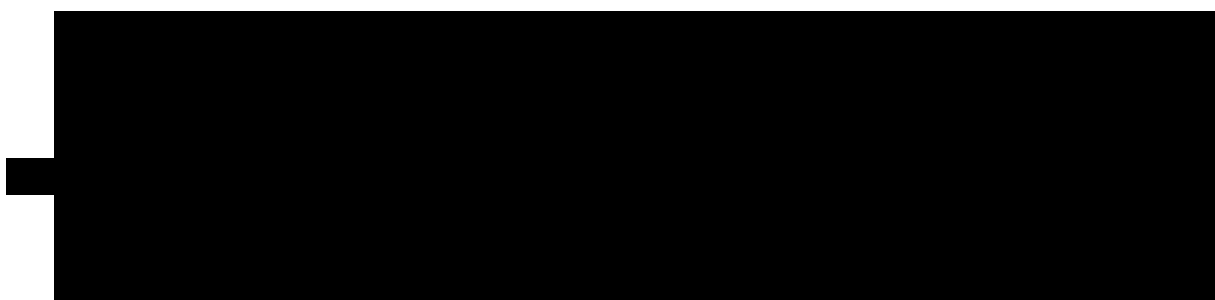
Professional Benefits When You Achieve Internal Locus

4. *Higher Career Success.* Because you tend to take initiative, seek feedback, and adapt, you're more likely to have accelerated professional growth. *Example:* You don't wait for a promotion—you proactively develop new skills, network, and position yourself for new opportunities.

Mental Health Benefits When You Achieve Internal Locus

1. *Lower levels of anxiety and depression.* You are comfortable with the unknown as you know you can find out what needs to be known therefore, you have less anxiety. You also do not have unreasonable expectations or wants, which prevents you from getting

depressed. *Example:* You feel more empowered to work through challenges, reducing the sense of helplessness that often fuels anxiety and depression.



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Becoming a better leader

You can start your journey towards an Internal Locus of Control by noticing the locus of control of family, friends and colleagues and helping them move toward an Internal Locus of Control. Even those who already have an Internal Locus can be encouraged to maintain and strengthen it.

Helping someone with an external locus of control shift their mindset can be incredibly empowering for them and helps you move towards an Internal Locus of control as well. Adopting such a thoughtful and supportive approach is a hallmark of a Purposeful Leader.

Ask these questions from yourself or others. Asking questions from yourself as if it is another person, is a powerful transformational method.

Here are some guidelines.

Personal Support Strategies

1. Encouraging Responsibility Gently

Encourage self and others to reflect on what can be influenced.

Examples:

- ★ “I know that exam was tough, but is there anything you'd do differently next time? Maybe a different study technique could help.”
- ★ “What’s one part of this that you think you had control over?”
- ★ “What would you try differently if you were in the same situation again?”

2. Inspiring Motivation and Initiative

Model action and offer support in taking small first steps.

Example:

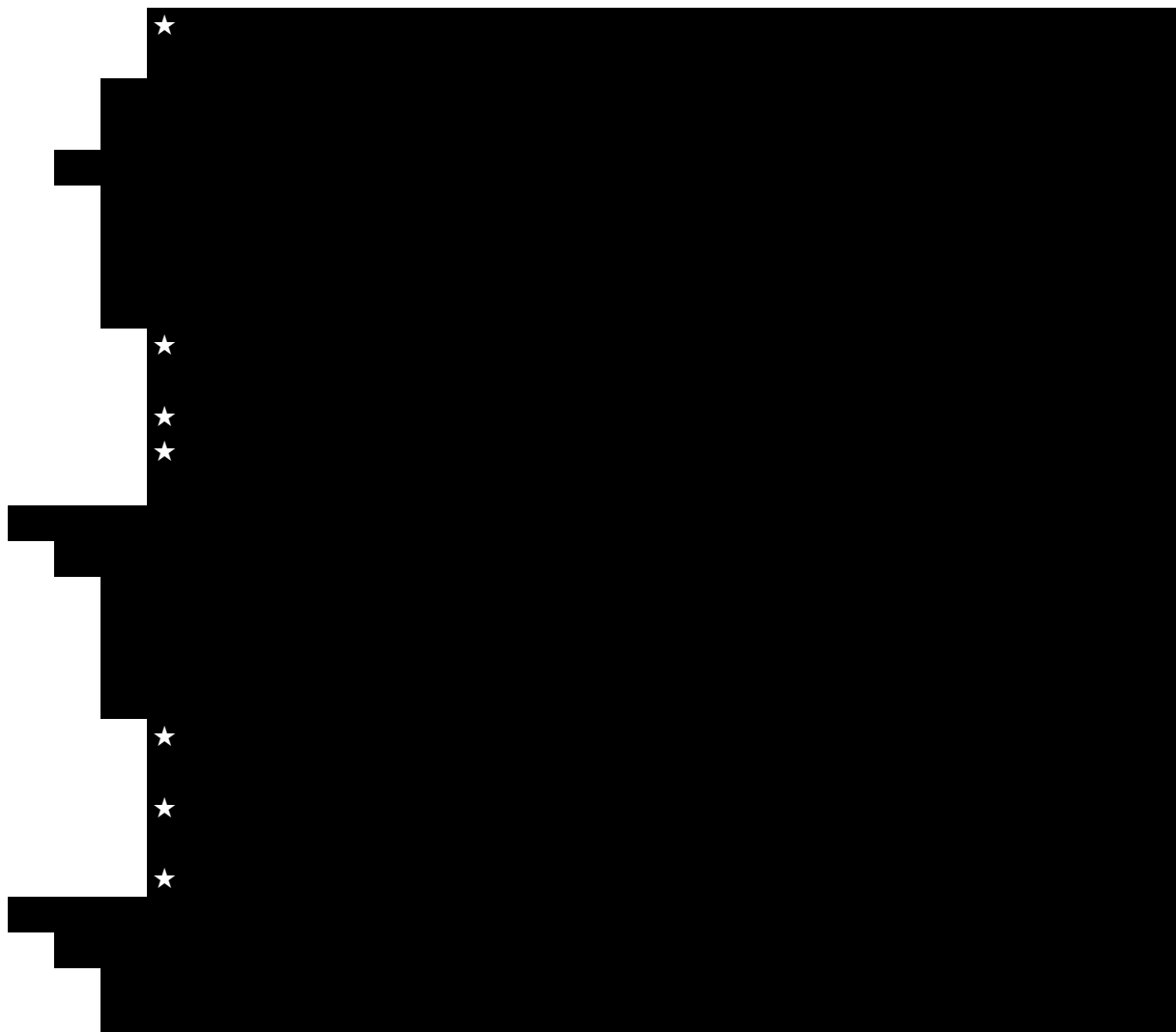
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- ★ “You made a real difference by helping your neighbour today—you didn’t just wait for someone else to step in. That’s meaningful.”
- ★ “That win today may seem small, but it was because of my/your effort—do you see that?”
- ★ “You made a real impact there, even if it didn’t feel huge at the time.”

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Example:

- ★ *“Why don’t you sign up for that course you mentioned? You don’t need your manager’s approval to start learning and growing.”*
- ★ *“What’s something you’d love to learn more about, even if no one asked you to?”*
- ★ *“Even if no one confirms you’re ready—what’s one move you could make now?”*

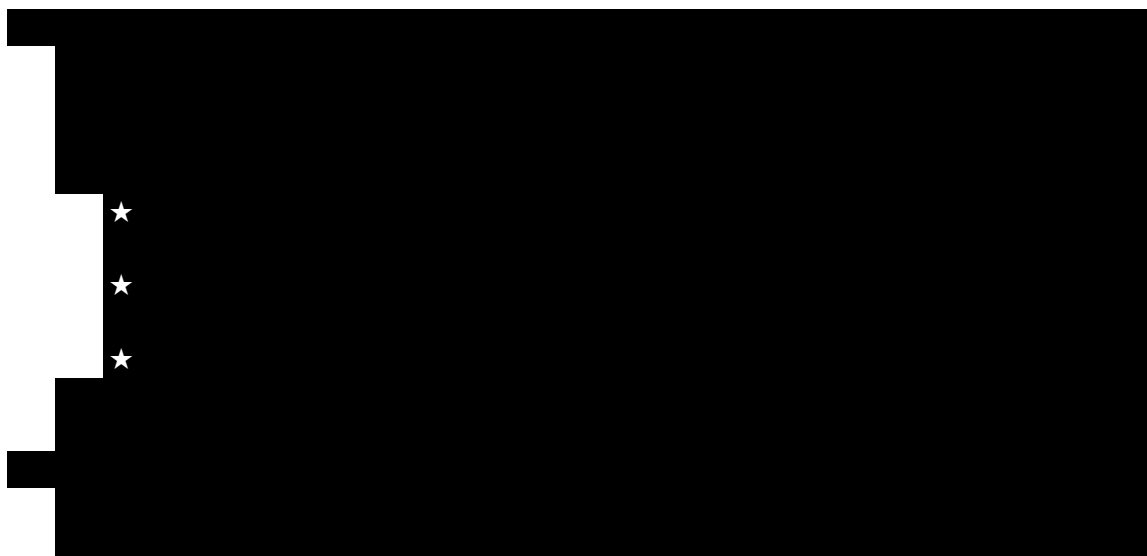
5. Encouraging Learning Over Blame

Reframe failures as feedback rather than fate.

Example:

- ★ *“That pitch didn’t land—but what’s one thing you’d do differently next time? That’s how we grow.”*
- ★ *“What’s the key lesson here that you could carry into the next opportunity?”*
- ★ *“It’s not failure—it’s feedback. What would you tweak next time?”*

Emotional and Mental Support



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Example:

- ★ *“Before jumping to conclusions, I try to pause and ask myself: what’s really going on here? That helps me feel more in control.”*
- ★ *“I try to ask myself, ‘What’s really in my control here?’ It helps me respond better.”*
- ★ *“Take a moment to breathe—it helps create space to choose how we respond.”*

3. Sharing an Optimistic, Empowering Outlook

Gently challenge fatalistic thinking.

Example:

- ★ *“Sure, things are tough now—but you’ve made it through challenges before. Things can get better if we take it one step at a time.”*
- ★ *“Things might not change overnight, but they can change. One step at a time.”*
- ★ *“You’ve overcome a lot already—don’t underestimate your ability to shape what comes next.”*

Strategies for Moving towards an Internal Locus of Control

Developing an internal locus of control is an asset, and like any strength, it can be further refined and sustained. Below are strategies to help you sustain your Internal Locus once you see signs of it developing in you, while also empowering those around you:

Continuous Self-Improvement

- Set *purposeful personal and professional goals* that challenge and inspire you.



- Regularly assess your progress and adjust your strategies when needed.
- Seek feedback from trusted mentors or peers to refine your approach.

Emotional Resilience & Adaptability

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- Take initiative in mentorship roles, helping others develop a growth mindset.
- Engage in problem-solving discussions to guide teams toward constructive solutions.
- Contribute to a positive organisational culture by promoting purposefulness.

A word about using the recommendations in this report

Our 'Locus of Control' has been developed over a lifetime based on our experiences, learnings, responses, and reflections. The realisation of the concept of Locus of Control, learning of our respective locus of control and the benefits of moving towards a high 'Internal Locus of Control' begins the journey of finding real success, peace and happiness. Internal Locus of Control also gets stronger with age, experience and maturity. The speed of change will also vary from person to person. It takes discipline, courage, humility, and a willingness to change. Reflect on the remedies suggested, take small action steps, reflect on the impact, take new actions, and continue an action-reflection process and notice behaviour changes resulting in the improvement of your 'Locus of Control' to your desired level. You need to reflect on the recommendations of the report and check with trusted advisors before making drastic changes. You need to take personal responsibility for your decisions and actions.

A word about the accuracy of this report

Whilst Purposeful Leadership takes great care to ensure the accuracy of this report and its recommendations, 100% accuracy cannot be guaranteed, as there are no rigid right answers or wrong answers regarding social and human issues. This is because your responses to the assessment may have been impacted by the state of mind you were in during the assessment and your intentions of doing the assessments. Furthermore, the relevance of research information from the past may not be relevant to the present and the future, as the world keeps changing every moment, people keep changing every moment and you keep changing every

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moment. You will sense the accuracy of this report as you read it. Feel free to repeat it free of charge, if you feel it does not accurately reflect your EQ-IQ dynamics.

What inspired the creation of the 'Locus of Control' Assessment

Locus of Control is an important aspect of personality. The concept was originally developed by Julian Rotter in the 1950s (Rotter, 1966). Dr Ranjan De Silva recognised the need to develop a tool to measure 'Locus of Control' In response to leaders, he was developing and, using his quarter century of experience, developed the Locus of Control assessment tool. This assessment helps clients understand their Locus of Control, thereby assisting them in developing themselves and their teams.

Moving on ...

An Internal Locus of Control is a key driver of your purposefulness, success, personal fulfilment, and leadership impact. By continuing to refine this strength, you will not only enhance your potential but also empower others to take charge of their paths. Keep challenging yourself, stay adaptable, and use your influence to inspire change.

Your journey of leadership development is an inspiration—keep leading with purpose and conviction!

More value for you:

Here are some 'Ideas to Extract More Value from Purposeful Leadership'

You can enrol for executive coaching to develop your leadership skills

You can enrol for relevant workshops to further explore and develop

You may encourage more members of your organisation/team to take this assessment

You may encourage members of your family, and friends to take this assessment

You can subscribe to our monthly team and leadership newsletter

You could follow the blog of the creator of this assessment, Dr Ranjan De Silva

You can follow us on FB, Linked, Twitter etc.

[Please click here to submit a form](#) so that we can connect with you and explore how we can serve you.

Thank you for using Purposeful Leadership Assessments. We wish you all success. Please stay connected.

Purposeful Leadership Team

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