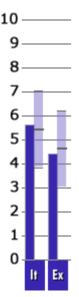
MILIUOULIAI FIUILIE

Criteria (sorted): Name: 1: 'Respect' versus 'Disrespectfulness' Test date: 27-11-2017 2: 'Honesty' versus 'dishonest' Context: working as a team member in 3: 'Client focus' versus 'self focus' 4: 'Openness' versus 'reserved' Metacriterion: 'client staff satisfaction' versus 'unsatisfied' 2.7 ω 1.2 Earth as a Whole Competition Order Learning Zammelle polic Procedures | 7 10 9 7 6 5 3 lle Ele Op GI Ex Pe Ma Mi Sp Mn Dv Ch 6 St Us Tg So Pt change people activity together past external locus of contro specific S0 0 present visua genera development internal locus of control information proactive reactive towards away from externally referenced maintenance concept structure proximity auditory kinesthetic internally referenced procedures 19.9 16.7 13.5 10.3 7.1 3.9 0.7 7.6 13.4 7.5 6.2 9.5 9.2 13.2 12.2 10.2 11.1 17.5

Internally Referenced versus Externally Referenced

XXX's score:

Internally Referenced: 5.6, Externally Referenced: 4.4



This is a balanced score; two metaprogrammes are in equilibrium with each other. XXX has middle scores for both the metaprogramme 'internally referenced' and 'externally referenced'. Her score for 'internally referenced', however, is clearly higher than her score for 'externally referenced'. She has a slight preference for 'internally referenced'. This means that at times she judges things based upon her own criteria (what she finds important). At those times she forms her own opinion autonomously and she feels relatively comfortable making decisions without consulting others. At other times she judges things based upon the criteria of others (what other people find important). At those times she leaves it to them to form opinions and she feels relatively uncomfortable if she needs to make decisions without consulting others. Also, there will be times when she will strive for a balance between her congretation and those of others, a combination of values that everybody can liv In this balanced score however, the metaprogramme 'internally reference 'ronger than the metaprogramme 'externally referenced'. This r ∡ses her own criteria (what she finds important) a little more than

Background on Internally Referen

Someone who is internally referedecisions on what they think is have an inner standard which go have an and by which they judge the external way. They ofter think of other people's opinions and even instruction as information they can take or leave. They function best in situations where they have the freedom to make their own decisions. When other people decide for him, he tends to become oppositional.

Summary: decide for themself what to do and how to do it, bases decisions on own standards and dislikes accepting direction from others.

ackground on Externally Referenced

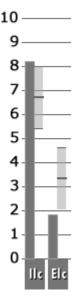
Someone who is externally referenced bases decisions on what others think is important. Their motivation is external, guided by other people's criteria. They value feedback and input from others to stay motivated and may misinterpret suggestions as commands and can be hard to make decisions without clear guidelines. Can loose direction and motivation without feedback.

Summary: is externally motivated, bases decisions on what other people consider important, interprets information as direction, has a hard time making decisions independently.

Internal Locus of Control versus External Locus of Control

XXX's score:

Internal Locus of Control: 8.2, External Locus of Control: 1.8



XXX has a very high score for the metaprogramme 'internal locus of control' and a very low score for the metaprogramme 'external locus of control'. This means that she believes very strongly that she can influence or even determine her own circumstances. She is exceptionally optimistic about the possibility of making things happen and changing her environment. She regards herself almost completely as the 'cause' and seldom if ever as an 'effect'. She is highly convinced that things will eventually be the way she wants them to be. One logical consequence of this attitude is that she feels a very strong personal responsibility for how things are going. She usually does not her at all. She rarely, if believe that her circumstances can have much influence ever, sees herself as the 'effect' of things, rather than '

"Where there is a will, there is a way", is quite ? thinking. XXX probably believes that people them far too much. People should take r They usually think that there is nothing things they can do. She probably the opportunities that are avair responsibility', 'failure is no' attractive to her.

gan for this way of. eir circumstances to limit own hands much more often. vnile actually there are plenty of ople should make much better use of irases such as 'taking personal making it happen' probably sound very

iking may be that she usually does not notice certain A disadvantage limitations ar an when these are quite obvious to others. This will often esponsibility for things that in fact she has no influence over lead her to tax at all. When tha ens, believing one can change things may turn into a stress factor. People may see her as naive or unrealistically optimistic. An advantage of this way of thinking is, on the other hand, that she will usually make good use of any chances offered to her and she will often continue after others have given up, because she is still convinced that it can be done. Her solid confidence that things can be achieved - sometimes despite great obstacles and uncertainties - can be an inspiration to others. Her faith in the possibilities, as well as her taking personal responsibility, can sometimes actually make those possibilities a reality.

Background on Internal Locus of Control

a strong sense of empowerment. The place (locus) where influence (control) is exerted is within the self. They believe that they themselves and looks within to figure out why things happen the way they do. They have a sense of responsibility and take steps to reach goals or prevent problems.

The downside is that they sometimes take all the credit for results even when others have contributed and may overestimate their own influence.

Summary: sees themself as a 'cause' than an 'effect', feels empowered and responsible.

Background on External Locus of Control

Someone who has an internal locus of control has Someone who has an external locus of control has a sense of powerlessness. The place (locus) where influence (control) is exerted is the external world. They believe that results, whether good or are the cause of any results, whether good or bad bad, depend on the circumstances; positive results are a matter of serendipity or circumstances, and negative results a matter of back luck. On the plus side, they pay attention to the circumstances that might affect what is happening and will praise and acknowledge other people.

The downside is that they may have little sense of responsibility, often underestimating their own influence; "...there's nothing he can do about it". **Summary:** sees themselves more as an 'effect' rather than a 'cause', controlled by circumstances and tends to underestimate their own role.