



Locus of Considering Scale
(Developed Originally by Carol Sanford in 1986)

Circle the one you most agree with:

1. a. I am the only one I am responsible for and others have to fend for themselves.
 b. Every decision I make and action I take has ripple effects onto others.

2. a. I trust others to give me data and information for making decisions.
 b. I spend time thinking through my choices and how far they impact.

3. a. A capitalist economy is imbedded in a society and can only work long terms if it benefits all citizens
 b. In a capitalist economy, it is every person for him or her self.

4. a. Finding the uniqueness in each person enhances their ability to contribute and others ability to appreciate their potential contribution.
 b. In the long run people get the respect they deserve in this world.

5. a. I consider the effects of the work structure and systems on employees or students, in addition to the capability and role of individuals and groups that needs to be built
 b.. I consider workers or students as responsible for their own success.



6.
 - a. I am respectful of others ideas and expect them to be so of me.
 - b. I often work with out groups to determine a better way to bring a diversity of ideas into a dialogue, knowing we will find better answers and questions.

7.
 - a. I listen to others opinions .
 - b. I actively engage others to ensure I understand what is behind their statements and actions including what they are seeking to accomplish, what they are seeking to upgrade with their restraints and where we might find reconciliation.

8.
 - a. I work and play mostly with people with whom I agree.
 - b. I actively seek to find people and opinions different than mine to keep my mind open .

9.
 - a. When people change their mind over time, I often think of them as inconsistent
 - b. All humans need to grow and change overtime, including myself, and find it helpful to reflect on how I am changing my perspective as I lo

10.
 - a. I work to consider what is the right thing to do and who I want to be in a situation and not what others expect of me. It leads to a more reflective mode and more encompassing
 - b. I spend a lot of time thinking about what others think I should do

11.
 - a. I make buying decisions based on researching how the business makes decisions.
 - b. I make buying decisions based on person considerations.



12.
 - a. I think through the effects my words will have on others and on improving a situations.
 - b. I say what I think and others can take it however they want.

13.
 - a. I try to catch myself project my own thinking onto others.
 - b. I am often judgmental about others and their actions but rarely talk with them about it.

14.
 - a. I mostly interpret events from their effect on me.
 - b. I seek to interpret events from an effect on other systems and over a longer period of time.

15.
 - a. I care about my footprint, on the planet, on communities I/we effect, on people who are not my 'tribe' and who are not alive.
 - b. I care about my footprint on those I am close to and affect me daily.

16.
 - a. I make judgments quickly about whether I like people and will benefit from their acquaintance..
 - b. I make efforts to not judge too quickly but to work on relationships that may serve us both and all through time.

17.
 - a. I am very concerned about fairness and seek to fairness.
 - b. I seek to go beyond a quid pro quo to transactions that enhance and benefit all who are involved.



18.
 - a. I tend to “keep accounts” on people I do not trust or have bad experiences with which reenforce my experience of them
 - b. I seek to discover the essence and uniqueness of people in all settings thus finding opportunities to start anew when we have challenges in a situation.

19.
 - a. I activate assessments for impacts from our decisions on the work I effect and encourage it in work I cannot effect.
 - b. I follow best practices of the company or org and assume someone has done the research and “math”.

20.
 - a. I tend to have my head in the sand and rationalize my decisions or ignore the effects of my choices.
 - b. I change my behavior when I discover that there were things I have not taken into account that matter.

21.
 - a. In the long run the bad things that happen to us are balanced by the good ones.
 - b. Most misfortunes are the result of lack of ability, ignorance, laziness, or all three.

22.
 - a. I stimulate conversations in many settings to increase what we are taking into account
 - b. I listen for the effect that decisions will have on me and my future.



Score 1 point for each of the following:

1b
2b
3a
4a
5a
6b
7b
9b
10a
11a
12a
13a
14b
15a
16b
17b
18b
19a
20b
21b
22a

You have a predominance of Internal Locus of Considering if you have a low score; that is, you tend not to consider your effects on others and living systems

You have a predominance of External Locus of Considering if you have a high score

