

Relationship between Locus of Control and Flourishing in life among middle age men and women

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ABSTRACT

A locus of control orientation is a belief about whether the outcomes of our actions are contingent on what we do (internal control orientation) or on events outside our personal control (external control orientation) (Zimbardo, 1985). On the other hand, Dr. Lynn Soots defines flourishing in life as "the product of the pursuit and engagement of an authentic life that brings inner joy and happiness through meeting goals, being connected with life passions and relishing in accomplishments through the peaks and valleys of life". This study was aimed at understanding the relationship between Locus of control and Flourishing in life. The survey was conducted on 100 men and women between the middle age group of 30 to 65 years, among which 26 of them were men and 74 were women. A statistical analysis of mean, correlation, regression and standard deviation were used, thereby coming to a conclusion that LOC is a predictor of flourishing in life. The study also found that women have higher LOC (external) and also higher rating on their flourishing scale. The study recommends that men and women should be taught the role of personal responsibility in life. This would help them improve their chances of flourishing in life.

KEYWORDS: Locus of Control, Flourishing Scale, Middle-age.

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I. INTRODUCTION

Locus of Control is considered to be an important aspect of personality. The concept was developed originally Julian Rotter in the 1950s (Rotter, 1966). Locus of Control refers to an individual's perception about the underlying main causes of events in his/her life. Or, more simply: Do you believe that your destiny is controlled by yourself or by external forces (such as fate, god, or powerful others)

The full name Rotter gave the construct was Locus of Control of Reinforcement. In giving it this name, Rotter was bridging behavioural and cognitive psychology. Rotter's view was that behaviour was largely guided by "reinforcements" (rewards and punishments) and that through contingencies such as rewards and punishments, individuals come to hold beliefs about what causes their actions. These beliefs, in turn, guide what kinds of attitudes and behaviours people adopt. This understanding of Locus of Control is consistent, for example, with Philip Zimbardo (a famous psychologist):

A locus of control orientation is a belief about whether the outcomes of our actions are contingent on what we do (internal control orientation) or on events outside our personal control (external control orientation)." (Zimbardo, 1985, p. 275)

Thus, locus of control is conceptualised as referring to a unidimensional continuum, ranging from external to internal. External Locus of Control-Individual believes that his/her behaviour is guided by fate, luck, or other external circumstances. Internal Locus of Control-

Individual believes that his/her behaviour is guided by his/her personal decisions and efforts. Similarly Richard B. Joelson defined Locus of control as an individual's belief system regarding the causes of his or her experiences and the factors to which that person attributes success or failure.

In 1954, Julian Rotter observed people in therapy and came up with the following observations: A) Different people, given identical conditions for learning, learn different things. B) Some people respond predictably to reinforcement, others less so, and some respond unpredictably. C) Some people see a direct and strong connection between their behaviour and the rewards and punishments received. The core of his approach is called Expectancy Value Theory: the basic assumption is that your behaviour is determined not just by the

presence or size of reinforcements, but by the beliefs about what the results of your behaviour are likely to be i.e., how likely you are to get the reinforcement. From this viewpoint, people hold expectancies and these expectancies influence behaviour. These expectancies are mental representations: based on past outcomes and the situation they now confront; these things then influence their judgment of the likelihood of getting their desired outcome. Thus their expectancy judgments have a causal influence on their behavioural choices.

Rotter believed, as do most social learning theorists, that if you see a link between behaviours and reinforcers then your behaviour is affected by the reinforcers. If you don't see the link, then you react less predictably to reinforcers (and learning is not as likely to occur). The term Rotter coined for these beliefs about whether a behavior will meet with a rewarding outcome was 'locus of control'. Locus means "place". "Internal" (high General Expectancy) locus of control people believe that through their behavior they can control the likelihood of receiving reinforcers. In other words it is 'the degree to which persons expect that reinforcement or an outcome of their behavior is contingent on their own behavior or personal characteristics'. Whereas "External" (low General Expectancy) locus of control people don't see as much link between their behavior and the likelihood of being rewarded. This can also be understood as 'the degree to which persons expect that the reinforcement or outcome is a function of chance, luck, or fate, is under the control of powerful others, or is simply unpredictable.'

Hundreds of studies have shown individual differences in Locus of control. Rotter saw locus of control as being very general whereas subsequent research suggests that it may be specific to different domains (e.g., academic, health). Rotter also saw this Internal-External continuum as a personality trait whereas others disagree. Therapy based on Rotter's work often includes social skills training, as he believes that Low Expectancies discourage the individual from engaging in the world sufficiently to learn them.

The Wallston brothers in 1978, under the study 'Development of the Multidimensional Health Locus of Control (MHLC) Scales' tapped into beliefs that were source of reinforcements for health-related behaviours. The study conducted in Tennessee showed that these reinforcements were more internal than external. It was based on a general Health Locus of Control scale developed with the help of Rotter's Social learning theory.

Mueller and Thomas (2000) in 'Culture and entrepreneurial potential: A nine country study of locus of control and innovativeness' studied the entrepreneurial potential among a sample of over 1,800 through responses to a survey of third- and fourth-year students at universities across nine countries. It offers several hypotheses about the relationship between two of Hofstede's culture dimensions and psychological traits associated with entrepreneurial potential. This study examines only two entrepreneurial traits (innovativeness and internal locus of control) and only one of the many contextual factors (culture) which may explain differences among countries in the rate of new venture formation.

The results of this exploratory study support the proposition that some cultures are more conducive for entrepreneurship than others. In individualistic cultures we found an increased likelihood of an internal locus of control orientation. There was also support for the hypothesis that an entrepreneurial orientation, defined as internal locus of control combined with innovativeness, is more likely in individualistic, low uncertainty avoidance cultures than in collectivistic, high uncertainty avoidance cultures.

Mamlin, Harris & Lisa P. (2001) conducted a methodological analysis of 22 comparative and descriptive studies of locus of control among students with LD in Maryland. Through descriptions and discussions of students with learning disabilities (LD), it was assumed that they commonly have an external locus of control. But this hypothesis was later proven wrong owing to the complexity of factors affecting motivation. The study successfully addresses concerns and deficiencies regarding participant selection and description present in numerous studies as well as use and nature of locus of control.

Anderson, C. R. (1977). Locus of control, coping behaviors, and performance in a stress setting: A longitudinal study in *Journal of Applied Psychology* examined the relationship between managerial locus of control (Rotter's Internal-External Control Scale), perceived stress (Subjective Stress Scale), coping behaviors (task- vs emotion-centered as defined in the R. L. Kahn et al 1964 typology), and performance (credit ratings). 90 small business owner-managers participated in 2 data collection phases over a 2½-yr interval following the effects of a major disaster. Internals were found to perceive less stress, employ more task-centered coping behaviors, and employ fewer emotion-centered coping behaviors than externals. Successful internals became more internal, whereas unsuccessful externals became more external over the 2½-yr interval. Changes in performance were related to changes in locus of control. The nature of locus of control as a possible cause of task behavior and as an effect of environmental experience is examined.

Paul E. Spector (1988) in 'Development of the Work Locus of Control Scale' a 16-item measure of generalized control beliefs in work settings is described provided by correlations with a number theoretically meaningful variables from six samples. The WLCS was found to correlate significantly with job satisfaction, intention of quitting, perceived influence at work, role stress and perceptions of supervisory style.

Icek Ajzen (2006) first published 'Perceived Behavioral Control, Self-Efficacy, Locus of Control, and the Theory of Planned Behavior' in the *Journal of Applied Psychology*, Vol. 32, Issue 4 (pg. 655-83). The study found that perceived control can be a unitary latent variable in a hierarchical factor model. It is further argued

that there is no correspondence between self-efficacy and internal control factors, or between controllability and external control factors. Instead, it was suggested that self-efficacy and controllability may both reflect beliefs about the presence of internal as well as external factors.

Flourishing is an important concept of positive psychology. It is as a multi-dimensional construct, meaning it's made up of several important parts, and maximum flourishing can only happen when a person experiences a healthy level of each dimension or component. Flourishing moves beyond the confines of simple happiness or well-being; it encompasses a wide range of positive psychological constructs and offers a more holistic perspective on what it means to feel well and happy. According to the "founding father" of flourishing, Dr. Martin Seligman, flourishing is the result of paying careful attention to building and maintaining the five aspects of the PERMA model. Seligman developed this model to explain what contributes to a sense of flourishing. The five factors in this model are: Positive emotions, Engagement, Relationships, Meaning, Accomplishments (Seligman, 2011)

Using this model as our framework, we can understand flourishing as the state that we create when we tend to each aspect of the PERMA model: increasing our positive emotions, engaging with the world and our work (or hobbies), develop deep and meaningful relationships, find meaning and purpose in our lives, and achieve our goals through cultivating and applying our strengths and talents. To flourish is to find fulfillment in our lives, accomplishing meaningful and worthwhile tasks, and connecting with others at a deeper level—in essence, living the "good life" (Seligman, 2011).

Positive psychologist and professor Dr. Lynn Soots (n.d.) describes flourishing as the following: "Flourishing is the product of the pursuit and engagement of an authentic life that brings inner joy and happiness through meeting goals, being connected with life passions, and relishing in accomplishments through the peaks and valleys of life." Soots is careful to note that flourishing is not a trait or a characteristic; it's not something that you "either have or don't have." She states that flourishing is not a static, immutable piece of who you are, it is a process that requires action. Anyone can flourish, but it will likely require some effort to get there.

VanderWeele, T.J. (2017). Components of human flourishing. Proceedings of the National Academy of Sciences, U.S.A. In this study, VanderWeele suggested that flourishing encompasses well-being, happiness, and life satisfaction; however, even these components of flourishing have their own subcomponents, including: Meaning, Purpose, Autonomy, Self-acceptance, Optimism, Positive relationships, Mastery, Self-determination, Resilience, Personal growth, Vitality, Engagement, Self-esteem. In addition to well-being, happiness, and life satisfaction, it has also been proposed that constructs like virtue and health be considered components of flourishing. Along with, financial stability and religious or spiritual health may also play a role in human flourishing.

Keyes, Corey. (2002). The Mental Health Continuum: From Languishing to Flourishing in Life. *Journal of health and social behavior*. This study conducted on adults found that one can be diagnosed with mental illness but still flourish, and one can be diagnosis-free but still languish. The author suggested promotion of a life of balance in which people can achieve happiness and realize lives in which they can flourish.

Keyes, Corey. (2016). Why Flourishing?. 1st ed. of *Well-Being and Higher Education*. Chp.11 (pgs 99-107) was a study conducted on members working class that talks about the benefits of flourishing. The following are found to be the impacts of flourishing: Fewer missed days of work, Fewer half-days and work cutbacks, Lower helplessness, More clear life goals, Higher resilience, Higher intimacy, Lower risk of cardiovascular disease, Lower number of chronic physical diseases with age, Fewer health limitations of daily living activities, Lower health care utilization. Perhaps the most important conclusion drawn by this study was that only about 40% of adults are flourishing in the whole world today.

Fredrickson, B. L., & Losada, M. F. (2005). Positive affect and the complex dynamics of human flourishing. *American Psychologist*. This study concluded that aversive deviations of mental functioning, to some extent, are regarded as a common constraint to human life that may occur during a person's lifetime. While taking this into account, positive psychology aims to promote the desirable and positive sides of human functioning that comprise aspects like goodness, generosity, growth, and resilience.

Keyes, C. L. (2006). Mental health in adolescence: Is America's youth flourishing?. *American Journal of Orthopsychiatry* administered a study with a sample of 1,234 youth in the age group of 12-18. Flourishing was the most prevalent diagnosis among youth ages 12-14; moderate mental health was the most prevalent diagnosis among youth ages 15-18. Depressive symptoms decreased as mental health increased. Prevalence of conduct problems also decreased and measures of psychosocial functioning increased as mental health increased.

II. REVIEW OF LITERATURE

Wolinsky, F. D., et al., (2009). Does cognitive training improve internal locus of control among older adults?. The journals of gerontology. Series B, Psychological sciences and social sciences evaluated the effect of cognitive training among 1,534 participants in the Advanced Cognitive Training for Independent and Vital Elderly (ACTIVE) randomized controlled trial (RCT) on 5-year improvements in 3 cognitive-specific measures of locus of control—internal, chance, and powerful others. The study concluded that cognitive training that targets reasoning and speed of processing can improve the cognitive-specific sense of personal control over one's life in older adults.

Marc Pilisuk, et al., (1993). "Locus of control, life stress, and social networks: Gender differences in the health status of the elderly" in *Sex Roles: A Journal of Research*. A sample of community-based older adults were interviewed and given a questionnaire in order to examine the effects of stress, social support, and locus of control on two measures of health: the number of actual symptoms and self-ratings of health. Subjects were 83% white, 63% female, and represented middle- and working-class backgrounds. All variables showed association with symptom levels, and for men, both locus of control and friend support networks predicted subjective ratings of health even after controlling for the level of symptomatology. Moreover, an internal locus of control was found to buffer the deleterious effect of symptoms of physical illness on self-rated health. The results suggest that a supportive network and a sense of control build confidence in one's capacity to cope both with external stressors and with sickness itself, but these factors are stronger influences for males than for females.

Nowicki Stephen, et al., (2018). "Stability of, and Associations Between, Parent and Child Locus of Control Expectancies" in the *Journal of Frontiers in Psychology*. The purpose of the present study was to assess the stability of locus of control (LOC) scores over time using data gathered from tests constructed to be consistent with Rotter's definition of LOC. It compared LOC scores of parents (measured prior to the birth of the index child and at 6 and 18 years later) and their offspring (at ages 8 and 16) to explore how stable adult and child LOC was over time and to see how parental LOC was associated with the LOC of the child aged 8 and again at 16. Locus of control was measured using modified versions of adult (ANSIE, Nowicki and Duke, 1974) and child (CNSIE, Nowicki and Strickland, 1973) LOC scales, administered to participants in the Avon Longitudinal Study of Parents and Children in the United Kingdom. The study conducted on a sample of 13,899 children along with their respective parents predicted that: (1) adult scores would be more stable than children's and (2) parents' and children's LOC scores would be related to one another.

Stephen Nowicki, et al., (2018). "Events associated with stability and change in adult locus of control orientation over a six-year period" in the *Elsevier Journal of Personality and Individual Differences*. The purpose of the present study was to use a longitudinal design with a large representative population to provide relevant information concerning the stability and change of adult LOC. Before the birth of their child, and again six years later, mothers and their partners participating in the Avon Longitudinal Study of Parents and Children (ALSPAC) completed LOC tests and structured stressful events surveys. Analyses revealed that stresses experienced in relationships with spouses, friends and family, financial stability and job security, and illness/smoking were associated with changes in LOC. Results suggest substantial variation of LOC within spousal/parent dyads and moderate stability of LOC over time for both men and women. Stressors associated with change in LOC may be possible candidates when considering interventions to modify LOC expectancies.

Pourhoseinzadeh, M., Gheibizadeh, M., & Moradikalboland, M. (2017). "The Relationship between Health Locus of Control and Health Behaviors in Emergency Medicine Personnel" in the *International journal of community based nursing and midwifery*. This is a cross-sectional descriptive study, which began in August 2016 for a period of six months on 215 emergency medical personnel in Ahvaz who were selected randomly. The data were collected by a demographic questionnaire, Rotter's locus of control questionnaire, and health behavior questionnaire and analyzed using SPSS software, version 22. The correlation between variables was estimated by Pearson's correlation coefficient and independent t test. The level of significance for all statistical tests was set at 0.05. the study found no significant relationship between health locus of control (external and internal) and health behavior ($P > 0.05$). Health behaviors were very good in terms of personal health (86.5%), nutrition (53%), and sleep and rest (48.4%), and poor in terms of physical activity (52.6%) and stress management (79.5%). Furthermore, 79.5% of the emergency personnel, in general, had poor health behaviors.

Joan L. Duda, Marlene K. Tappe (1988). "Predictors of Personal Investment in Physical Activity among Middle-Aged and Older Adults" in the *Journal of Perceptual and Motor Skills*. The purpose of this study was to determine the relationship between the social psychological components of Personal Investment Theory and exercise behaviors among 47 middle-aged and older men and women participating in an organized exercise program. Specifically, the degree to which personal incentives for exercise, perceptions of sense of self (i.e., physical self-efficacy, fitness locus of control, self-motivation, social identity), and the congruence between program and participants' goals predict present physical activity and estimated future physical activity was examined. Multiple regression analyses indicated that present and future exercise behaviors significantly related to social psychological variables reflecting personal investment.

Blanchard-Fields, F., & Irion, J. C. (1988). "The relation between locus of control and coping in two contexts: Age as a moderator variable" in the *Journal of Psychology and Aging*. The study examined the relation between locus of control and coping as moderated by age and context. A total of 96 adolescents, young adults, middle-aged adults, and older adults were administered Lazarus's Ways of Coping questionnaire, a situation-specific controllability measure, a defensive coping questionnaire, and Levenson's Internality, Powerfulness of Others, and Chance global locus of control scales for challenging and threatening contexts. Age moderated the relation between locus of control and coping. Internality was positively related to escape-avoidance, hostile reaction, and self-blame for younger individuals and negatively related for older adults. A belief in powerfulness of others was positively related to planful problem-solving and self-controlling in older adults and negatively related for younger individuals. Finally, a belief in chance was positively related to distancing and self-controlling for older adults and negatively related for younger individuals.

Curtis Trent, J. Conrad Glass Jr. & Ann Y. McGee (1981). "The impact of a workshop on death and dying on death anxiety, life satisfaction, and locus of control among middle-aged and older adults" in the *Journal of Death Education*. The impact of a workshop on death and dying on death anxiety, life satisfaction, and locus of control was determined for a self-selected group of middle-aged and older adults in the state of North Carolina. In addition, 27 personal and situational characteristics of respondents were investigated to determine their impact on pretest levels of each of the dependent variables. The t test revealed a small but significant decrease in death anxiety in the experimental group. There was no significant change in the control group. Changes in life satisfaction and locus of control were positive but nonsignificant. The results of the least squares means analysis indicated that the variables selected for examination in the study accounted for 70, 47, and 36 percent of the variance in pretest death anxiety, life satisfaction, and locus of control scores, respectively.

Caroline M. Grady and Pamela A. Geller (2016). "Effects of Self-Efficacy and Locus of Control on Future Preconception Counselling Plans of Adult Women with Type 1 Diabetes" in *Diabetes Spectrum*. The purpose of this study was to examine the relationship between women's locus of control, self-efficacy, and outcome expectations of preconception counselling. A sample of 147 null gravid women with type 1 diabetes in the age group 18 to 44 was recruited online to complete a self-report survey. Measures included a sociodemographics form, a study-specific questionnaire regarding diabetes management and education, the Reproductive Health Attitudes and Behaviors instrument, and the Diabetes-Specific Locus of Control measure. The study concluded that self-efficacy was positively associated with women's expectation of preconception counselling usefulness, whereas self-blame for poor disease management was inversely related.

Karen J. Prager (1986). "Intimacy Status: Its Relationship to Locus of Control, Self-Disclosure, and Anxiety in Adults" in *Personality and Social Psychology Bulletin*. The purpose of these studies was to determine whether individuals who have a fully developed capacity for intimacy, as assessed by an intimacy status interview and rating, could be distinguished from those with lesser capacities based on their locus of control orientation, self-disclosure, and anxiety levels. Study I indicated that women high in depth and commitment in their romantic relationships were more internally orientated than those low in either depth or commitment. A finding of no group differences in self-disclosure was thought to be due to the absence of a specified target for the disclosure. In study 2 target persons were specified. It was found that those with high levels of intimacy development had disclosed more about themselves to their romantic partners than those lower in intimacy development and that highly intimate individuals disclosed more to significant others than to casual acquaintances, whereas less intimate participants did not disclose differentially when communicating to different recipients. It was concluded that highly intimate individuals differ from the less intimate not in their overall self-disclosure levels, but rather in their capacity to be selectively self-revealing with their most significant others. Finally, highly intimate participants reported lower levels of global anxiety than did less intimate participants.

Gary T. Reker, Edward J. Peacock & Paul T. P. Wong (1997). "Meaning and Purpose in Life and Well-being: a Life-span Perspective" in the *Journal of Gerontology*. Three hundred men and women at five developmental stages from young adulthood to old adulthood completed measures of life attitudes and well-being. Significant age differences were found on five life attitude dimensions: life purpose (LP), death acceptance (DA), goal seeking (GS), future meaning (FM), and Existential Vacuum (EV). LP and DA increased with age; GS and FM decreased with age; EV showed a curvilinear relationship with age. Significant sex differences were found for life control (LC) and will to meaning (WM). Women viewed life as more under their control and expressed a stronger will to find meaning as compared with males. FM, LP, and LC were found to predict psychological and physical well-being; EV, GS, and DA predicted psychological and physical discomfort. Preliminary findings attest to the importance of various life attitudes in promoting health and wellness.

Margie E. Lachman & Carrie Andreoletti (2006). "Strategy Use Mediates the Relationship Between Control Beliefs and Memory Performance for Middle-Aged and Older Adults" in *The Journals of Gerontology*. The study examined whether the relationship between control beliefs and memory performance varied for young, middle-aged, and older adults and whether strategy use mediated this relationship. Participants were 335

adults, ages 21 to 83, who had been recruited from local probability samples. This study used structural equation modelling to test the predicted model and compare it by age group (young, middle-aged, and older adults). As expected, control beliefs were related to memory performance on a word list recall task for middle-aged and older adults, but not for younger adults. An analysis of indirect effects revealed that strategy use partially mediated this relationship. Specifically, middle-aged and older adults who perceived greater control over cognitive functioning were more likely to categorize the words and had better recall performance.

Carolyn M. Aldwin (1991). "Does Age Affect the Stress and Coping Process? Implications of Age Differences in Perceived Control" in the *Journal of Gerontology*. The contradiction of older adults differing little from younger adults in their approaches to coping with stress was investigated in a sample of 228 community-residing adults with a mean age of 42.16 (SD = 14.88). Path analysis revealed that appraisals and attributions do affect the use of coping strategies such as instrumental action and escapism in the expected directions, and age is negatively associated with perceived control. However, there was an independent and negative relationship between age and the reported use of escapist coping strategies, which mitigated the adverse effects of perceived lack of control. Neither age nor perceived controllability had direct effects on depression, but they had indirect effects through their influence on the use of coping strategies and perceived efficacy.

Bradley R.H. · Webb R.(1976). "Age-Related Differences in Locus of Control Orientation in Three Behavior Domains" in *Journal of Human Development*. Age-correlated differences in locus of control (LOC) orientation were examined for 306 persons age 13 to 90 in three areas of activity: intellectual, social, and physical. On the scales measuring LOC for both physical and social situations, persons over 60 scored more external than adults in the 35–50 age range. No age differences were observed in the intellectual domain. Findings seem consistent with the realities regarding changes in ability and opportunity for reinforcement which characterize the elderly. Results appear particularly important given that LOC is strongly related to life adjustment for this age group.

Vira R. Kivett, J. Allen Watson & J. Christian Busch (1977). "The Relative Importance of Physical, Psychological, and Social Variables to Locus of Control Orientation in Middle Age" in the *Journal of Gerontology*. The purpose of this study was to determine through a systematic, multivariate approach, the relative importance of several physical, psychological, and social variables to the type of control that middle-aged adults perceive over their environment. The physical variables included self-rated health, age, sex, and race. The psychological variables included three measures of self concept: actual, appearance, and ideal; and the social variables included education, occupation, and religious motivation. The sample for the study consisted of 337 adults 45 to 65 years of age. When selected variables were categorically ordered, and their relative association with i-e examined, factors that were reflective of the process of acculturation such as self-concept, religious motivation, and occupation maintained the strongest relationship to perceived control. Jobs such as administrative and operative types that allowed for perceptions of control through the manipulation of people or machines, positive (actual) self-concept, and intrinsic religious motivation were predictive of internal perceiving adults.

VanderWeele, T.J. (2017). On the promotion of human flourishing. *Proceedings of the National Academy of Sciences (U.S.A)* gave a consolidated review of the empirical literature from longitudinal, experimental, and quasiexperimental studies in attempt to identify major determinants of human flourishing that are broadly conceived. Measures of human flourishing are proposed and discussion is given to the implications of a broader conception of human flourishing.

VanderWeele, T.J. (2017). Religious communities and human flourishing in *Current Directions in Psychological Science* discusses how participation in religious services is associated with numerous aspects of human flourishing, including happiness and life satisfaction, mental and physical health, meaning and purpose, character and virtue, and close social relationships. Evidence for the effects of religious communities on these flourishing outcomes now comes from rigorous longitudinal study designs with extensive confounding control. The associations with flourishing are much stronger for communal religious participation than for spiritual-religious identity or for private practices.

VanderWeele, T.J. (2017). Discussion of: New statistics for old? – measuring the wellbeing of the UK in the *Journal of the Royal Statistical Society, Series A* reviewed the 'Measuring national well-being' development programme of the UK's Office for National Statistics and explore some of the challenges which need to be faced to bring wider measures into use. These include the importance of getting the measures adopted as policy drivers, how to challenge the continuing dominance of economic measures, sustainability and environmental issues, international comparability and methodological statistical questions.

Cacioppo, J.T., et al., (2013). Marital satisfaction and break-ups differ across on-line and off-line meeting venues. The National Academy of Sciences conducted a study in U.S.A with a national sample of 19,131 respondents who married between 2005 and 2012. These respondents were addressed with questions pertaining to marital satisfaction. Results indicate that more than one-third of marriages in America now begin on-line. In addition, marriages that began on-line, when compared with those that began through traditional off-

line venues, were slightly less likely to result in a marital break-up (separation or divorce) and were associated with slightly higher marital satisfaction among those respondents who remained married.

Schotanus-Dijkstra, et al., (2016). "Validation of the Flourishing Scale in a sample of people with suboptimal levels of mental well-being" in *BMC Psychology* is a study conducted on 275 participants of ages 20 to 67 in Netherlands. This study extensively evaluated the psychometric properties of the 8-item FS in a sample of adults with low or moderate levels of well-being using confirmatory factor analysis (CFA), item response theory analysis and a multitrait matrix. The unidimensional structure of the scale was confirmed with CFA and an adequate fit to the Rasch model. The sample showed positive skewness of the scale, but lacked measurement precision at the higher end of the social-psychological continuum. It was concluded that FS seems a reliable and valid instrument for measuring social-psychological functioning in adults with suboptimal well-being.

Master Geestelijke G. & Simon Rump (2015). "The Flourishing Scale in comparison with other well-being scales: The examination and validation of a new measure" by the University of Twente. The collected data were generated by means of a cross-sectional survey research that included, besides some demographic items, 11 self-report questionnaires. 423 participants (65.2 % female, 34.2 % male), with most of them resident in the Netherlands, were gathered between the years 2012 and 2014. The empirical unidimensionality of the measure was assessed with a Principal Component Analysis. Furthermore, exploratory factor analysis helped to point out mutual underlying factors that are shared with two other positive mental health scales. With regard to the two-continua model, which makes a distinction between positive mental health and mental illness, several scales were used to illustrate the difference of these concepts with the help of correlation analyses. The congruence of the social-psychological aspects of the Flourishing Scale with a measure of social needs was examined. Finally, the scale's ability to predict general health above and beyond mental illness was assessed. The results confirmed the hypothesized assumptions that the Scale emerged as unidimensional scale that shares measurement factors with more established positive mental health scales. It could also be indicated that the scale is legitimately regarded as a positive mental health scale. Furthermore, social aspects of the Flourishing Scale and the measure of social needs showed a moderate correlation, indicating a congruence of social needs and social flourishing. Additionally, the Flourishing Scale represented a significant predictor for general health over and above the mental illness scale.

Momtaz Y.A, et al., (2016). "Flourishing in later life" in US National Library of Medicine National Institutes of Health conducted a study with a sample of 2202 community-dwelling older Malaysians was obtained from a national survey entitled "Identifying Psychosocial and Identifying Economic Risk Factor of Cognitive Impairment among Elderly". Data analyses were conducted using the IBM SPSS Version 22.0 and AMOS Version 22.0. Descriptive results showed that 50.1% of the respondents were flourishing in life, 36.3% were languishing, 8.4% were struggling, and 5.2% were floundering in life. The results of Multiple logistic regression analysis revealed that gender, employment status, level of education, having living children, and chronic medical conditions are significantly associated with flourishing. However, age, marital status, living alone, and economic status did not have much impact on flourishing. It is suggested that health and social care professionals working with older adults adopt a comprehensive approach to identify and propel non-flourishing people toward flourishing in life.

Manfred Diehl , Elizabeth L. Hay & Kathleen M. Berg (2011). "The ratio between positive and negative affect and flourishing mental health across adulthood" in the *Journal of Aging and Mental Health*. Using data from a 30-day diary study with 239 adults (81 young, 81 middle-aged, and 77 older adults), this study examined whether a specific ratio between positive and negative affect distinguished individuals with different mental health status and especially flourishing from non-flourishing individuals. In addition, the study addressed whether there were age differences in the positivity ratio when daily affect data were used, and whether the proposed critical positivity ratio of 2.9 discriminated equally well between individuals with different mental health status across the adult lifespan. Findings showed that the ratio of positive to negative affect differed across adulthood such that age was associated with an increasing preponderance of positive to negative affect. The positivity ratio was also associated with mental health status in the hypothesized direction; higher positivity ratios were associated with better mental health. Finally, although the data supported the notion of a positivity ratio of 2.9 as a 'critical value' in young adulthood, this value did not equally well discriminate the mental health status of middle-aged and older adults.

Rhodenizer, Zachary (2012). "Flourishing in later life: a positive psychology training for care-workers" conducted a LTCF program headed by the University of Lethbridge Research Repository. The target population for participation in the FLLW includes all careworkers, staff, and volunteers of LTCFs in ages from 18 to 65. This program is based on positive psychology and aims to promote meaningful, engaging, and intrinsically motivating activities that can benefit any resident living in care. It demonstrates positive psychology and self-determination theory to careworkers and the manner in which this knowledge can be applied to older populations and then informs careworkers how to facilitate interventions that promote gratitude, forgiveness, hope, altruism, and apply signature strengths to meaningful pursuits. These interventions can be implemented

regardless of physical limitations and can help residents to flourish in long-term care. Research suggests that by using concepts promoted by positive psychology, careworkers should be able to better understand that which gives meaning to their residents; therefore, activities and goals can be set to motivate the residents to engage in meaningful activities that put their signature strengths towards a meaningful purpose.

Nancy Ann Hudgins (2011). *Transforming Loss in Late Adulthood: A Research Paper* presented to The Faculty of the Adler Graduate School. This paper asserts that individuals are capable of flourishing in late adulthood despite enduring multiple losses. Older adults are a rapidly growing segment of the population, yet they remain largely underserved by the mental health community. In order to promote competent mental health care services for older adults, this paper reviews prevailing grief theories, explores numerous losses from a biopsychosocial perspective, suggests a variety of therapeutic interventions, and recognizes the challenges of late adulthood from an Adlerian perspective. As a result, readers can become more adept at facilitating the process of transforming loss and enhancing quality of life in late adulthood.

Vineet Nayar (2011). "How Women Can Flourish in the Workplace" in the *Harvard Business Review* presented an article suggesting reasons to why the workplace may have failed women managers. The organisational moulds that women are forced to fit into result in leaking leadership pipeline. He calls on companies to working environments in line with women employee's priorities. He discusses three major turning points for flourishing careers for women and suggests what can be done otherwise. The three points are: Not choosing professional courses for higher education, watersheds they accept at the entry level in organizations and women's professional reticence when it comes to promotions.

Corey L.M. Keyes & Gerben J Westerhof (2012). "Chronological and subjective age differences in flourishing mental health and major depressive episode" in the *Journal of Aging & Mental Health*. Mental health is more than the absence of psychopathology, but few studies use positive mental health along with a measure of past year major depressive episode (MDE). This study addresses this gap by investigating the association of MDE and flourishing mental health (FMH) with chronological age and subjective (felt and ideal) age. Data are from the Midlife in the United States random digit dialing sample of adults ages 25 to 74, collected in 1995 (n = 3032). Rates of MDE were lowest, and FMH highest, among the three oldest age cohorts (45–54, 55–64, 65–74 years). Subjective age was linked with chronological age; with age, adults tend to feel younger, and want to be an age that is younger, than their actual age. As predicted by the model of subjective age as an adaptive strategy, feeling younger was related to a lower risk of MDE and a higher risk of FMH. However, wanting to be younger was related to a lower risk of FMH and unrelated to MDE.

Laura M. Padilla-Walker & Larry J. Nelson (2017). *Flourishing in Emerging Adulthood: Positive Development During the Third Decade of Life*. The goal of this volume is to highlight the third decade of life as one in which individuals have diverse opportunities for positive development that may set the stage for future adult development, as well as to encourage more research on how young people are flourishing during this time period. Despite a preponderance of focus on the negative or dark side of emerging adulthood in research and the media, there is mounting evidence that this time period, at least for a significant majority, is a unique developmental period in which positive development is fostered. The book provides rich evidence and examples of how young people are flourishing as a group and as individuals in a variety of settings and circumstances.

Padilla-Walker, L. M., Memmott-Elison, M. K., & Nelson, L. J. (2017). Positive relationships as an indicator of flourishing during emerging adulthood. The way in which young people navigate these changing relationships, and the new patterning of relationships that are formed, may play important roles in the extent to which young people flourish during the third decade of life. The purpose of this chapter is to examine the role that relationships with members of one's family of origin (parents, grandparents, and siblings) and with peers (romantic partners, spouses, and friends) play in flourishing during emerging adulthood.

George E. Vaillant (2014). *Triumphant Discoveries About Late Life Flourishing in The Gerontologist*. Harvard Grant Study as it has come to be known, began in 1938 collecting detailed life histories and events, characteristics and health factors on 268 Harvard sophomores in the graduating classes of 1942, 1943, and 1944. Over the past seven decades, the study has paved the way for a rich compilation of information about the process of aging as it has documented the lives of these men—now in their 80s and 90s—in careful detail. The purpose of the Grant Study was initially to identify the characteristics that facilitated a successful career and life, and in Vaillant's words, to "transcend medicine's usual preoccupation with pathology and learn something instead about optimum health and potential and the conditions that promote them".

Fabio Scorsolini-Comin; Anne Marie Germaine Victorine Fontaine; Silvia Helena Koller; Manoel Antônio dos Santos (2013) "From authentic happiness to well-being: the flourishing of Positive Psychology" in the *Psicologia-Reflexao e Critica Journal*. The present study aims to present paradigm shifts from the authentic happiness theory (2002) to the well-being theory (2011), both developed in Positive Psychology by Martin

Seligman. The well-being theory adds fulfillment and interpersonal relationships to the elements already included in the first theory (positive emotions, engagement and meaning), highlighting that well-being does not depend only on individual aspects but on issues related to context and interpersonal relationships. Whereas authentic happiness seeks life satisfaction, well-being aspires to flourishing - a more complex and

dynamic construct. Well-being theory opens the possibility of developing public policies related to promotion of quality of life without ruling out the need for constant review of such approach.

III. METHODOLOGY

Research Question

Will there be an influence of an individual's locus of control on their flourishing in life with reference to his/her gender, religion, educational qualification and employment status in the age group of 30 – 65 years.

Research Objectives

1. To study the relationship between an individual's locus of control and their flourishing in life.
2. To find the differences between males and females with reference flourishing in life.
3. To find the differences between males and females with reference locus of control.

Hypothesis

H1- There will be a relationship between an individual's locus of control and their flourishing in life.

H1A – Individuals with an internal locus of control will have a higher rating in their flourishing scale.

H1B – Individuals with an external locus of control will have a lower rating on their flourishing scale.

H2- Females will have higher flourishing scale ratings than males.

H3- Females will have an external locus of control while men will have an internal locus of control.

H4 – I-E Locus of control will be able to predict flourishing among men and women in the age group 30 – 65 years.

Research Design

The main purpose of this survey design sets out to find if perceived locus of control can predict an individual's flourishing in life. If yes, then regression design is adopted to determine the level of dependency of one's flourishing in life on his/ her perceived locus of control in a population sample of 100 respondents in the middle age group of 30 – 65 years.

A hypothesis test of independent t-test was also used to compare the responses of males and females for locus of control and flourishing in life with a population sample of 100 respondents in the middle age group of 30 – 65 years.

Sample Size

A Non-probability purposive sampling technique was used to collect a sample of 100 men and women between the age group of 30-65 years with mean age being 42 years. Out of the 100, men were 26 and women were 74.

Table-1 Represents the Demographics, Frequency, and Percentages of the Sample

	Demographics	Frequency	Percentage
Gender	Male	26	26
	Female	74	74
Religion	Hindu	43	43
	Muslim	49	49
	Christian	5	5
	Sikh	2	2
	Others	1	1
Marital status	Never been married	18	18
	Married	79	79
	Separated	1	1
	Widowed	2	2
Socio-economic status	Less than Rs 15,000	12	13.3
	Rs 15,000-30,000	31	34.4

	More than 30,000	47	52.2
Employment status	Employed	51	51
	Not employed	49	49
Education Completed	Intermediate	18	18
	Graduation	47	47
	Post graduation	23	23
	Beyond Post Graduation	12	12
Family type	Nuclear	72	72
	Joint	25	25
	Extended	3	3

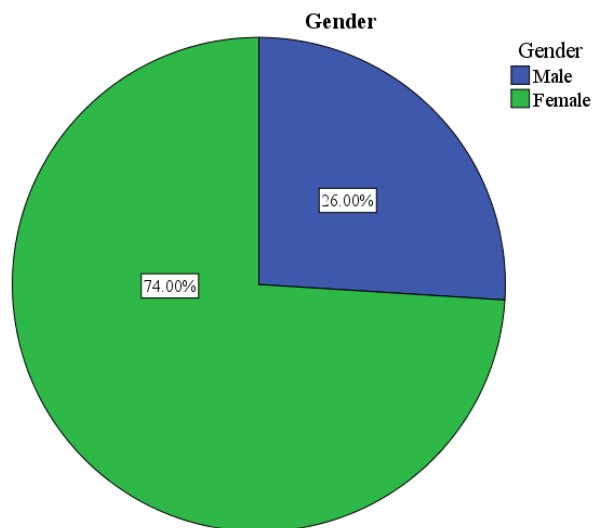


Figure 1 shows gender status of the sample

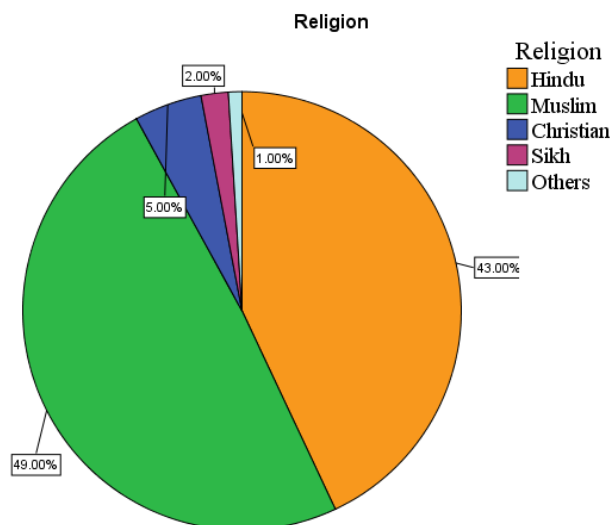


Figure 2 shows religious status of the sample

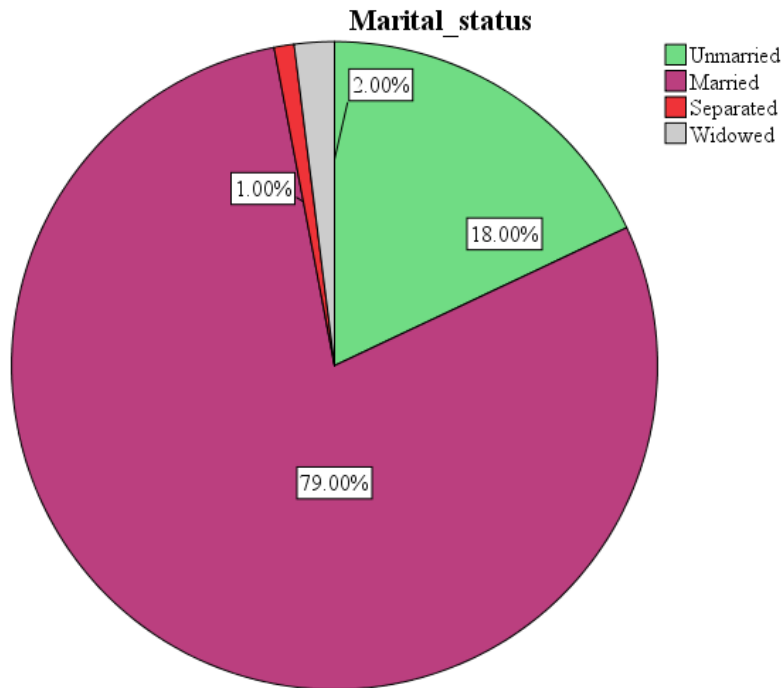


Figure 3 shows marital status of the sample

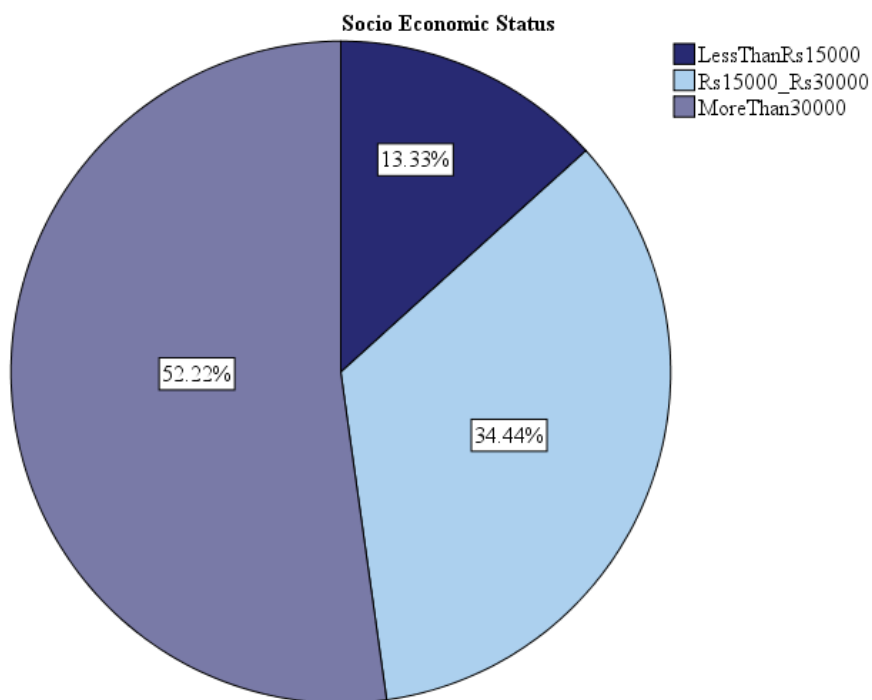


Figure 4 shows socio economic status of the sample

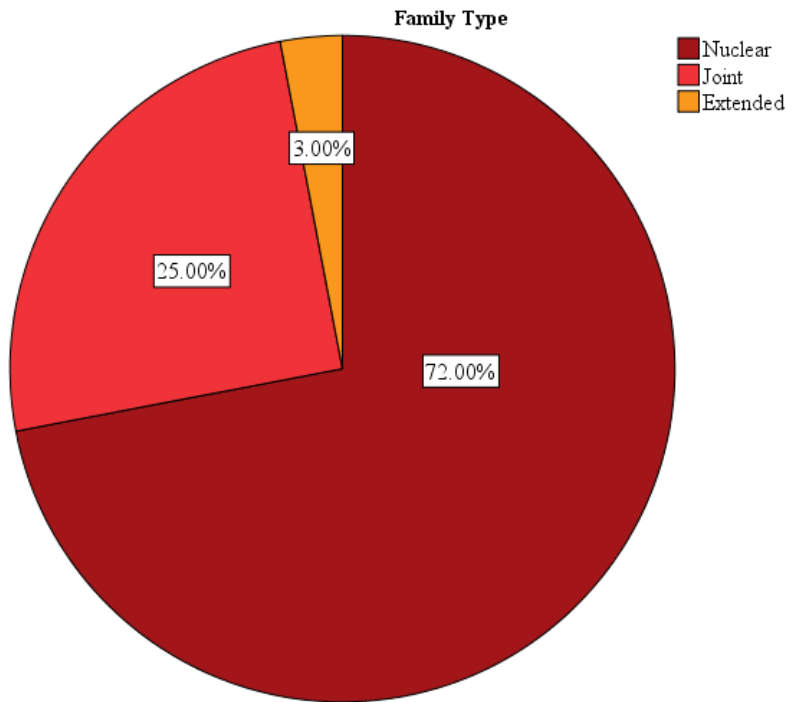


Figure 5 shows family status of the sample

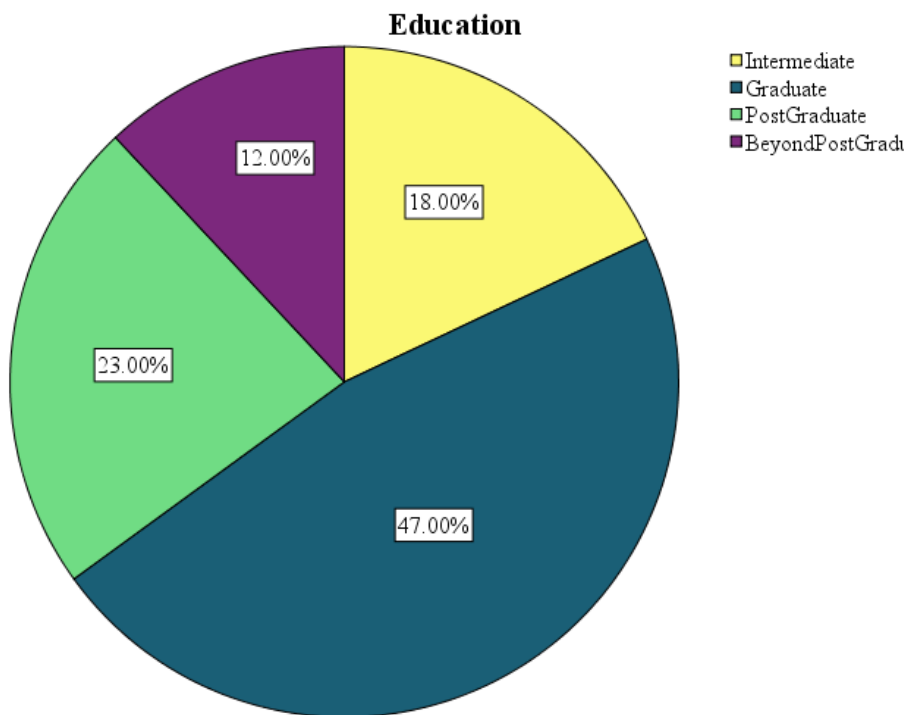


Figure 6 shows educational status of the sample

Variables

Independent Variable:

Rotter's Locus of control/ I-E Scale

Dependent Variable:

Flourishing Scale

Instruments

Information Schedule:

The participants were asked to fill an Information Schedule which included their general demographic details consisting of their age, religion, marital status, employment status, socio-economic status, education completed and family type.

The Flourishing Scale (FS):

The scale was developed by Diener and Biswas-Diener, January 2009. The Flourishing Scale is a brief 8-item summary measure of the respondent's self-perceived success in important areas such as relationships, self-esteem, purpose, and optimism. The scale provides a single psychological well-being score. The Flourishing Scale (FS) is a measure of psychosocial flourishing, based on recent theories of psychological and social well-being. The FS is designed to measure social-psychological prosperity, to complement 31 existing measures of subjective well-being. A number of psychological theories of human flourishing have been developed, and the authors devised a brief measure to capture major aspects of this type of "prosperity." Ryff and Ryan and Deci (2000), based on earlier humanistic psychology theories, suggest that there are several universal human psychological needs, such as the need for competence, relatedness, and self-acceptance, and several of these characteristics are assessed by the Flourishing Scale. The scoring is on 7-point likert scale i.e, 1- strongly disagree, 2- disagree, 3- slightly disagree, 4- neither disagree nor agree, 5- slightly agree, 6- agree, and 7- strongly agree. Sum of all eight items varying from 1-7 gives the score for Flourishing Scale. The possible range of scores is from 8 (lowest possible) to 56 (highest PWB possible). High scores signify that respondents view themselves in very positive terms in diverse areas of functioning. Although the scale does not individually measure facets of psychological well-being, it does yield an overview of positive functioning across the domains that are widely believed to be important. It has good psychometric properties with Cronbach's alpha= 0.86, and temporal stability = 0.71.

Rotter's Internal – External Locus of Control Scale:

Rotter (1959) divided individuals in two personality classifications. Internal and external based on their perception of locus of control. Internals are personalities who believe that their rewards and punishments are controlled by what they do. Their own actions are the determining factor in their minds. External are the people who believe that forces outside themselves are responsible for their rewards and punishments. Factors such as chance, luck and powerful people control their consequences, sometimes the outcomes are appropriate and the external's feel often that they are not related to what they do. J.B.Rotter's Internal External Locus of Control Scale is a measure of personal belief. It consists of 29 items. The force choice that is inclusive of 6 filler items, intended to make more ambiguous, for the purpose of the test. The scoring for the scale is in the direction of Externals with the following scheme: 2a, 3a, 4b, 5b, 6a, 7a, 9a, 10a, 11b, 12b, 13b, 15b, 16a, 17a, 18a, 20a, 21b, 22b, 23a, 25a, 26a, 28b, 29b. Items 1,8,14,19,24,27 are filler items and hence carry no score. The test – retest reliability of the scale was reported by Rotter (1966) to range from 0.49 to 0.83 depending on the time period and particular population. Internal consistency reliability was satisfactory with a Cronbach's alpha above 0.70 for all LOC dimensions.

Procedure

A stratified random sampling procedure was used for selecting the participants in this study. This technique was employed to ensure a fairly equal representation of the variables for the study. After selecting the sample, the researcher used two psychological tests that are Rotter's I-E Locus of Control Scale and Flourishing Scale as her measures in a survey research design as it best served to answer the questions and the purpose of the study. For the convenience of the study, it was also posted on Google Forms as an online alternative of the survey. A Demographic Sheet regarding their details was also filled by the participants. Then the questionnaires were handed over to them, with written and oral instructions regarding the answering of questionnaires. They were asked to seek clarifications in case of any doubts. The participants were informed that there is no time limit; however, they were asked to try and complete the questionnaires as early as possible. After the participants have answered the questionnaires, the collected data was later analyzed using descriptive and inferential statistics and conclusions were drawn.

Statistical Analysis

The data collected was analyzed using Descriptive statistics, Independent sample T- Test and Regression. Independent t-test was used to compare the responses of males and females for both locus of control scale as well as for flourishing scale. Regression design is also adopted to determine the level of dependency of one's flourishing in life on his/ her perceived locus of control.

IV. RESULTS & DISCUSSION

Results

Table 2 shows the correlation between internal and external locus of control scale and flourishing scale.

Correlations

		InternalExternalLOC	FlourishingStagnantScale
InternalExternalLOC	Pearson Correlation	1	-.199*
	Sig. (2-tailed)		.047
	N	100	100
FlourishingStagnantScale	Pearson Correlation	-.199*	1
	Sig. (2-tailed)	.047	
	N	100	100

*. Correlation is significant at the 0.05 level (2-tailed).

Table 3 shows regression between I-E Locus of Control Scale and Flourishing Scale

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.199 ^a	.040	.030	9.947

a. Predictors: (Constant), InternalExternalLOC

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	49.692	3.055		16.268	.000
1 InternalExternalLOC	-.568	.283	-.199	-2.009	.047

a. Dependent Variable: FlourishingStagnantScale

Table 4 shows the standard deviation between gender and the two measures used

Group Statistics

	Gender	N	Mean	Std. Deviation
InternalExternalLOC	Male	26	9.58	3.870
	Female	74	10.43	3.409
FlourishingStagnantScale	Male	26	43.38	11.150
	Female	74	44.07	9.777

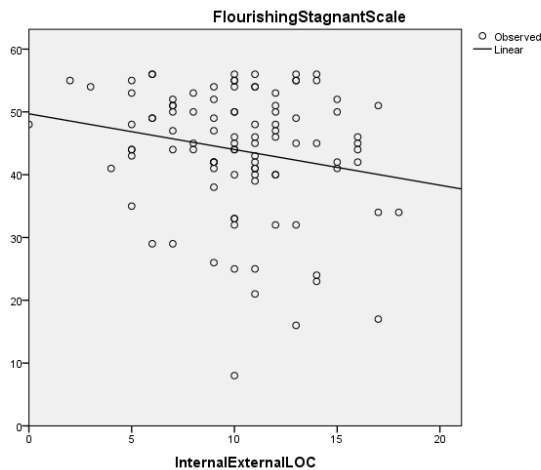


Figure 7 shows a graphical representation of internal LOC and Flourishing Scale

Figure 7 shows that there is a linear relationship between flourishing in life and an individual's locus of control.

Summary of Results

There is a significantly negative relationship between an individual's locus of control and his/her flourishing in life. To an extent, locus of control is a predictor for one's flourishing scale. According to the results of the present study, women usually tend to have higher rating in both locus of control and flourishing scale. This means that they are more likely to have an external locus of control but surprisingly also have higher rating on their flourishing scale in comparison to men.

V. DISCUSSION

The present study is aimed at finding a relationship between an individual's locus of control and their flourishing in life. It was hypothesized that individuals with an internal locus of control will have a higher rating in their flourishing scale and individuals with an external locus of control will have a lower rating on their flourishing scale. It was assumed that females will have lower flourishing scale ratings than males and females will have an external locus of control while men will have an internal locus of control. It was also hypothesized that I-E Locus of control will be able to predict flourishing among men and women in the age group 30 – 65 years.

According to table 2 a significant negative correlation exists between Locus of control and flourishing scale. The correlation between Locus of Control and Flourishing in life was marked at $-.199$ which is significant at $.0$ level. The results from the table show that internal locus of control will result in higher flourishing rating and external locus of control will result in lower flourishing scale ratings. To support this, many research studies conducted by Chirkov et al. 2005; Quevedo and Abella 2014 and also Verme 2009 showed that Internals may be more satisfied with life as they control their outcomes to a greater degree, while an external route to success may be less satisfying and unpredictable. Kasser 2002, in study said that people with an external goal orientation, i.e., to attain wealth, create an attractive image, or become famous, are lead to greater social comparison, contingent self-worth, and lower self-esteem, whereas goals expressive of the self, intrinsically motivating, and personally satisfying increase well-being. This study was a follow up of Sheldon et al. 2004. Mahnaz Shojaee and Carmel French (2014) in their study titled "The Relationship between Mental Health Components and Locus of Control in Youth" concluded that individuals who have an internal tendency in their locus of control are in higher levels of mental health in comparison with individuals with external locus of control.

Table 3 shows that one's locus of control is a predictor his/her flourishing in life (dependent variable) which is significant at $.047$, i.e., Locus of control influences wellbeing. According to Keyes 2006, mental health does not imply an absence of mental illness. Rather, mental health is a "separate dimension of positive feelings and functioning." Individuals described as flourishing have a combination of high levels of emotional well-being, psychological well-being, and social well-being. Flourishing people are happy and satisfied; they tend to see their lives as having a purpose; they feel some degree of mastery and accept all parts of themselves; they have a sense of personal growth in the sense that they are always growing, evolving, and changing; finally, they have a sense of autonomy and an internal locus of control, they chose their fate in life instead of being victims of fate. Sheldon et al. 2004 conducted a study, results of which concluded that differences in locus of control and consequent goal orientation influence well-being. Marrero and Abella (2014) wrote an article titled "Does locus of control influence subjective and psychological well-being?" in *Personality and Individual Differences*. This study concluded that locus of control; resulting goals as well as cultural environments have an impact on flourishing in life. Findings from Mahnaz Shojaee and Carmel French's research in 2014 on 'The Relationship between Mental Health Components and Locus of Control in Youth' revealed that locus of control, gender, citizenship status, marital status can predict 41% of the variance in participants' mental health.

Table 4 shows that women have higher flourishing in life than men. Tong, K. K., & Wang, Y. Y. (2017) wrote a study titled 'Validation of the flourishing scale and scale of positive and negative experience in a Chinese community sample'. The study found that gender and social status had an influence on flourishing. In particular, they found that women scored higher than men on the FS. Contrary to this evidence, Joseph G. Grzywacz & Nadine F. Marks in the *Journal of Marriage and Family* wrote an article titled "Family, Work, Work-Family Spillover, and Problem Drinking During Midlife" showed that association of psychological well-being and flourishing were similar in men and women.

Table 4 also revealed that women have higher Locus of control meaning they have external LOC and men have lower LOC meaning they have internal LOC. To support this reading, Crowson TW, Rich EC, Harris IB. conducted a study with medical residents titled 'A comparison of locus of control between men and women in an internal medicine residency' in the *Journal of Medical Education*. The study confirmed the following: In this comparison of men and women PGY-1 residents, a significant difference in perceived locus of control, a

personality variable, was detected. At the beginning and the end of PGY-1, women residents perceived a more external locus of control than men residents. It was suggested that findings may be important in understanding the different responses of men and women to the stresses of medical training. An article written by C. Sherman, et al. (1997) called 'Gender differences in the locus of control construct' in the Journal of Psychology and Health. **This article presents a synthesis of research in the last two decades that has explored the relationship of gender to locus of control measures. In the main, this research suggests that both males and females are becoming more external. Females, however, tend to be more external than males on most locus of control measures.**

VI. CONCLUSIONS & SUGGESTION

According to the findings of the study which was conducted among middle age people, women have higher i.e., external locus of control and also higher rating in their flourishing scales in comparison to men. The study found that there was a significant negative correlation between locus of control and flourishing in life. In the end the study came to conclusion that to a significant extent, an individual's locus of control influences his/her flourishing in life.

The present study has its own limitations. First, the study did not take into account other related factors that influence one's flourishing in life. Locus of control is only one of the many predictors of flourishing. Lowery BJ (1981) in the Journal of Nursing Research wrote a paper titled 'Misconceptions and limitations of locus of control and the I-E scale' where he criticized the construct of locus of control failed to predict the dependent variable being studied. The study also did not give due consideration to sample size as 100 respondents cannot represent the Indian population. It would be suggested to conduct the same study with a larger sample to reduce the bias and also achieve more accurate results.

The study also suggests that men and women both must strive to develop an internal locus of control in order to achieve higher levels of success. In the long run, an adequate amount of personal responsibility is crucial to one's flourishing and success in life Northouse, 2013 defined internal locus of control is the belief that you are "in charge of the events that occur in [your] life", while external locus of control is the belief that "chance, fate, or outside forces determine life events". Even as counselors we help clients by changing their mindset from being victims of life's circumstances to being movers of those life events. Colquitt et al., 2015 in the Meta-analyses of 357 research studies "showed that an internal locus of control was associated with higher levels of job satisfaction and job performance" and "that people with an internal locus of control enjoyed better health, including higher self-reported mental well-being, fewer self-reported physical symptoms".

To conclude, the study recommends developing an internal locus of control in order to raise one's flourishing in life and achieve overall higher standards of living.

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Appendix

INFORMATION SCHEDULE

Age:

Gender:

Religion:

- Hindu
- Muslim
- Christian
- Sikh
- Others

Marital Status:

- Unmarried
- Married
- Separated
- Widowed

Employment Status:

- Employed
- Not employed

Socio-economic status:

- Less than Rs 15,000
- Rs 15,000 – 30,000
- More than 30,000

Education Completed:

- Intermediate

- Graduate
- Post Graduate
- Beyond Post Graduation

Family type:

- Nuclear
- Joint
- Extended

PART - I

Instructions

Read the following statements carefully. For each question select the statement that you agree with the most from the options 'a' or 'b' and put a tick mark.. There are no right or wrong answers so select the statements that describe you most accurately. There is no time limit. Try not to spend too much time on one question and try to complete the questionnaire as soon as possible. Your answers will be kept confidential.

1. a. Children get into trouble because their parents punish them too much.
b. The trouble with most children nowadays is that their parents are too easy with them.
2. a. Many of the unhappy things in people's lives are partly due to bad luck.
b. People's misfortunes result from the mistakes they make.
3. a. One of the major reasons why we have wars is because people don't take enough interest in politics.
b. There will always be wars, no matter how hard people try to prevent them.
4. a. In the long run people get the respect they deserve in this world
b. Unfortunately, an individual's worth often passes unrecognized no matter how hard he tries.
5. a. The idea that teachers are unfair to students is nonsense.
b. Most students don't realize the extent to which their grades are influenced by accidental happenings.
6. a. Without the right breaks one cannot be an effective leader.
b. Capable people who fail to become leaders have not taken advantage of their opportunities.
7. a. No matter how hard you try some people just don't like you.
b. People who can't get others to like them don't understand how to get along with others.
8. a. Heredity plays the major role in determining one's personality.
b. It is one's experiences in life which determine what they're like.
9. a. I have often found that what is going to happen will happen.
b. Trusting to fate has never turned out as well for me as making a decision to take a definite course of action.
10. a. In the case of the well prepared student there is rarely if ever such a thing as an unfair test.
b. Many times exam questions tend to be so unrelated to course work that studying is really useless.
11. a. Becoming a success is a matter of hard work, luck has little or nothing to do with it.
b. Getting a good job depends mainly on being in the right place at the right time.
12. a. The average citizen can have an influence in government decisions.
b. This world is run by the few people in power, and there is not much the little guy can do about it.
13. a. When I make plans, I am almost certain that I can make them work.
b. It is not always wise to plan too far ahead because many things turn out to- be a matter of good or bad fortune anyhow.
14. a. There are certain people who are just no good.
b. There is some good in everybody.

15. a. In my case getting what I want has little or nothing to do with luck.
b. Many times we might just as well decide what to do by flipping a coin.
16. a. Who gets to be the boss often depends on who was lucky enough to be in the right place first.
b. Getting people to do the right thing depends upon ability. Luck has little or nothing to do with it.
17. a. As far as world affairs are concerned, most of us are the victims of forces we can neither understand, nor control.
b. By taking an active part in political and social affairs the people can control world events.
18. a. Most people don't realize the extent to which their lives are controlled by accidental happenings.
b. There really is no such thing as "luck."
19. a. One should always be willing to admit mistakes.
b. It is usually best to cover up one's mistakes.
20. a. It is hard to know whether or not a person really likes you.
b. How many friends you have depends upon how nice a person you are.
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. With enough we can wipe out political corruption.
b. It is difficult for people to have much control over the things politicians do in office.
23. a. Sometimes I can't understand how teachers arrive at the grades they give.
b. There is a direct connection between how hard I study and the grades I get.
24. a. A good leader expects people to decide for themselves what they should do.
b. A good leader makes it clear to everybody what their jobs are.
25. a. Many times I feel that I have little influence over the things that happen to me.
b. It is impossible for me to believe that chance or luck plays an important role in my life.
26. a. People are lonely because they don't try to be friendly.
b. There's not much use in trying too hard to please people, if they like you, they like you.
27. a. There is too much emphasis on athletics in high school.
b. Team sports are an excellent way to build character.
28. a. What happens to me is my own doing.
b. Sometimes I feel that I don't have enough control over the direction my life is taking.
29. a. Most of the time I can't understand why politicians behave the way they do.
b. In the long run the people are responsible for bad government on a national as well as on a local level.

PART II

Instructions:

Below are 8 statements with which you may agree or disagree. Using the 1–7 scale below, indicate your agreement or disagreement with each statement with a tick mark in that particular box.

Statement	Strongly disagree	Disagree	Slightly disagree	Mixed (neither agree or disagree)	Slightly agree	Agree	Strongly agree
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1. I lead a purposeful and meaningful life.

2. My social relationships are supportive and rewarding.

3. I am engaged and interested in my daily activities

4. I actively contribute to the happiness and well-being of others

5. I am competent and capable in the activities that are important to me

6. I am a good person and live a good life

7. I am optimistic about my future

8. People respect me
