**International Norms for the Work Locus of Control Scale**

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| Country | WLCS Score | Number of Samples | Total Sample Size |
| China | 57.1 | 2 | 393 |
| Bulgaria | 53.4 | 1 | 178 |
| Ukraine | 52.9 | 1 | 265 |
| Iran | 50.9 | 2 | 605 |
| Japan | 50.5 | 1 | 1990 |
| Puerto Rico | 50.1 | 1 | 26 |
| Portugal | 49.9 | 1 | 102 |
| Taiwan | 49.5 | 1 | 345 |
| Spain | 49.4 | 2 | 407 |
| Slovenia | 49.1 | 1 | 496 |
| Hong Kong | 48.2 | 4 | 992 |
| Poland | 48.0 | 1 | 267 |
| Latvia | 47.8 | 1 | 246 |
| Brazil | 47.6 | 1 | 117 |
| Estonia | 47.3 | 1 | 165 |
| Romania | 46.5 | 3 | 567 |
| India | 46.0 | 3 | 351 |
| Jordan | 46.0 | 2 | 706 |
| France | 45.0 | 1 | 62 |
| Georgia | 44.3 | 1 | 500 |
| Israel | 43.7 | 1 | 99 |
| Pakistan | 43.7 | 1 | 197 |
| Belgium | 43.4 | 1 | 186 |
| Jamaica | 43.1 | 1 | 143 |
| Australia | 42.0 | 3 | 550 |
| UK | 41.8 | 10 | 1552 |
| Canada | 40.6 | 3 | 594 |
| Germany | 40.4 | 1 | 85 |
| US | 39.5 | 41 | 6277 |
| Sweden | 39.3 | 3 | 832 |
| South Africa | 37.7 | 3 | 325 |
| New Zealand | 36.9 | 1 | 536 |

In order from most external (top) to internal (bottom). Scores that are close might not be significantly different. Keep in mind that in most cases the number of samples/subjects was limited, so the estimate of country LOC is likely not precise. Furthermore, samples are not always comparable, e.g., many of the single sample countries were from the CISMS study of managers (see CISMS section of this website for details), and managers tend to be more internal than lower level employees.