

ROLE OF BASIC VALUES AND LOCUS OF CONTROL IN THE INDIVIDUAL'S SENSE OF AUTHENTICITY

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ABSTRACT

In Western culture people suffer from poor authenticity, but being authentic in daily life is positively linked to well-being in the future and this link is one-directional. The study aims to understand locus of control and value dimension influence on authenticity by using regression analyses. In accordance with previous studies, the locus of control affects an individual's sense of authenticity. Results of this study show, that internal locus of control and self-transcendence value dimension positively but self-enhancement value dimension negatively influence authentic living; external locus of control and self-enhancement value dimension positively but self-transcendence value dimension negatively influence self-alienation; and self-enhancement and conservation value dimensions positively but openness to change value dimension negatively influence accepting external influence. The locus of control has no effect on accepting external influence. In addition, this study shows the effect of two value dimensions on two authenticity indicators: high self-enhancement and low self-transcendence value dimensions influence higher levels of self-alienation, which negatively affects the sense of authenticity. The opposite in the hierarchy of these values – high self-transcendence and low self-enhancement value dimensions create higher rates of authentic living, which positively influences feelings of authenticity. Self-alienation and accepting external influence are negatively related to authentic living. Environment plays a significant role.

Keywords: *authenticity, locus of control, values, value dimensions, well-being.*

Introduction

In Western culture, more and more people suffer from poor authenticity, manifested in their inability to exercise themselves, lack of autonomy, lack of character strength, stereotypical behaviour, and their inability to use internal dialogue, leading to great intrapsychic, social, emotional and moral distress (Martens, 2007; Wickham et al., 2016). Becoming authentic is not easy because of the social pressure to remain inauthentic, and because of our human nature (Taylor, 1991), because being authentic requires approaching yourself as a reveller and looking at everything in new, radical ways. Such behaviour

can cause distrust among those around us, as walking in defiance of socially desirable, habitual patterns of behaviour can be viewed negatively, as well as causing envy among others who are afraid to express themselves authentically.

Authenticity plays an essential role in interacting with others and the social environment (Tou et al., 2015) and is an essential prerequisite for the quality of psychological well-being and relationships (Boyras et al., 2014; Ryan & Ryan, 2019; Wickham et al., 2016; Wood et al., 2008).

The topicality of the Article is determined by the fact that authenticity affects life satisfaction, while life satisfaction does not affect authenticity (Boyras et al., 2014). This study therefore seeks to ascertain the effects of values and locus of control (LOC) on the sense of authenticity through regression techniques.

Authenticity

Authenticity has a tripartite design in a person-centred approach, consisting of a coherence between primary experience, conscious experience and subsequent external expressions (Barrett-Lennard, 1998; Wyatt, 2001; Wood et al., 2008). An individual shall be considered authentic when he engages and acts of his own free will in ways consistent with his values and interests, acting autonomously (Erickson, 1995; Hodgins & Knee, 2002; Ryan & Ryan, 2019). Authenticity correlates with empathy; self-realisation; familiarity / recognition of oneself; reality testing; optimal socio-emotional, cognitive and moral development; alertness, strength of character and persistence; courage, creativity and originality (Martens, 2007) and it develops in biographically unique interactions with others creating a system of individual values (Wenzel & Lucas-Thompson, 2012). Authenticity is positively associated with psychological well-being, overall life satisfaction and higher self-esteem (Goldman & Kernis, 2002; Vincevica, 2015), as well as a more robust self-assessment that is more resilient to situational factors.

While basic scientific research talks about authenticity as a dispositional factor, in a study that analysed journal entries, a sense of authenticity varies more internally than in interactions with the environment (Lenton et al., 2016). Authenticity as a state is best characterized by authentic living and the lack of self-alienation. In a study by Lenton and colleagues, situational acceptance of external influences led to a greater sense of authenticity rather than its fall.

Dispositional authenticity correlates with goals and strategies that benefit relationships (Tou et al., 2015), serves as a bulwark against negative consequences from interpersonal conflict, regardless of the personality traits of neuroticism and agreeableness (Wickham et al., 2016), involves more favourable interactions with others (Baker et al., 2017) and better relationships (Brunell et al., 2010). The higher the authenticity scores, the more likely people are to behave in a more intimate and less destructive way in relationships; expose oneself more, look after partner; will feel more satisfaction, trust and engagement in relationships. The lack of authenticity could be due to neurobiological abnormalities (Martens, 2002, 2004), but neurobiological dysfunctions can be managed through a healthier socio-emotional environment (Martens, 2001).

Basic values

Values are one of the behavioural motivators. They stand above specific situations as targets to move toward and they have varying degrees of importance (Schwartz, 1992; Schwartz et al., 2012).

The theory of basic values is based on three assumptions (Schwartz, 2021):

- 1) Values are cognitive representations required for human survival: biological needs, interpersonal interaction needs and group survival needs;
- 2) Values have a logical structure related to the motivation, the coherence of objectives and the conflicts of objectives;
- 3) The value circle is a natural continuation of the transition of one value to the next and the division is more descriptive than strictly separable individual units.

The theory of basic values (Schwartz, 1992) reflects 10 values placed in a circle, which constitute a gradual transition of the underlying motives from one motivation to the next rather than strictly separable units. The circular structure relates to other constructs such as behaviour, attitudes, personality traits and demographics in a systemic way (Schwartz, 2021).

The revised theory of basic values (Schwartz, 2012) reflects 19 values, dividing motivation into subtler values, preserving the layout of the original theory and allowing them to be combined into higher dimensions of values – openness to change, self-transcendence, conservation and self-enhancement.

The revised theory of basic values offers to divide values into those that are person-focused – openness to change and self-enhancement, and those that have a social focus – self-transcendence and conservation (Schwartz et al., 2012). The second principle of organizing values are those that try to avoid anxiety, as opposed to those that are relatively anxiety-free.

Locus of control (LOC)

The locus of control is a person's general attitude, belief or expectation as to the causal link between his own actions and consequences (Rotter, 1966). People with an internal LOC believe they determine their actions and the resulting consequences, so they are more optimistic, engage in healthy behaviours and have a less inherent propensity for depression in the face of life's adversity (Ryon & Gleason, 2013). They are less obedient, more willing to spot aspects of the environment that encourage more successful behaviour in the future; act in ways that improve the state of the environment; value ability to overcome difficulties; and are more resilient to influence from the outside. Conversely, people with an external LOC attribute the events of their lives to luck, fate or any other external factors. They have more day-to-day difficulties and anxiety associated with negative health symptoms (Ryon & Gleason, 2013). The LOC varies depending on socio-demographic factors (Robinson & Lachman, 2017). The internal LOC peaks in the middle of life and weakens as we age (Lachman & Firth, 2004; Lachman et al., 2009).

The LOC can be trained by identifying mechanisms and processes that link controlling beliefs to desired outcomes (Carstensen & Hartel, 2006). Perceived control is

enhanced by cognitive restructuring, diversification of choices, flexibility and seeking environmental support (Lachman et al., 2011; Lachman et al., 2015), resulting in anxiety relief (Gallagher et al., 2014a; Gallagher et al., 2014b). The LOC has a paradox: people with high internal LOC often don't accept help from others, don't ask for it and don't want to use environmental help, even if it were to benefit (Lachman et al., 2015). In a study conducted in Latvia, an internal LOC predicts lower burnout rates (Kalve, 2019).

Relationship between authenticity, values and LOC

An individual must be regarded as authentic when he or she engages and acts of his or her own free will in ways consistent with his or her values and interests, acting autonomously (Hodgins & Knee, 2002), so that the very definition of authenticity includes both the LOC and values. There is enough literature that combines two of these constructs, authenticity and values (Crocker & Canevello, 2008; Gan et al., 2018; Lopez & Rice, 2006; Schwartz, 2012; Tou et al., 2015) or authenticity and LOC (McMillan, 2004; Deci & Ryan, 2012; Ryan & Ryan, 2019), however, there is little research on the relationship between LOC and values and it is fragmented (Cheng et al., 2018; Hines et al., 1987; Judge & Bono, 2001; Stern, 1999). The interaction of all three constructs in one study has so far not been investigated.

The theory of self-determination involves constructs of LOC and authenticity. In the view of this theory, three universal psychological needs are: autonomy, sense of competence and sense of belonging (relatedness) required for optimal development and functioning (Deci & Ryan, 2012; Ryan & Ryan, 2019). Autonomy has a positive correlation with the internal LOC (Rotter, 1966). Autonomous orientation is positively associated with self-actualization, self-esteem, greater self-revealing and support for other people's autonomy (Deci & Ryan, 2012). Autonomy is the basis for the value of self-direction, which stems from the need for control and mastery and interaction between autonomy and independence (Schwartz, 2012). Consequently, the theory of self-determination involves the authentic expression of any fundamental value.

Environment impacts internal motivation, which can be put on the brakes. Material awards, threats and competition hamper a sense of autonomy, resulting in diminished internal motivation (Ryan & La Guardia, 2000). Positive feedback and freedom of choice strengthen internal motivation (Deci et al., 1999), strengthening a sense of competence and autonomy. A sense of belonging is a basic need and an essential motivator throughout life (Ryan & La Guardia, 2000).

Stable personality factors in combination with socio-contextual factors (Deci & Ryan, 2012) and authenticity (Sheldon et al., 1997; Tou et al., 2015) influence existing motivation and behaviour. Being authentic and acting towards satisfying one's values involves practical, psychological and social costs, since choosing to act in favour of a value can automatically run counter to another (Schwartz, 2012). The individual has to assess both the benefits and the losses of open and genuine communication and behaviour leading to selective authenticity in favour of partly covering his true self as a defensive strategy (Lopez & Rice, 2006). Internal variations in authentic self-expression is not weakness,

as this may be an attempt to adapt to the environment (Lopez & Rice, 2006). In circumstances where support for autonomy is lacking, people are less open and feel less connected to others (Deci & Ryan, 2012).

Social environment affects the hierarchy of values and the persistence of that hierarchy (Vecchione et al., 2016). There is a strengthening effect on the existing hierarchy of values, if an individual's hierarchy of values matches those of their social environment, creating a sense of belonging. Without changing environment, the existing value hierarchy is strengthened.

There is mutual connection between power and authenticity. People in power can afford to behave more authentically, as well as an authentic situational behaviour signals a position of power for themselves, creating a self-enhancing sense of power (Gan et al., 2018). The more insecure a person felt, the more avoidance or dominance strategies were applied (Crocker & Canevello, 2008).

At the heart of many conflicts lie clash of values. Authentic people use strategies to address conflicts that promote solutions for the benefit of both parties (Tou et al., 2015). However, the dimension of self-transcendence values is desirable in society, so it may be expressed in external behaviour for other purposes. As Sosik with colleagues (Sosik et al., 2009) points out, it's important to evaluate managers' personal values, even if they show strong concern for the organization in a public space, because their supposedly altruistic behaviour might stem from carefully calculated selfish motives.

Being able to live up to your values, beliefs, thoughts and emotions is part of the authentic living (Vitiello et al., 2016), when the individual has identified values and integrated them. Conversely, when people incorporate values and habits of an existing society with the aim of gaining recognition or avoiding feelings of guilt and behaving "as they should" (Deci & Ryan, 2012), such behaviour becomes accepting external influence in the context of authenticity research. Overall, people with an internal LOC are better at resisting external influences and manipulation. Study conducted by Skara (2020) reflected other people's views in the thinking processes of easily influenced people. It was based on motivation to please and reconcile thoughts with those around.

Scientific research emerges in which internal LOC has links to values of hedonism, stimulation, benevolence and universalism. Internal LOC encourages engagement in environmentally friendly behaviour by encouraging "green" thinking and action (Cheng et al., 2018; Hines et al., 1987). In general, the environmentalist movement relies on the view that the particular value – the environment is at risk and people can do something about it (Stern, 1999). The specific contribution to such a movement depends on individual capacities and limitations.

Internal LOC correlates positively with job satisfaction and job performance (Judge & Bono, 2001), which satisfies the need for achievement. People who follow targets for autonomous reasons show better adaptability than those who are driven by external causes (Sheldon & Elliot, 1999). When driven by internal motives, people make more effort to achieve goals, as well as have greater well-being benefits.

In the theory of self-determination, the ability to meet one's three basic needs results in growth and integration, while the inability results in anxiety, sadness, hostility and other negative emotions (Deci & Ryan, 2000). By encouraging self-awareness in therapy, acceptance of oneself and teaching positive relationships through a therapist client relationship, it is possible to strengthen authenticity by helping people to be open to all their experiences and live up to their internal values (McMillan, 2004). Components of authenticity can also be strengthened. By strengthening autonomy and other basic psychological needs in a family, interpersonal, work and educational environment, we can foster greater opportunity for people to integrate different parts of themselves and experience vitality and benefits from much more authentic living (Ryan & Deci, 2017).

Based on the conclusions of previous studies and theories examined in literature, the objective of the study is to examine basic value dimension and LOC influence on authenticity. To achieve this goal, hypotheses are raised that the basic value dimensions and LOC predicts an individual's sense of authenticity as follows:

- 1) openness to change and self-enhancement value dimensions together with an internal LOC positively predict authentic living scale;
- 2) conservation value dimensions and an external LOC positively predict the self-alienation scale;
- 3) self-transcendence value dimension and an internal LOC positively predict accepting external influence scales.

Methodology

A total of 327 surveys were completed, 10 participants were excluded from the study. Data analysis included 317 people aged 18 to 71 ($M = 39.89$; $SD = 11.34$), of whom 228 women (71.9%) and 89 men (28.1%). The breakdown of the sample by education is as follows: elementary school $n = 7$ (2.2%), high school $n = 42$ (13.2%), professional high school $n = 51$ (16.1%), bachelor's degree $n = 135$ (42.6%), master's degree $n = 79$ (24.9%), doctoral degree $n = 3$ (0.9%). The sample is made on an availability basis by collecting data electronically and in paper form.

The design of the study is an analysis of regressions. The study uses 3 surveys as tools. The authenticity scale (Wood et al., 2008, adapted in Latvia by G. Praulina, 2014), which consists of three sub-scales: authentic living, accepting external influence and self-alienation. The retest at 2 weeks is $R = 0.78$ and at 4 weeks is $R = 0.91$. Reliability (Cronbach's Alfa) in the original survey are: authentic living = 0.69, accepting external influence = 0.78, self-alienation = 0.78. (In the adapted version of LV, authentic living = 0.76, accepting external influence = 0.85, self-alienation = 0.85) all three factors are correlated: self-alienation with authentic living $R = -0.44$, self-alienation with accepting external influence $R = 0.40$ and authentic living with accepting external influence $R = -0.38$.

Individual values are measured by Portrait values Questionnaire (PVQ, Schwartz, 1992, adapted in Latvia by I. Austers, 2002; V. Renge and I. Muzikante 2008, abbreviated version). The 10 values from the survey can be combined into four value dimensions.

Reliability for dimensions are as follows: openness to change $\alpha = 0.76$, conservation $\alpha = 0.70$, self-enhancement $\alpha = 0.77$ and self-transcendence $\alpha = 0.73$.

Locus of control is measured by the Rotter's LOC scale (Rotter, 1966), which is being adapted as part of this study. The survey consists of 29 pairs of statements from which one answer must be chosen. The results are compiled from 23 pairs of claims, with 6 pairs of claims considered to be mixed pairs. Low rates indicate an internal LOC, high rates indicate an external LOC. Reliability in the original study was tested with the Kuder-Richardson ratio $R = 0.73$, retest after 1 month $R = 0.72$, after 2 months $R = 0.55$.

Data for study was collected online, using Google forms, as well as in paper form. Survey could be completed by any respondent, without the need to identify themselves. Because one of the surveys was adapted as part of this study, for retest purposes, the initial participants were able to create unique codes. The retest was performed after 3 weeks using unique codes. The data alignment was done manually. The data was analysed with IBM version 29.0 of SPSS Statistics.

Results

Initial analysis of descriptive statistics for the data obtained show, that Cronbach's α for openness to change ($\alpha = 0.74$) and self-enhancement ($\alpha = 0.79$) dimensions are at an acceptable level, while self-transcendence $\alpha = 0.60$ and conservation $\alpha = 0.63$ dimensions Cronbach's α are questionable. Two of the authenticity scale sub-scales show good Cronbach's α , while the authentic living scales Cronbach's α (0.55) is poor, so the data related to this scale should be explained with caution. The adapted Rotter's LOC scales Cronbach's α (0.72) has an acceptable reliability level.

Table 1 Descriptive statistics for scales ($N = 317$)

Scales	<i>M</i>	<i>SD</i>	<i>K-S</i>	<i>a</i>
LOC	11.74	3.92	0.09***	0.72
LOC 3 weeks.				0.86
<i>Value dimensions:</i>				
Openness to change	3.97	0.82	0.07***	0.74
Self-transcendence	4.22	0.74	0.06**	0.60
Conservation	3.68	0.80	0.07***	0.63
Self-enhancement	3.34	0.98	0.08***	0.79
<i>Authenticity sub-scales</i>				
Authentic living	5.51	0.90	0.08***	0.55
Accepting external influence	3.30	1.25	0.08***	0.83
Self-alienation	2.78	1.38	0.12***	0.83
Age ($N = 313$)	39.89	11.34	0.11***	–

** $p < 0.01$; *** $p < 0.001$

The Kolmogorov-Smirnov test was used for checking the normal distribution of scales. Table 1 shows that none of the scales correspond to normal distribution.

A correlation analysis was first performed to test the study's hypotheses. The correlation table (Table 2) shows that the three sub-scales of the authenticity scale correlate with each other. The scale of authentic living correlates significantly negatively with accepting external influence scale $R_s = -0.37, p < 0.01$ and self-alienation scale $R_s = -0.46, p < 0.01$, which are moderate correlations. On the other hand, accepting external influence scale correlates significantly positively and moderately closely with self-alienation scale $R_s = 0.43, p < 0.01$. Such results are consistent with the results of the authors of the authenticity scale and the internal structure of the survey remained in line with the original.

Table 2 Table of Spearman correlation coefficients for authenticity sub-scales, value dimensions, LOC and age ($N = 317$)

	1	2	3	4	5	6	7	8
1. Authentic living	–							
2. Accepting external influence	-0.37**							
3. Self-alienation	-0.46**	0.43**						
4. LOC	-0.13*	0.05	0.15**					
5. Openness to change	0.08	-0.06	-0.10	-0.08				
6. Self-transcendence	0.26**	0.08	-0.20**	-0.11	0.28**			
7. Conservation	0.11*		-0.05	0.04	-0.07	0.33**		
8. Self-enhancement	-0.10	.30**	0.08	-0.01	0.34**	0.13*	0.11*	
9. Age ($N = 313$)	0.17**	-0.19**	-0.22**	-0.07	-0.09	0.01	0.21**	-0.24**
10. LOC 3 weeks				0.79**				

* $p < 0.05$; ** $p < 0.01$

Analysis of the dimension correlations resulting from the portrait values survey (Table 2) shows that all correlations confirm the circular structure of the values referred to in Schwartz's basic values theory. For the Rotter's LOC scale adapted as part of this study, the stability at 3 weeks is $R_s = 0.79$ (see Table 2), which is considered good.

The correlations between surveys show a statistically significant, weak negative correlation between the LOC and the authentic living scale. A weak positive correlation appears between the external LOC and the self-alienation scale. However, the LOC does not correlate with any of the value dimensions. Conversely, the scale of authentic living correlates positively with the values dimensions of self-transcendence and conservation. Accepting external influence correlates positively with the dimensions of conservation and self-enhancement, highlighting the relationship between anxiety avoidance value orientation and accepting external influence. Self-alienation correlates negatively with the self-transcendence dimension.

The study put forward three hypotheses and underwent multiple linear regression with a backward step method to test these hypotheses. This method is chosen because it

allows to put all forecasters in the model first, regardless of their p -values, and then gradually remove those forecasters that have the highest p -values, leaving the most significant ones. This model also includes colinear forecasters, which the forward regression method might also exclude (Choueiry, n. d.). This analysis includes data up to $p < 0.1$.

Table 3 Dependent variable analysis of authentic living regression with independent variables – LOC, openness to changes and self-enhancement values dimensions ($N = 317$)

Step	Backward	R ²	F	B	SEB	β	T
1	Authentic living	0.04	3.86*				
	LOC			-0.03	0.01	-0.13*	-2.30
	Self-enhancement			-0.11	0.05	-0.12*	-2.02
	Openness to change			0.12	0.07	0.11	1.87

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

When examining hypothesis 1 “openness to change and self-enhancement value dimensions together with an internal LOC positively predict authentic living scale” (Table 3) it is confirmed in part because an internal LOC together with self-enhancement dimension significantly explains authentic living scale, but openness to change dimension does not show a meaningful relationship.

Table 4 Dependent variable analysis of authentic living regression with independent variables – LOC and value dimensions ($N = 317$)

Step	Backward	R ²	F	B	SEB	β	T
1	Authentic living	0.08	5.26***				
	Self-transcendence			0.23	0.08	0.19**	3.06
	Self-enhancement			-0.12	0.05	-0.13*	-2.28
	LOC			-0.03	0.01	-0.11*	-1.99
	Openness to change			0.07	0.07	0.06	0.96
	Conservation			0.06	0.07	0.05	0.90
2	Authentic living	0.08	6.37***				
	Self-transcendence			0.26	0.07	0.21***	3.67
	Self-enhancement			-0.12	0.05	-0.13*	-2.19
	LOC			-0.02	0.01	-0.11	-1.92
	Openness to change			0.05	0.07	0.05	0.80
3	Authentic living	0.07	8.29***				
	Self-transcendence			0.27	0.07	0.23***	4.06
	Self-enhancement			-0.10	-0.05	-0.11*	-2.04
	LOC			-0.10	0.05	-0.11*	-1.96

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

To understand the extent to which all value dimensions together with LOC explain authentic living scale, multiple regression has been performed to include all these forecasters. Here and forward, in additional regressions, the analysis includes all value dimensions because all values are important, only the hierarchy varies. Consequently, all value dimensions can have an impact on dependent variables. From Table 4, level on the authentic living scale are best positively predicted by positive self-transcendence and negative self-enhancement dimensions together with an internal LOC. Together these forecasters explain 7% ($R^2 = 0.07$, $F(3, 316) = 8.29$, $p < 0.001$), which explains a greater variation from the authentic living scale than the hypothesis 1.

Table 5 Dependent variable Self-alienation regression analysis with independent variables – LOC and conservation dimension ($N = 317$)

Step	Backward	R^2	F	B	SEB	β	T
1	Self-alienation	0.02	3.83*				
	LOC			0.05	0.02	0.15**	2.74
	Conservation			-0.05	0.10	-0.03	-0.51
2	Self-alienation	0.02	7.42**				
	LOC			0.05	0.02	0.15**	2.72

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

When examining hypothesis 2 “conservation value dimensions and an external LOC positively predict the self-alienation scale”, Table 5 shows that only an external LOC explains 2% ($R^2 = 0.02$, $F(1, 316) = 3.83$, $p < 0.05$) of self-alienation scale. Consequently, this hypothesis is only partially confirmed.

Table 6 Dependent variable Self-alienation regression analysis with independent variables – LOC and value dimensions ($N = 317$)

Step	Backward	R^2	F	B	SEB	β	T
1	Self-alienation	0.07	4.41***				
	Self-enhancement			0.21	0.08	0.15*	2.54
	Self-transcendence			-0.26	0.12	-0.14*	-2.24
	LOC			0.05	0.02	0.13*	2.32
	Openness to change			-0.16	0.10	-0.09	-1.50
	Conservation			-0.00	0.10	-0.00	-0.02
2	Self-alienation	0.07	5.53***				
	Self-enhancement			0.21	0.08	0.15*	2.56
	Self-transcendence			-0.26	0.11	-0.14*	-2.42
	LOC			0.05	0.02	0.13*	2.33
	Openness to change			-0.16	0.10	-0.09	-1.53
3	Self-alienation	0.06	6.57***				
	Self-enhancement			0.17	0.08	0.12*	2.19
	Self-transcendence			-0.31	0.11	-0.17**	-2.96
	LOC			0.05	0.02	0.13*	2.39

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

By incorporating all value dimensions together with LOC to predict self-alienation scale, Table 6 shows, that an external LOC together with self-enhancement and self-transcendence dimensions explain 6% ($R^2 = 0.06$, $F(3, 316) = 6.57$, $p < 0.001$) of the scale variation. This model explains self-alienation scale scores three times better than predictors put forward in the hypothesis.

Table 7 Dependent variable accepting external influence regression analysis with independent variables – LOC and self-transcendence dimension ($N = 317$)

Step	Backward	R ²	F	B	SEB	β	T
1	Accepting external influence	0.01	2.28				
	Self-transcendence			0.17	0.10	0.10	1.80
	LOC			0.03	0.02	0.08	1.38
2	Accepting external influence	0.01	2.64				
	Self-transcendence			0.16	0.10	0.10	1.63

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

The examination of hypothesis 3 “self-transcendence value dimension and an internal LOC positively predict accepting external influence scales” shows (Table 7) that this hypothesis was not confirmed and the model is not statistically significant.

Table 8 Dependent variable accepting external influence regression analysis with independent variables – LOC and value dimensions ($N = 317$)

Step	Backward	R ²	F	B	SEB	β	T
1	Accepting external influence	0.18	13.88***				
	Self-enhancement			0.42	0.07	0.33***	5.99
	Conservation			0.35	0.09	0.22***	3.98
	Openness to change			-0.29	0.09	-0.19***	-3.35
	LOC			0.02	0.02	0.05	0.99
	Self-transcendence			0.07	0.10	0.04	0.70
2	Accepting external influence	0.18	17.26***				
	Self-enhancement			0.42	0.07	0.33***	5.98
	Conservation			0.37	0.08	0.24***	4.58
	Openness to change			-0.27	0.08	-0.18**	-3.30
	LOC			0.02	0.02	0.05	0.91
3	Accepting external influence	0.18	22.76***				
	Self-enhancement			0.42	0.07	0.33***	5.99
	Conservation			0.37	0.08	0.24***	4.61
	Openness to change			-0.28	0.08	-0.18***	-3.38

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

When examining the impact of all value dimensions and LOC on accepting external influence scale, Table 8 shows, that the model is statistically significant and explains 18% of the variation of the scale ($R^2 = 0.18$, $F(3, 316) = 22.76$, $p < 0.001$). Accepting external influence scale is influenced by self-enhancement, conservation and openness to change dimensions, while the LOC has no significant impact on this model.

Discussion

A sense of authenticity is an individual's internal sense of how authentic a person feels in each situation, it varies more internally than in interactions with surroundings (Lenton et al., 2016). This feeling has long-term implications for well-being in general (Boyraz et al., 2014), being authentic right now raises chance of well-being in the future. However, in western culture, patients increasingly suffer from weak sense of authenticity (Martens, 2007). Inability to accept other people's authenticity can stem from being confronted with own neglected or negated true self. For this reason, it is important to understand what influences authenticity.

For the Rotter's LOC scale adapted as part of this study, reliability and retest values are consistent with those of the original study. Although authentic living scale has low reliability score, associations between the scales remain the same as in the original study. Correlations between value dimensions confirm the circular structure of basic values. Reliability scores of dimensions correspond to the original and they may vary from sample to sample due to different cultures.

LOC has associations with two of the three authenticity sub-scales: an internal LOC influences authentic living, while an external LOC influences self-alienation, which confirms essence of LOC construct (Rotter, 1996). LOC shows no influence on accepting external influence, which could be due to people with both internal and external LOC being influenced from others because we interact with others all the time and don't live in isolation.

None of the value dimensions in itself relate to the LOC. Although studies related to self-transcendence (Cheng et al., 2018, Hines et al., 1987) and self-enhancement dimensions (Judge & Bono, 2001) show associations with an internal LOC, this could be due to the overall influence of internal LOC. Also, none of these studies measure all values at the same time, but only the relationship between specific values and an internal LOC.

In this sample LOC along with values affect authentic living and self-alienation scales. Hypothesis 1 was partially confirmed showing, that an internal LOC together with negative self-enhancement dimension influences authentic living. Based on previous research, people with high self-enhancement dimension were expected to have high rates of authentic living scale, since the interaction between power and authenticity was mutual (Sheldon et al., 1997; Tou et al., 2015) and an internal LOC correlates with achievement (Judge & Bono, 2001). Openness to change dimension was expected to have a positive impact on authentic living, as meeting personal needs would make a person feel authentic, but these results did not confirm it.

When looking at all value dimensions together with LOC, full picture of authentic living scale appears. People with a higher internal LOC, higher self-transcendence and lower self-enhancement dimension feel authentic. These people believe that they influence events of their lives, that everyone has to have the same opportunities, they respect different points of views, they are loyal to their friends and take care of nature (Cheng et al., 2018; Hines et al., 1987).

A study conducted by Skara (Skara, 2020) found that people with a higher conformity value had higher self-alienation scale rates, however, this study confirmed hypothesis 2 in part and indicated that an external LOC influences self-alienation, yet there was no impact of the conservation dimension on this scale. This could be due to the fact that the relationship appeared in a specialised sample.

However, when all value dimensions and LOC are accounted, an external LOC, high self-enhancement and low self-transcendence dimensions, will increase self-alienation rate. These people attribute events to luck and other people, and will put more importance in being admired and respected and are oriented towards material benefits.

It should be noted that all values are important to all people, but their hierarchy varies. The hierarchy cannot be seen externally. Consequently, it may look like a person is loyal to friends or colleagues, but it's impossible to say what the underlying motivation is (Sosik et al., 2009). This underlying motivation could be the reason for the antithesis of self-alienation and authentic living, since the value dimensions that influence these scales are opposed.

This study did not confirm hypothesis 3. Such a result in a given sample could be due to the two ways others can affect us (Berrett-Lennard, 1998; Wood et al., 2008). We can accept external influence by moving away from our self, which would diminish self-inquiry in favour of listening to other opinions, or we can accept external influence and increase authentic living, by considering the social environment and situation and choosing appropriate strategies (Lopez & Rice, 2006). This would satisfy the fundamental need to maintain a sense of belonging to the group (Deci & Ryan, 2012), irrespective of the locus of control.

Although the LOC is irrelevant when it comes to accepting external influence, the value system has a significant impact on accepting external influence scale. High self-enhancement and conservation, and low openness to change dimension rating increases accepting external influence scale. People with this value dimension hierarchy will try to escape anxiety, fit into a group and gain personal accomplishments to gain respect of the group. Since openness to change dimension is low, these people are less likely to be original, less likely to take risks and less likely to seek freedom and independence from others. As social beings, we all are influenced by others in some ways, but the power of that influence depends on whether a person is more internally or externally oriented, because it will affect which of the other two scales of the authenticity will be affected by accepting external influence scale.

Limitation of this study is the low Cronbach's α of authentic living scale. When using obtained results, it should be noted, that influence of the LOC and values in authentic

living and self-alienation scale is small, so these conclusions affect very small part of the overall sense of authenticity. Previous studies have not considered all value dimensions in relation to the LOC simultaneously, so the results of this study indicate new information, but should be evaluated with caution. A further simultaneous measurement of all values and LOC is necessary in order to talk about the role of values and LOC in behaviour and to strengthen the results obtained here.

Since LOC does not play a role in accepting external influence scale, but the role is played by a hierarchy of values that do not affect the rates of authentic living and self-alienation scales, in future studies it would be worth checking whether accepting external influence is a moderator in how authentic we are.

Given the results of the study, the importance of self-knowledge and environmental impact in an individual's sense of authenticity emerges. Interacting with social environment reinforces internal beliefs (Rotter, 1966). By choosing to act in a stereotypical way, one diminishes one's autonomy and diminishes one's sense of authenticity (Martens, 2007). It is only by choosing to learn about oneself, acting in accordance with that acquired knowledge, by choosing autonomously to make decisions, while also considering the environment in which all of this is to be exercised, that a person strengthens his sense of authenticity and, in the long term, his general sense of well-being. Consequently, it would be advisable to seek different environments in society in order to be able to express all parts of one's personality, but in a clinical environment it would be advisable to promote self-knowledge and support the expression of one's authentic self within an appropriate environment.

Conclusions

In this study three constructs were studied together for the first time, although the very definition of authenticity includes both values and LOC. This study has led to a broader picture of how these constructs interact. In accordance with previous studies, the LOC affects an individual's sense of authenticity – people with an internal LOC live more authentically, but with an external LOC show higher self-alienation. However, while self-alienation and accepting external influence is positively correlated and both negatively correlate with authentic living, the locus of control has no effect on accepting external influence. In addition, this study shows the effect of two value dimensions on two authenticity indicators: high self-enhancement and low self-transcendence value dimensions influence higher levels of self-alienation, which negatively affects the sense of authenticity. Conversely, the opposite in the hierarchy of these values – high self-transcendence and low self-enhancement value dimensions create higher rates of authentic living, which positively influences feelings of authenticity.

The LOC has no impact on accepting external influence, it is influenced by value dimensions. In this study, high self-enhancement and conservation value dimensions and low openness to change value dimension increased accepting external influence scale rate and this rate was significant (18%). Since accepting external influence scale has a negative

correlation to authentic living, such dimension hierarchy can contribute to the subjective sense of not being authentic.

Results of the study show, that the social environment in which a person finds himself plays a big part in the sense of authenticity. The social environment either encourages or undermines an individual's desire to self-disclose, and also strengthens the hierarchy of values. According to what has already been stated in previous studies, being authentic and expressing one's values involves psychological and social costs, so that a situational variation in authentic self-expression does not constitute a sign of weakness, but takes account of the situation and the environment. Unless the environment is changed, it will have a long-term impact on the value hierarchy, meaning we can purposefully choose an environment ourselves that would contribute to strengthening of specific values. In pursuing our goals and satisfying our interests, we strengthen our sense of authenticity.

In a clinical environment, it would be important to encourage self-awareness, thereby helping to reduce self-alienation and teaching consensual and healthy relationships with others, where one considers one's needs (authentic living) and accepts the difference of others, thus encouraging acceptance external influences that are positive for authenticity. However, a strong emphasis in the clinical environment is directly on reducing self-alienation rates, by allowing real physiological conditions, emotions and deep-level cognitions to come to awareness in the first place. It is only after something has come to awareness that allows to begin to work towards desired goal.

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