

Assertiveness Profile

This questionnaire is designed to highlight your preferred pattern of behaviour when interacting with others. It is based on the assumption that our behaviour is an outward demonstration of the level of our belief in ourselves and whether we believe that we are more than, equal to or less than others.

Fill in the questionnaire as spontaneously and honestly as you can. It should take no more than 10-15 minutes of your time.

The more honest you are with yourself the more significant will be your results. Answer all statements ticking **YES** if it is true of you, or **NO** if it is untrue of you. When you have completed the questionnaire turn to the scoring chart at the end of the exercise.

Questions

Answer

- | | |
|---|--|
| 1. I have a tendency to think others are better than I am. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 2. I am often suspicious of others' motives. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 3. I usually rely on others to make decisions for me. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 4. I often feel angry towards others. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 5. I have a tendency to let others take responsibility for me. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 6. I generally have a sense of well-being. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 7. I often have difficulty in getting close to people. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 8. I have a tendency to mistrust other people. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 9. I have a tendency to keep myself to myself. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 10. I prefer others to take the lead and for me to follow. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 11. I usually express my feelings openly towards others. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 12. I often assume I won't get what I want. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 13. I often think others are after something when they thank me. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 14. I often feel miserable. | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 15. When I ask for what I want I generally give people no choice. | <input type="checkbox"/> Yes <input type="checkbox"/> No |

Questions

Answer

16. I usually tell people rather than ask them to do things. Yes No
17. I have a tendency to blame others when things go wrong. Yes No
18. I seek others' views when making decisions which affect them. Yes No
19. I have a tendency to put myself down. Yes No
20. When asked, I often don't know what I want. Yes No
21. I am usually cautious about what I say to others about myself. Yes No
22. I usually listen to and take account of others' views. Yes No
23. I generally enjoy getting on with my work. Yes No
24. I usually deal with conflict situations directly. Yes No
25. I rarely say "No" when asked to do something. Yes No
26. I have a tendency to be sarcastic. Yes No
27. I usually have difficulty in delegating to others. Yes No
28. I generally have creative solutions to problems. Yes No
29. When I refuse a request I usually feel guilty. Yes No
30. I have a tendency to be anxious about what people think of me. Yes No
31. I generally avoid taking on responsibility. Yes No
32. I have a tendency to see others as more important than I am. Yes No
33. I am generally quick to feel criticised. Yes No
34. I often think I am the only one who can do the job correctly. Yes No
35. I generally deal with conflict situations indirectly. Yes No
36. I enjoy discussing ideas with people. Yes No
37. I rarely give praise to others. Yes No
38. I usually find it difficult to sort out my problems. Yes No

Questions

Answer

39. I rarely receive feedback about my behaviour. Yes No
40. I regularly appreciate others for what they have done. Yes No
41. I am often acknowledged by others for what I do. Yes No
42. I have a tendency to be inconsistent about what I tell people. Yes No
43. I am generally quick to criticise others. Yes No
44. I am often easily hurt by others. Yes No
45. I usually let others make decisions for me. Yes No
46. I am often hostile towards people. Yes No
47. I am often short tempered with people. Yes No
48. I usually enjoy getting involved with and committed to tasks. Yes No
49. I generally take account of others' needs and wants. Yes No
50. I have a tendency to avoid eye contact. Yes No
51. I often feel resentful towards others. Yes No
52. I rarely ask for what I want. Yes No
53. I usually assume that I won't get what I want. Yes No
54. I have a tendency to feel lonely. Yes No
55. I often feel that others have let me down. Yes No
56. I usually ask questions in order to gather information. Yes No
57. I generally check out my assumptions with the people concerned. Yes No
58. I try not to offend people. Yes No
59. I often fantasise about ways of getting my own back on others. Yes No
60. I usually tell people what I think. Yes No
61. I generally say sorry when I have made a mistake. Yes No

Questions

Answer

62. I readily accept that people will say “No” to me sometimes. Yes No
63. I have a tendency to jump to and draw conclusions. Yes No
64. I rarely tell others what I really think or feel. Yes No
65. I usually go along with what other people want. Yes No
66. I usually feel inferior to others. Yes No
67. I am frequently demotivated in my work. Yes No
68. I am often despondent about things in general. Yes No
69. I have a tendency to dismiss others’ wants and needs. Yes No
70. I usually respect other people irrespective of their views. Yes No
71. I readily take on responsibility. Yes No
72. I am quick to put other peoples’ ideas down. Yes No
73. I am usually anxious about upsetting other people. Yes No
74. I regularly seek feedback from other people. Yes No
75. I am usually keen to spot the flaws in others’ arguments. Yes No
76. I often have negative thoughts about myself and others. Yes No
77. I usually feel equal to others. Yes No
78. I often expect that people will dislike me. Yes No
79. I have a tendency to be put upon by others. Yes No
80. I usually assume that others will not get on with me. Yes No

Scoring Chart

On this score sheet circle all those statements to which you have responded 'Yes'. Ignore the 'No's. Add up the number of circles in each column.

Passive	Passive/ Aggressive	Aggressive	Assertive
1	2	4	6
3	7	9	11
5	8	12	18
10	13	15	22
19	14	16	23
20	21	17	24
25	26	27	28
29	31	33	36
30	35	34	40
32	38	37	41
44	42	39	48
45	46	43	49
52	50	47	56
53	54	51	57
58	59	55	61
65	64	60	62
66	67	63	70
73	68	69	71
78	76	72	74
79	80	75	77

Score 13-20 suggests that this is how you **usually** think and feel about yourself and others, and behave towards them.

Score 7-13 suggests that this is how you **quite often** think and feel about yourself and others and behave towards them.

Score 0-6 suggest that this is how you **rarely** think and feel about yourself and others, and behave towards them.

Aggressive, Passive or Assertive?

Human behaviour can be categorised into three types:

- **Aggressive**
- **Passive**
- **Assertive**

Aggressive Behaviour

The underlying belief is that your personal rights are more important than those of others. Aggressive behaviour is expressed by:

- A tendency for I win/you lose solutions/situations
- A tendency not to influence or persuade but to:
 - manipulate
 - steam roller
 - coerce

Passive Behaviour

The underlying belief is that your personal rights are less important than those of others. Passive behaviour is expressed by:

- A tendency for you win/I lose solutions/situations.
- A tendency not to influence but to:
 - go along with things/people
 - not object openly
 - say, "I knew that would happen".

Assertive Behaviour

When using assertive behaviour, the underlying belief is that your personal rights are as important as those of others.

Assertive behaviour is expressed by:

- a tendency for win/win solutions/situations
- a tendency to influence by:
 - seeing from the other person's viewpoint
 - looking for benefits for all
 - trying to overcome problems.