Red Willow
COUNSELING & RECOVERY

Questionnaire — How Assertive are You?

Key
Score yourself on each statement from 0-5: 0 = never, or not at all like me
1 = rarely, or not much like me
2 = occasionally, or a little like me
3 = sometimes it's like me
4 = often, or quite like me
5 = always, or exactly like me

Record your score in the box for each item.

	A	B	C	D
1. When confronting someone about a problem I feel very uncomfortable.	☐			
2. I remain calm and confident when faced with sarcasm ridicule or poorly handled criticism.			☐	
3. It's easy for me to lose my temper.		☐		
4. I address problems directly without blame or judgment.			☐	
5. I feel it is all right to ask for what I want or to explain how I feel.			☐	
6. I feel comfortable with the amount of eye contact I make with other people, and believe they feel comfortable with it too..			☐	
7. I am easily upset or intimidated by ridicule or sarcasm.	☐			
8. It's more important that I get what I want rather than that other people like me.		☐		
9. I like it better when people work out what I want without my having to tell them.	☐			
10. I feel confident in my ability to handle positively most work situations involving confrontation with other people.			☐	
11. I'll use volume of my voice or tough eye contact or sarcasm to get what I want from other people.		☐		
12. I'll sarcasm or little 'jokes' to make my point.				☐
13. Patience with people is not one of my strong points .		☐		
14. Being liked by people is very important to me, even if that means 'buying' their cooperation at times.	☐			
15. I really don't like conflict and will avoid it any way I can.	☐			
16. I really don't like conflict, so use other ways to make my feelings known such as 'cutting' by-the-way remarks				☐
17. I may not be very direct with people but they can tell what I think of them just by looking at me.				☐

	A	B	C	D
18. I find it easy to poke or wag my index finger at others		☐		
19. Any impatience I feel for others comes out in my body language rather than my telling them directly about it.				☐
20. If asked to do something I don't want to, I'll do it, but deliberately won't do it as well as I could.				☐

	A	B	C	D
Total your score for each column:	☐	☐	☐	☐

The higher your score the more likely you are
to tend to exhibit that behavior

Column A = Passive
Column B = Aggressive
Column C = Assertive
Column D = Indirect (passive/aggressive)

Understanding your scores

You can now interpret your scores using the following information:

- The highest of your four totals may indicate that this is your predominant behaviour.
- .The lowest of all your totals may indicate that this is your least preferred pattern of behaviour.
- If all your totals are low, this may indicate an overall level of passivity, showing a lack of self-assurance and doubt in your ability when answering the questions.
- If assertive and passive totals are close, this may indicate a strengthening of your assertive approach. It shows you are asserting yourself more often, although a predominant passive insecurity influences a retreat to a people-pleasing position.
- If passive and aggressive totals are close, this may indicate a low self-esteem and insecurity, which underlies both behaviours. You may, for example, bottle up emotions and then explode with frustration when you can take no more. You then feel guilty about your outburst and return to a passive standpoint.
- If assertive and aggressive totals are close, this may indicate an imbalance of your self-expression and a dominant feeling of frustration. As you experiment with your assertion, you may still find yourself shouting or finger pointing when you struggle to get your views across. This will rebalance the more you practise.

How you can use these results to your advantage?

The questionnaire helps you build a better understanding of your behaviour patterns and you can now build on your discoveries.

1. Based on the questionnaire exercise, test out your results over the next two weeks. Form a more concrete analysis by talking to people you trust about how they see you; notice your behaviours in action and take note of the patterns that are most dominant for you.

2. Explore whether these behaviour patterns are different at work versus at home. If they are different, explore why that might be and what is it about one domain that produces a more confident behaviour the other?

3. Notice specific situations or people that influence you to react in an unassertive way. What is it about the person or event that provokes that reaction?