



The Assertiveness Inventory

The following questions will be helpful in determining how assertive you are. Be honest in your responses. To begin tear page 3 from the stapled packet. Read each statement and on page 3, circle the number that describes you best; is the statement something you....never / sometimes usually / most of the time / always...think or do?

1. When a person is highly unfair do you call it to their attention?
2. Do you find it difficult to make decisions?
3. Are you openly critical of others' ideas, behaviors, opinions?
4. Do you speak out in protest when someone takes your place in line?
5. Do you often avoid people or situations for fear of embarrassment?
6. Do you usually have confidence in your own judgment?
7. Do you insist that your spouse / roommate take on a fair share of household chores?
8. Are you prone to "flying off the handle"?
9. When a salesperson makes an effort, do you find it hard to say "No" even though you're not interested in the product?
10. When a latecomer is waited on before you are, do you call attention to the situation?
11. Are you reluctant to speak up in a discussion or a debate?
12. If a person has borrowed money, a book, etc. and is late returning it, do you mention it?
13. Do you continue to pursue an argument after the other person has had enough??
14. Do you generally express what you feel?
15. Are you disturbed if someone watches you work?
16. If someone keeps kicking or bumping your chair in a movie or lecture do you ask the person to stop?
17. Do you find it difficult to keep eye contact when talking to another person?
18. In a good restaurant, when your meal is improperly prepared or served, do you ask the server to correct it?
19. When you discover merchandise is faulty, do you return it for repair or replacement?
20. Do you show anger by name-calling or obscenities?
21. Do you try to be a wallflower or a piece of furniture in social situations?
22. Do you insist that your landlord (mechanic, repairman, etc.) make repairs, adjustments or

replacements which are his / her responsibility?

23. Do you often step in and make decisions for others?
24. Are you able to openly express love and affection?
25. Are you able to ask friends for small favors or help?
26. Do you think you always have the right answer?
27. When you differ with a person you respect, are you able to speak up for your own viewpoint?
28. Are you able to refuse unreasonable requests made by your friends?
29. Do you have difficulty in complimenting or praising others?
30. If you are disturbed by someone smoking near you, do you say so?
31. Do you shout or use bullying tactics to get others to do as you wish?
32. Do you finish other peoples' sentences for them?
33. Do you get into physical fights with others, especially others?
34. At family meals, do you control the conversation?
35. When you meet someone for the first time, are you the first to introduce yourself and begin a conversation?

After you have finished, total your scores for each column and then add those numbers together to get your total assertiveness score.

Scores can range from 0 to 140 with 70 being average.
Where does your score fall? What does that mean to you?

Something else to consider: what is the difference between being aggressive and being assertive? Being aggressive means having the tendency to use hostile and / or destructive methods to get what you want, need or deserve. Being assertive means acting in a way that is straightforward but not offensive. It involves taking into account **both** your own rights and the rights of others. By increasing your assertiveness skills you gain more control over your life. As a result, you will feel better about yourself, more confident and other people may gain respect for you.

Here's an example of how being aggressive & assertive are different:

Tom, Clay's supervisor at Stop 'n' Shop, tells Clay that he needs him to work several extra hours this weekend. Tom has often asked Clay to work extra time on weekends. However, he doesn't ask any of the other workers to work extra. Clay thinks this is unfair. He needs his job, but he hates to work extra hours, especially on the weekends. What can he say?

Aggressive Response: "No way, loser. Get off my butt!"

Assertive Response: “Tom, I like my job here but I can’t work extra hours this weekend, I’ve already made other plans. Did you ask Scott if he could work?”