

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 15 minutes.

The more honest you are with yourself the more significant your results will be. 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 other's 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 wellbeing	<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 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 **YES** **NO**
11. I usually express my feelings openly towards others **YES** **NO**
12. I often assume I won't get what I want **YES** **NO**
13. I often think others are after something when they thank me **YES** **NO**
14. I often feel miserable **YES** **NO**
15. When I ask for what I want I generally give people no choice **YES** **NO**
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 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 a 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**
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 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 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**
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 accommodate others' requirements **YES** **NO**
66. I think about everything I say in case it upsets someone **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 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**

Assertiveness Scoring Chart

On this sheet circle all those statements to which you have responded 'Yes' Ignore the 'No's.
Then 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 suggests that this is how you *rarely* think and feel about yourself and others and behave towards them.

Being Assertive

Consider your results from the Assertiveness Profile.

How can your behaviour preference impact on your professional relationship with clients / colleagues?

How can assertive behaviours help in our professional relationships with clients?

What can you do to become more assertive?



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