

## **Assertiveness Test – Trainer Notes**

Delegates work on their own. Instruct people to answer questions as best they can and explain that there are no right or wrong answers. Ask delegates to use a colour code system to colour the statement that best describes them. Suggested colours are Q1 Red, Q2 Green, Q3 Yellow.

**Agg = aggressive**

**Ass = assertive**

**Sub = submissive**

**When the questionnaire has been completed by all. Explain the behaviour that relates to each colour and then continue your discussion and facilitation about assertive behaviour and that answers are ...**

- a) Assertive**
- b) Aggressive**
- c) Submissive**



## How assertive are you?

For each question tick only one answer a, b or c or colour using

1a	I usually act appropriately in situations and with problems
1b	I usually 'lose my rag' if things are not going right
1c	If things are not going right, I tend not to say anything
2a	I am usually calm, honest and confronting, expressing true feelings and honestly held views, whilst considering the views and feelings of others.
2b	I usually express my views clearly and honestly no matter what others think - I say it as it is
2c	I usually fail to express my views or apologise for expressing my views
3a	I like to win, and I tend to play fairly
3b	I am prepared to do what I must do to win - winning is everything
3c	I don't tend to push myself
4a	I value myself and I behave confidently most of the time
4b	I believe that I am better than most people and therefore I look after number one
4c	I tend to undervalue myself
5a	I make decisions on what I know to be true after considering the opinions of others
5b	I make decisions on what I know to be true even if I must dismiss the opinions of others
5c	I don't tend to make decision that I think may offend others
6a	I stand up for myself without invading the views, beliefs or opinions of others.
6b	When standing up for myself I sometimes get wound up and refuse to let other people speak
6c	I tend not to stand up for myself
7a	I usually express honest and true feelings, thoughts, or beliefs calmly
7b	Sometimes when expressing my honest and true feelings, thoughts or beliefs people think I am too straight and offensive
7c	I often fail to express honest and true feelings, thoughts, or beliefs.
8a	I do think some people have foolish beliefs, but I listen to their opinions anyway
8b	I don't suffer fools gladly, so I don't listen to their opinions
8c	I tend to listen rather than speak my mind
9a	I am comfortable with conflict
9b	I enjoy conflict
9c	I try to avoid problems and conflict.
10a	I speak my mind and express honest feelings calmly even if it may upset people
10b	I speak my mind and express honest feelings and I don't care if I upset people
10c	I go to great lengths to prevent others getting hurt or upset