

## ASSERTIVENESS – SELF-ASSESSMENT QUESTIONNAIRE

Answer the following questionnaire by placing a cross that corresponds to you answer in the column below:

- **Rather true:** If you think or act this way most of the time
- **Rather false:** If you don't agree or rarely do what is described

N°	Items	Rather true	Rather false
1	I often say “yes”, when I really want to say “no”		
2	I defend my rights without infringing those of others		
3	I prefer to hide my thoughts and feelings if I don't know the person well enough		
4	I'm rather authoritarian and decisive		
5	It is usually easier and smarter to act through a middleman than to act directly		
6	I'm not afraid to criticize and tell people what I think		
7	I don't dare refusing tasks that clearly don't fit my powers and skills		
8	I'm not afraid to give my opinion, even when facing hostile interlocutors		
9	When there is a debate, I prefer to stand back to see what will happen		
10	I'm sometimes accused of contradicting myself		
11	It is hard for me to listen to others		
12	I know how to get close to influential people; this has been of much use to me in the past		
13	I'm considered smart and clever when it comes to relations		
14	I communicate with others based on trust rather than domination or calculation		
15	I prefer not to ask the help of my colleagues, as they might think that I'm not competent enough		
16	I'm shy and I feel stuck whenever facing an unusual situation		
17	I'm said to fly off the handle easily; I get angry and others laugh		
18	I'm comfortable with face-to-face interactions		

N°	Items	Rather true	Rather false
19	I often pretend; how else can you manage to get what you want?		
20	I'm talkative and I tend to interrupt others without noticing it in time		
21	I'm ambitious and I'm willing to do whatever it takes to get to where I want		
22	In general, I know who I need to see and when; this is important if you want to succeed		
23	In case of disagreement, I look for realistic compromises on the basis of mutual interests		
24	In an argument, I prefer to put my cards on the table.		
25	I tend to procrastinate what I do		
26	I often walk away from a job without finishing it		
27	In general, I present myself as I am, without hiding my emotions		
28	It takes a lot to intimidate me		
29	Intimidating others is often a good way to take the power		
30	When I get cheated on, I know how to take my revenge.		
31	To criticize someone, it is effective to blame him/her for not following his/her own principles. He/she has to agree		
32	I know how to secure personal advantages thanks to my resourcefulness		
33	I'm able to be myself, while being socially accepted at the same time		
34	When I don't agree, I try to make my opinion clearly heard		
35	I'm always concerned not to annoy others		
36	It's hard for me to take a side or choose		
37	I don't like to be the only one with a different opinion in a group: In this case I prefer to keep quiet		
38	Public speaking does not intimidate me		
39	Life is a constant struggle with changing balance of powers		
40	I'm not afraid to take on dangerous and risky challenges		
41	Entertaining conflicts can sometimes be more effective than soothing tensions		
42	Playing cards on the table is a good way to build confidence		

N°	Items	Rather true	Rather false
43	I'm a good listener and I don't interrupt people when speaking		
44	I always go to the end of what I have decided to do		
45	I'm not afraid to express what I'm feeling		
46	I know how to bring people to my ideas and make them acceptable		
47	Using a bit of flattery is still a good way to get what you want		
48	It can be difficult for me to keep my speaking time under control		
49	I know how to make ironic remarks		
50	I am friendly and easygoing, but sometimes I get a little exploited		
51	I would rather observe than participate		
52	I prefer to be behind the scene than to be at the forefront		
53	I don't think that manipulation is an effective solution		
54	One should not be too quick in revealing one's intentions, this is clumsy		
55	I often shock people with my propositions and thoughts		
56	I would rather be a wolf than a lamb		
57	Manipulating other is often the only practical way to get what you want		
58	I know how to protest effectively in general, without excessive aggression		
59	I think that problems cannot be effectively addressed without seeking the roots of what caused these problems		
60	I don't like others to think ill of me		

This questionnaire is taken from the book *"Assertiveness"* (D. Chalvin, Editions ESF, 1981).

*Correction table*

The items of the questionnaire all correspond to an example of a **passive (flight)**, **aggressive (attack)**, **manipulative** or **harmonious assertiveness**. The table below indicates their distribution according to the 4 considered attitudes. Every time that you answered “Rather true” to a given question, you can add 1 point to the corresponding attitude. The total score is indicative of your tendency to adopt the corresponding attitude.

Passive attitude (flight)		Aggressive attitude (attack)		Manipulation		Harmonious assertiveness	
1		4		3		2	
7		6		5		8	
15		10		9		14	
16		11		12		18	
17		20		13		23	
25		21		19		24	
26		28		22		27	
35		29		31		33	
36		30		32		34	
37		39		41		38	
50		40		42		43	
51		48		46		44	
52		49		47		45	
59		55		54		53	
60		56		57		58	
<b>Total</b>		<b>Total</b>		<b>Total</b>		<b>Total</b>	

*Representation graph*

You can now indicate your score for each attitude on the graph below and link the different points with a line. The diagram thus obtained expresses your tendency to adopt this or that behavior in situations of conflict:

