

Make several copies of the card below. Record interactions you have with others where a commitment or perceived commitment occurs. Write down the person, situation and your response. Later, take the time to determine which style you used. If you responded in any way other than by being assertive develop the assertive style response. This mental practice will prepare you to respond assertively in the future.

Assertive- Recognizes that you are in charge of your own behavior and that you get to decide what you will or will not do. It also recognizes that the other people are in charge of their behavior and that you cannot control them. Using Assertive style we respect the feelings and opinions of others, but do not necessarily embrace or conform to them. It allows us to express our preferences for others behavior, understanding that the choice is up to them.

Passive- Used to avoid conflict at all costs. You give control over your life to other people. This is demonstrated when you give in to unreasonable demands, go along with the crowd, do not sharing your opinion until someone else shares theirs, never giving negative feedback or do anything that might attract attention to yourself.

Aggressive- Used to get others to submit to you through intimidation. You will win regardless of the cost to others. The feelings and opinions of others are not considered. Aggression is usually the result of feeling threatened so responding with anger seems justified.

Passive-Aggressive - Combines elements of both the passive and aggressive styles. You disguise your anger so that you can avoid taking responsibility for it. The 'aggressive' anger makes you want to get even, but the 'passive' holds you back so retaliation is done indirectly masked by denying 'intent'.

Date: _____ Location: _____

Person/Group: _____

Situation: _____

Response: _____

Was the response...
 Assertive? Passive? Aggressive? Passive/Aggressive?

What were my feelings? _____

What was the outcome? _____

What would I do differently if I had a 'do-it-over'? _____

