

Assertiveness Inventory

People feel different degrees of discomfort in handling interpersonal situations requiring them to assert themselves in some way. Please indicate your degree of discomfort in the space provided on the left of each situation below. Use the scale on the left to indicate the degree of discomfort.

Next, go over the list a second time and indicate to the right of each item the probability of your displaying the behavior. Use the scale on the right to indicate how often you display the behavior.

- 1 – no discomfort
- 2 – a little
- 3 – a fair amount
- 4 – much discomfort
- 5 – very much

- 1 – always
- 2 – usually
- 3 – about half of the time
- 4 – rarely
- 5 – never

	Turning down a request to borrow something valuable	
	Complimenting a friend	
	Asking for a favor	
	Resisting a pushy salesperson	
	Apologizing when you are at fault	
	Apologizing when you are not at fault	
	Turning someone down who asks you out	
	Admitting you are afraid	
	Telling your partner when they do something upsetting	
	Asking for a raise	
	Asking someone out on a date	
	Admitting you're confused and asking for clarification	
	Applying for a job	
	Asking for an expected service when it's not provided	
	Discussing openly with a person their criticism of your behavior	
	Returning items to a store	
	Expressing a different opinion	
	Telling someone good news about your life	
	Resisting peer pressure	
	Quitting a job	
	Requesting that someone return a borrowed item	
	Receiving compliments	
	Delegating a task to peers (student orgs, group projects)	
	Raising hand in class when you know the answer	
	Confronting a peer with a disagreement	
	Confronting someone with power over you with a disagreement	
	Confronting someone you hold power over with a disagreement	
	Saying no	
	Nominating yourself for a desired position	
	Asking for help	
	Taking time for yourself	

Helpful Definitions

Assertion – Standing up for personal rights and expressing thoughts, feelings, and beliefs in direct, honest and appropriate ways which do not violate another person's rights. Assertion involves respect – respect for your needs and rights, and respect for the other person's needs and rights.

Nonassertion – Violating one's own rights by failing to express honest feelings, thoughts, and beliefs and consequently permitting others to violate oneself, or expressing one's thoughts and feelings in such an apologetic, diffident, self-effacing manner that others can easily disregard them. Nonassertion shows a lack of respect for one's own needs. It also sometimes shows a subtle lack of respect for the other person's ability to take disappointments, shoulder responsibility or handle problems.

Aggression – Directly standing up for personal rights and expressing thoughts, feelings, and beliefs in a way which is often dishonest, usually inappropriate, and always violates the rights of the other person. The usual goal of aggression is domination and winning, forcing the other person to lose.