

Communication Styles

Within each row, place a checkmark in the column that describes your usual style the best. When you are done, check to see which column has the most checkmarks. Although not a formal psychological test, this may help you determine your most common style.

	Passive	Aggressive	Passive-Aggressive	Assertive
Behavior	<input type="checkbox"/> Keep quiet. Don't say what you feel, need, or want. Put yourself down frequently. Apologize when you express yourself. Deny that you disagree with others or feel differently.	<input type="checkbox"/> Express your feelings and wants as though any other view is unreasonable or stupid. Dismiss, ignore, or insult the needs, wants, and opinions of others.	<input type="checkbox"/> Failure to meet the expectations of others through 'deniable' means: forgetting, being delayed, and so on. Deny personal responsibility for your actions.	<input type="checkbox"/> Express your needs, wants, and feelings directly and honestly. Don't assume you are correct or that everyone will feel the same way. Allow others to hold other views without dismissing or insulting them.
Nonverbal	<input type="checkbox"/> Make yourself small. Look down, hunch your shoulders, avoid eye contact. Speak softly.	<input type="checkbox"/> Make yourself large and threatening. Eye contact is fixed and penetrating. Voice is loud, perhaps shouting.	<input type="checkbox"/> Usually mimics the passive style.	<input type="checkbox"/> Body is relaxed, movements are casual. Eye contact is frequent but not glaring.
Beliefs	<input type="checkbox"/> Others' needs are more important than yours. They have rights; you don't. Their contributions are valuable. Yours are worthless.	<input type="checkbox"/> Your needs are more important and more justified than theirs. You have rights, they don't. Your contributions are valuable. Theirs are silly, wrong, or worthless.	<input type="checkbox"/> You are entitled to get your own way, even after making commitments to others. You are not responsible for your actions.	<input type="checkbox"/> Your needs and those of others are equally important. You have equal rights to express yourselves. You both have something valuable to contribute. You are responsible for your behaviour.
Emotions	<input type="checkbox"/> Fear of rejection. Helplessness, frustration, and anger. Resentment toward others who 'use' you. Reduced self-respect.	<input type="checkbox"/> Angry or powerful at the time and victorious when you win. Afterward: remorse, guilt, or self-hatred for hurting others.	<input type="checkbox"/> Fear that you would be rejected if you were more assertive. Resentment at the demands of others. Fear of being confronted.	<input type="checkbox"/> You feel positive about yourself and the way you treat others. Self-esteem rises.
Goals	<input type="checkbox"/> Avoid conflict. Please others at any expense to yourself. Give others control over you.	<input type="checkbox"/> Win at any expense to others. Get control over them.	<input type="checkbox"/> Get your own way without having to take responsibility.	<input type="checkbox"/> Both you and others keep your self-respect. Express yourself without having to win all the time. No one controls anyone else.