

by Patrick Wanis

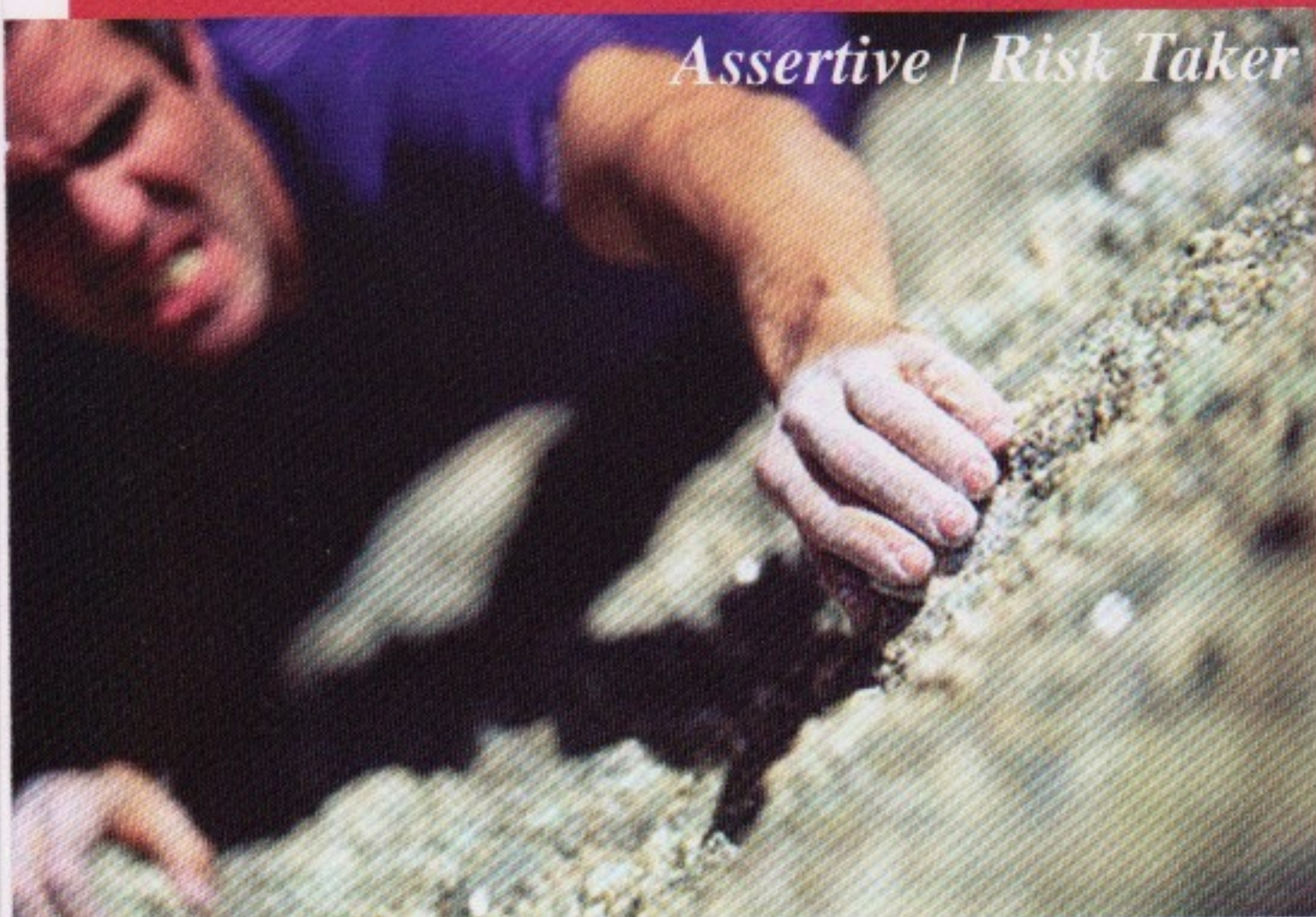
# Who controls you?

## You, your emotions or other people?

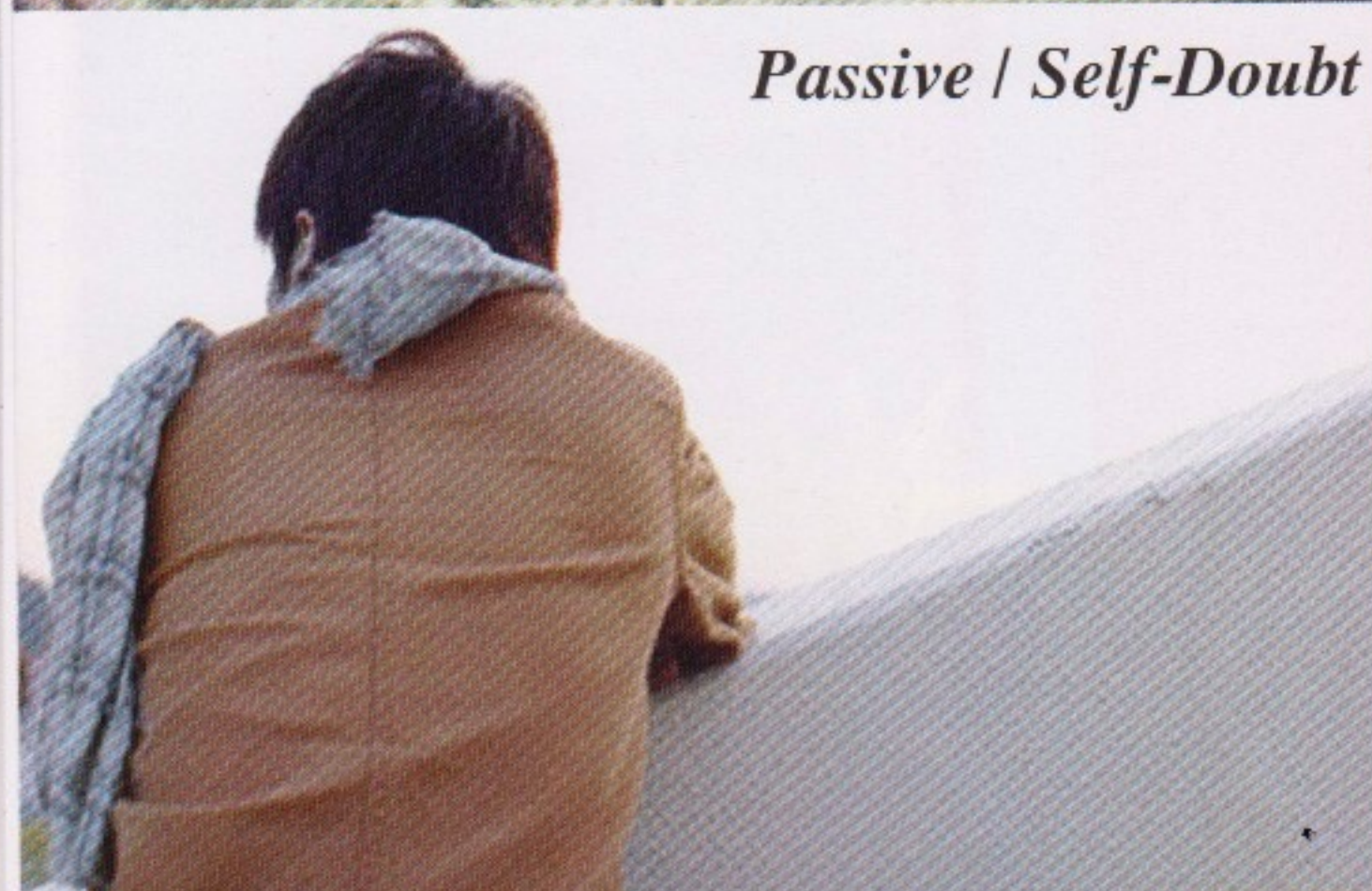
Who makes your decisions? Do you feel you are in control of your life? Do you let others walk all over you? Do you stand up for yourself? Do you walk all over other people? Are you Assertive, Passive or Aggressive?

### Which RU?

*Assertive / Risk Taker*



*Passive / Self-Doubt*



*Aggressive / Power*



#### *Assertive People*

Assertive people have strong self-esteem. They are risk takers and normally even tempered. They don't allow other people to control their future. Many assertive people were once passive or aggressive.

#### *Passive People*

Passive people accept others' thoughts and feelings with little objection or resistance. They may show no or little respect for their own basic human rights. Passive people often lack confidence, have self-doubt and low self-esteem.

#### *Aggressive People*

Aggressive people show no or little respect for others' basic human rights. They use their power to achieve results, and often are angry inside. They are not team players, unless they are playing games with their own ball. Aggressive people often do not trust people.

Passive \_\_\_\_\_ *Less Assertive More* \_\_\_\_\_ Aggressive

You can recognize a person's assertiveness level by how they look (directing their energy outward or inward), how they sound (from shouting to mumbling to silence), and what they say (from demands to awkward suggestions.)

How do you respond?

When people want to get a task done and fear it is not getting done, their behavior naturally becomes more controlling as they try to takeover and push ahead. When people want to get it right and fear it will be done wrong, their behavior becomes perfectionist, finding every flaw and potential error. When people want to get along and they fear they will be left out, their behavior becomes more approval seeking, sacrificing their personal needs to please others. When people want to get appreciation and fear they are not, their behavior moves towards getting more attention.

## ASSERTIVENESS TEST

Go over the questions and mark your "Degree of Discomfort" (that means how much of any kind of uncomfortable feeling you get in that situation) in asserting yourself in each of the situations. Use the following scale to indicate degree:

- 1. = none
- 2. = a little
- 3. = a fair amount
- 4. = much
- 5. = very much

Next, go over the list a second time and indicate, after each item, your "Response Probability" (the likelihood that you would act this way if faced with the situation). Cover your 'Degree of Discomfort' rating as you do this. Use the following scale to indicate your 'Response Probability.'

- 1. = always do it
- 2. = usually do it
- 3. = do it about half the time
- 4. = rarely do it
- 5. = never do it

Degree of Discomfort	Situation	Response Probability
	1. Turn down a request to borrow money	
	2. Compliment a friend or co-worker	
	3. Receive compliments	
	4. Ask a favor of someone that will mean time/work/effort for him/her.	
	5. Return merchandise.	
	6. Start a conversation with a stranger or new acquaintance.	
	7. Get off the telephone with a long-winded friend.	
	8. Admit "I don't know." when you don't know something.	
	9. Delegate authority to a woman.	
	10. Delegate authority to a man.	
	11. Answer a hostile, unjustified put-down.	
	12. Ask for a better table in a restaurant when the maitre d' puts you and a friend next to the kitchen.	
	13. Request the return of borrowed items.	
	14. Say something when someone else takes credit for your work.	
	15. Speak up at a meeting.	

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