

The Assertiveness Inventory

By Robert E. Alberti and Michael L. Emmons

The following questions will be helpful in assessing your assertiveness. Be honest in your responses. All you have to do is draw a circle around the number that describes you best. For some questions, the assertive end of the scale is at 0, for others at 3.

Key: 0 means no or never; 1 means somewhat or sometimes; 2 means usually or a good deal; and 3 means practically always or entirely.

1. When a person is highly unfair, do you call it to attention?
0 1 2 3
2. Do you find it difficult to make decisions?
0 1 2 3
3. Are you openly critical of others' ideas, opinions, behavior?
0 1 2 3
4. Do you speak out in protest when someone takes your place in line?
0 1 2 3
5. Do you often avoid people or situations for fear of embarrassment?
0 1 2 3
6. Do you usually have confidence in your own judgment?
0 1 2 3
7. Do you insist that your spouse or roommate take on a fair share of household chores?
0 1 2 3
8. Are you prone to "fly off the handle"?
0 1 2 3
9. When a salesperson makes an effort, do you find it hard to say "No"
even though the merchandise is not really what you want?
0 1 2 3
10. When a latecomer is waited on before you are, do you call attention to the situation?
0 1 2 3
11. Are you reluctant to speak up in a discussion or debate?
0 1 2 3
12. If a person has borrowed money (or a book, garment, thing of value) and is overdue in returning it, do you mention it?
0 1 2 3
13. Do you continue to pursue an argument after the other person has had enough?
0 1 2 3
14. Do you generally express what you feel?
0 1 2 3

15. Are you disturbed if someone watches you at work?
0 1 2 3
16. If someone keeps kicking or bumping your chair in a movie or a lecture, do you ask the person to stop?
0 1 2 3
17. Do you find it difficult to keep eye contact when talking to another person?
0 1 2 3
18. In a good restaurant, when your meal is improperly prepared or served, do you ask the waiter/waitress to correct the situation?
0 1 2 3
19. When you discover merchandise is faulty, do you return it for an adjustment?
0 1 2 3
20. Do you show your anger by name-calling or obscenities?
0 1 2 3
21. Do you try to be a wallflower or a piece of the furniture in social situations?
0 1 2 3
22. Do you insist that your property manager (mechanic, repairman, etc) make repairs, adjustments or replacements which are his/her responsibility?
0 1 2 3
23. Do you often step in and make decisions for others?
0 1 2 3
24. Are you able to express love and affection openly?
0 1 2 3
25. Are you able to ask your friends for small favors or help?
0 1 2 3
26. Do you think you always have the right answer?
0 1 2 3
27. When you differ with a person you respect, are you able to speak up for your own viewpoint?
0 1 2 3
28. Are you able to refuse unreasonable requests made by friends?
0 1 2 3
29. Do you have difficulty complimenting or praising others?
0 1 2 3
30. If you are disturbed by someone smoking near you, can you say so?
0 1 2 3
31. Do you shout or use bullying tactics to get others to do as you wish?
0 1 2 3
32. Do you finish other people's sentences for them?
0 1 2 3
33. Do you get into physical fights with others, especially with strangers?
0 1 2 3
34. At family meals, do you control the conversation?
0 1 2 3

35. When you meet a stranger, are you the first to introduce yourself and begin a conversation?

0 1 2 3

Totally It All Up... What Does It Mean?

When you complete the Inventory, you'll probably be tempted to add up your total score. DON'T! It really has no meaning. There is no such thing as a general quality of assertiveness. "What is assertive" must be answered in terms of the person and the situation.

The Inventory is not a standardized psychological test; the studies required to thoroughly evaluate and approve a test have not been conducted. Thus, a "total score" approach is not appropriate.

Analyzing Your Results

"Your Perfect Right- A Guide to Assertive Living" suggests the following steps for analysis of your responses to the Assertiveness Inventory:

- Look at individual events in your life, involving particular people or groups, and consider your strengths and shortcomings accordingly.
- Look at your responses to questions 1, 2, 4, 5, 6, 7, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 21, 22, 24, 25, 27, 28, 30, and 35. These questions are oriented toward nonassertive behavior. Do your answers to these items tell you that you are rarely speaking up for yourself? Or are there perhaps some specific situations which give you trouble?
- Look at your responses to questions 3, 8, 13, 20, 23, 26, 29, 31, 32, 33, and 34. These questions are oriented towards aggressive behavior. Do your answers to these questions suggest you are pushing others around more than you realized?

How to Get Assistance with Assertiveness at UNH

If you feel that you would like to improve some areas of your non-assertive behaviors or change the existing aggressive behaviors that exist, contact a Wellness Educator/Counselor at the Office of Health Education and Promotion, Health Services at 862-3823 or visit <http://www.unh.edu/health-services>. All visits are covered by the Health Services fee.

All text was adapted from "Your Perfect Right- A Guide to Assertive Living" by Robert E. Alberti and Michael L. Emmons. The book is available in the Health Services Resource Library.