

## ASSERTIVE, AGGRESSIVE, AND NON-ASSERTIVE BEHAVIOR

### Assertive

Respectful of others  
Honest, but tactful  
Sincere  
Self-confident  
"I'm okay; you're okay."  
Using "I" statements  
Nonjudgmental  
Supportive

### Payoff and Effects

Self-confidence  
Freedom in relationships  
Does not "get back at" others  
Does not build up tension  
Self-accepting  
Accepting of others

### Layman Terms

Classy  
Poised  
Kind  
Good natured  
Mature



### Aggressive

"I'm okay; you're not!"  
Judgmental  
Domineering  
"Shoulds" on self and others  
Critical  
Honest at someone else's  
expense  
One-upmanship  
Sarcastic humor

### Payoff and Effects

Feels superior  
Gets needs met in short term  
Might be guilty and alienated  
Isolated  
Feels mighty  
Wants to be "right"

### Layman Terms

Bully  
Arrogant  
Bossy  
Intolerant  
"Know it all"



### Non-Assertive

"You're okay; I'm not."  
Self-demeaning  
Feels like a "martyr"  
Wants to be accepted  
Avoidant  
Needs to be liked  
Lets others choose  
Does not take responsibility

### Payoff and Effects

Avoids conflict  
Others don't "get mad" at them  
Does not make waves  
Accumulates tension and  
anger  
Does not hurt feelings  
"Safe"—Doesn't change

### Layman Terms

Wimp  
Doormat  
Coward  
Passive  
Timid

