**Assertive Scale**

The following are behaviors in the assertive scale. Consider the people in your life or on your team that demonstrate these behaviors.

When they have descriptive words more toward the top, their instinct is to demonstrate the behavior shown in the box at the edge (larger font). Higher assertive is the top two boxes and tends to “tell” more while lower assertive is the lower two boxes and tends to “ask” more.

*Tell*

|  |  |
| --- | --- |
| Dominant Pattern | Expressive Pattern |
| Outspoken  Aggressive  States/declares opinions  Directive  Takes risks  Decisive  Impressive, powerful  Take-charge attitude | Active/confident  Uses power  Confronting  Impatient  Verbose/openly shares thoughts  Not hesitant to take action  Conversational  Outgoing |
| Acts deliberately  Cautious  Opinionates BUT quietly  Avoids use of power  Thinks (a lot) about decisions  Asks detailed questions  Methodical  Conscientious | Quiet/reserved  Supportive  Easy-going attitude  Good listener  Cooperative  Slow to act  Avoids risk  Meandering |
| Analytical Pattern | Amiable Pattern |

*Ask*