**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 |
| OutspokenAggressiveStates/declares opinionsDirectiveTakes risksDecisiveImpressive, powerfulTake-charge attitude | Active/confidentUses powerConfrontingImpatientVerbose/openly shares thoughtsNot hesitant to take actionConversationalOutgoing |
| Acts deliberatelyCautiousOpinionates BUT quietlyAvoids use of powerThinks (a lot) about decisionsAsks detailed questionsMethodicalConscientious | Quiet/reservedSupportiveEasy-going attitudeGood listenerCooperativeSlow to actAvoids riskMeandering |
| Analytical Pattern | Amiable Pattern |

*Ask*