

Comparison of: Passive-Assertive-Aggressive

Characteristics of Passive, Assertive, and Aggressive Problem Solving Styles			
	Passive	Assertive	Aggressive
	<i>Not standing up for self</i>	<i>Standing up for self</i>	<i>Standing on others</i>
	Non-assertiveness (being passive) is permitting other people to treat you, your thoughts and your feelings in whatever way they wish without any challenge from you. <i>It is doing what others want you to do regardless of your own desires or preferences.</i>	Assertiveness is thinking and acting in ways that stand up for your legitimate personal rights. It is an expression of your thoughts and feelings which defines your perspective <i>without subtracting from the legitimate rights of others.</i>	Aggressiveness is standing up for what you want regardless of the rights and feelings of others. Aggression can be either verbal or physical. <i>Aggressive behavior is often done in anger and is usually intimidating or manipulating.</i>
#	<i>Examples:</i>	<i>Examples:</i>	<i>Examples:</i>
1	Your legitimate rights are relinquished.	Your legitimate rights are claimed.	Your legitimate rights are demanded.
2	You view the rights of other as superior to yours.	You view the rights of others as equal to yours.	You view the rights of others as inferior to yours.
3	The problem is postponed or avoided.	The problem is attacked.	The person is attacked.
4	Self-denying.	Self-enhancing.	Self-enhancing at the expense of others.
5	Allow others to choose for us.	Choose for ourselves.	Choose for others.
6	Establishes a pattern of others taking advantage of us.	Establishes a pattern of mutual respect in relationships.	Establishes a pattern of being feared and avoided by others.
7	Stores up internal anger and resentments.	Reduces and resolves anger.	Acts out anger.
8	Talks to others with respect for them.	Talks to others with respect for them and self.	Talks to others with respect only for self.
9	Lacks confidence.	Confident.	Over-confident.
10	Sees others as oppressive.	Sees others as equals.	Sees others as opponents.
11	Wishes goals would be achieved.	Works toward goals.	Insists upon achievement of goals.
12	Forces other people to guess how you think and feel.	Acknowledges to others how you think and feel.	Insists upon letting others know how you think and feel.
13	Hopes for favors, services, etc.	Requests favors, services, etc.	Demands favors, services etc.
14	Wants to be a winner and can't.	Wants to be a winner and tries.	Wants to be a winner and will at any price.

Reference: Alberti, R.E. "Your Perfect Right." Lange & Jakubowski. "Responsible Assertive Behavior"
(Adapted from handout provided by Dr. H. Free, 1994)