



# RECOGNIZING RESPONSE STYLES

## Behavior Pattern-Recognition for Assertion

This chart compares characteristics of three behavior patterns. It is important to use these categories to recognize patterns, rather use them to categorize people. Categorizing creates clear distinctions for learning. Remember that individual expression often contains mixed messages.

In personal safety training, recognizing patterns and choice is a key element for any conflict resolution. This knowledge increases awareness of abuse, an important protective factor, and resourcefulness. People who are more congruent and give fewer mixed messages are viewed as less vulnerable and are generally more skillful in daily communication and with conflict resolution.

<b>PASSIVE</b>	<b>ASSERTIVE</b>	<b>AGGRESSIVE / ABUSIVE</b>
Lose-Lose or Lose-Win	Win-Win	Win-Lose
Person or problem is avoided	Problem is attacked	Person is attacked
Gossip and triangular communication; undermining	Direct expression	Hostile, disrespectful or critical; sarcasm; triangular speech and undermining
Hopes goals will be achieved	Works toward goals with respect for others	Sacrifices rights of others in order to achieve goals
Needs not met or met through manipulation	Needs met honestly, creatively	Needs met at other's expense
Legitimate rights given up	Legitimate rights claimed	Violation of others' rights
Establishes a pattern of others taking advantage	Establishes a pattern of respect for future inter-relating	Establishes a pattern of fear and avoidance
Builds anger, resentment, and patterns of failure	Expresses anger without attack	Acts out or projects anger
Lets others guess how you think/feel. Reinforces low self-esteem with results such as hurt, anxiety, inhibition, anger	Expresses ideas, opinions, wants/needs/feelings. Emotionally honest. Reinforces self-esteem	Self-enhancing at other's expense. May or may not communicate. Reinforces feelings of superiority.
Avoids people or avoids direct expression	Respect for self and others	Respect for self only
Views rights of others as first priority	Recognizes rights of others as equal to rights of self	Views rights of self as superior to rights of others
Lacks confidence	Self-confident	Cocky, hostile
Hopes	Requests and Asserts	Demands
Encourages others to feel guilt, anger, feelings of being manipulated	Mutually-enhancing	Encourages feelings of domination, humiliation, intimidation in others
Prevents close relationships	Contributes to freer, honest and closer relationships	Dominates and/or destroys relationships
Others choose for you	Chooses for self	Chooses for others

Adapted from "Your Perfect Right" and "Psycho Cybernetics" from the Center for Rational Living