

# Assessing Your Managerial Assertiveness

Understanding your level of assertiveness is important to know for effective leadership. This exercise will help you evaluate your assertiveness and identify areas for improvement.

**Instruction:** Rate yourself on a scale of 1 to 4: 1 - Rarely | 2 - Sometimes | 3 - Often | 4 - Always

<b>Feedback:</b> I provide direct, constructive feedback to team members.	1	2	3	4
<b>Conflict Resolution:</b> I address conflicts promptly and directly.	1	2	3	4
<b>Boundary Setting:</b> I say "no" to unreasonable requests when appropriate.	1	2	3	4
<b>Team Advocacy:</b> I speak up for my team's needs to upper management.	1	2	3	4
<b>Pressure Handling:</b> I maintain composure and assertiveness in high-stress situations.	1	2	3	4
<b>Initiative:</b> I proactively propose new ideas to improve processes.	1	2	3	4
<b>Personal Needs:</b> I communicate my own needs and personal boundaries clearly at work.	1	2	3	4
<b>Total Score</b>				

## Scoring:

- 24-28: High assertiveness
- 19-23: Moderate assertiveness
- 14-18: Developing assertiveness
- Below 14: Low assertiveness

**Reflection:** Identify your lowest-scoring area and write down one specific action you can take to improve in the next week.