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Psychoeducation Series

Why Being Assertive is Important?

Being assertive is an essential practice to
build and sustain self-esteem and mental health

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INABILITY TO SAY

NO



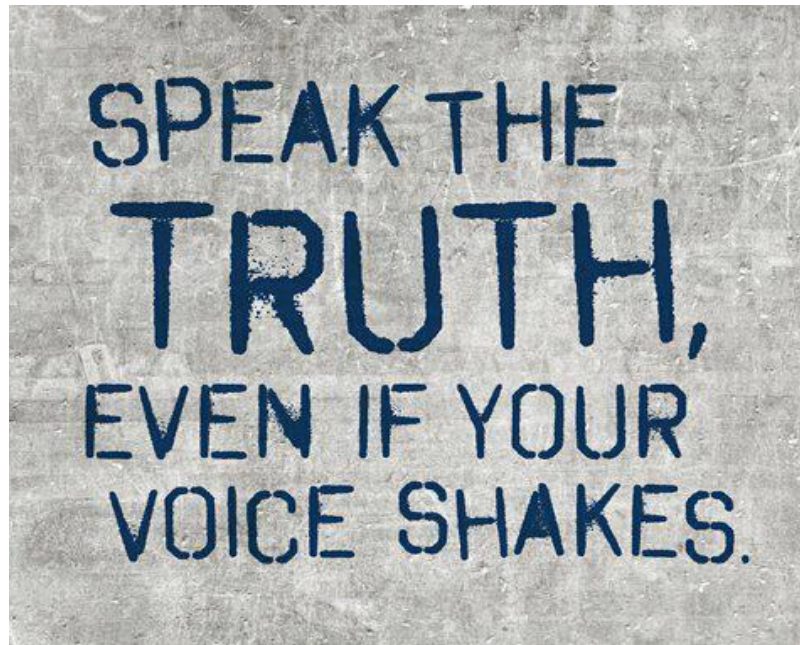
Do you find it difficult to say 'no'?

Lack of Assertiveness can lead to conditions and issues such as:

- Depression
- Low-self-esteem
- Workplace conflict
- Relationship problem
- Anxiety – including social anxiety

Being Assertiveness Means:

- Being authentic
- Claiming your voice
- Respecting yourself and other people
- Being honest and speaking and up **'your truth'**



What Happens When You Don't Speak 'Your Truth'?

When you don't speak 'your truth', you:

- Shrink yourself
- Devalue yourself
- Put yourself down
- Disrespect yourself
- Misrepresent yourself

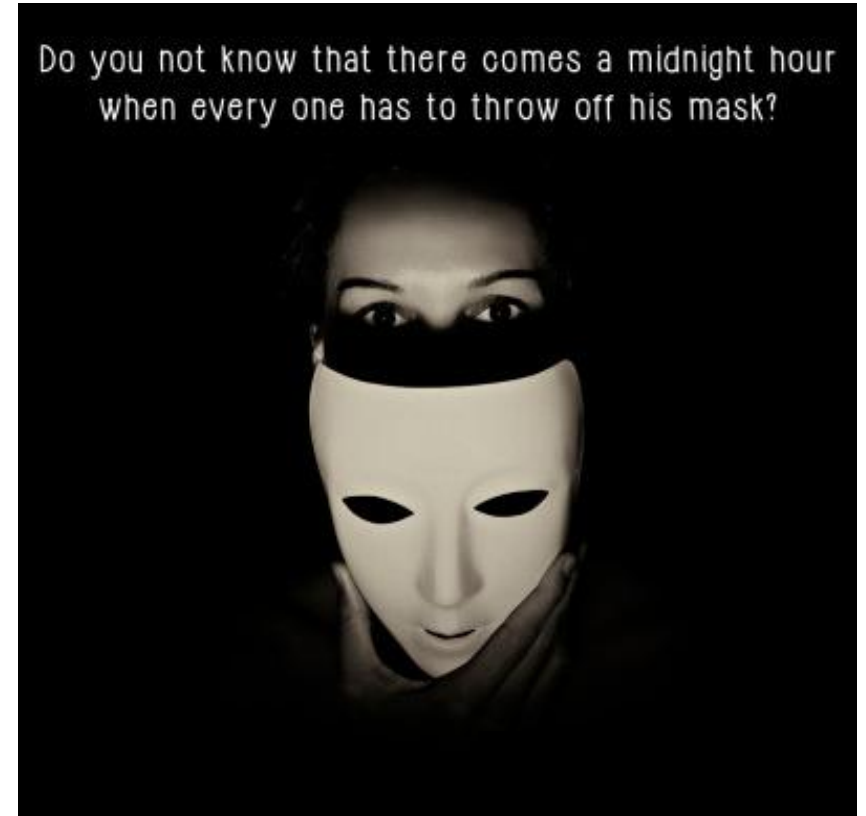


“The most common form of despair is not being who you are.”

—Søren Kierkegaard

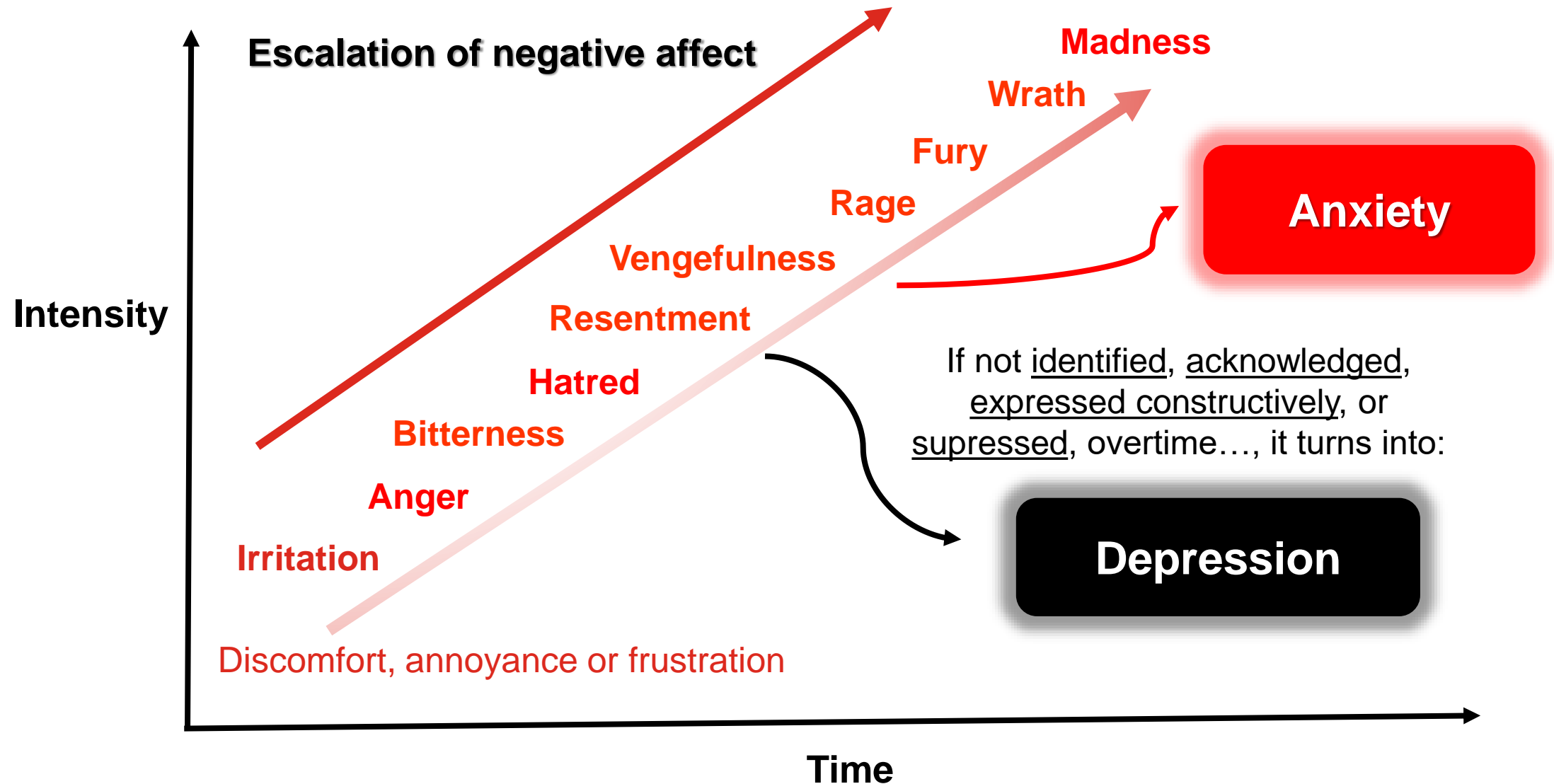
If you don't speak 'your truth', you:

- Lose yourself
- Try to please others
- Pretend to be some one else
- Others cannot see your real self
- Wear a mask to hide who you really are, what you feel, and what you want



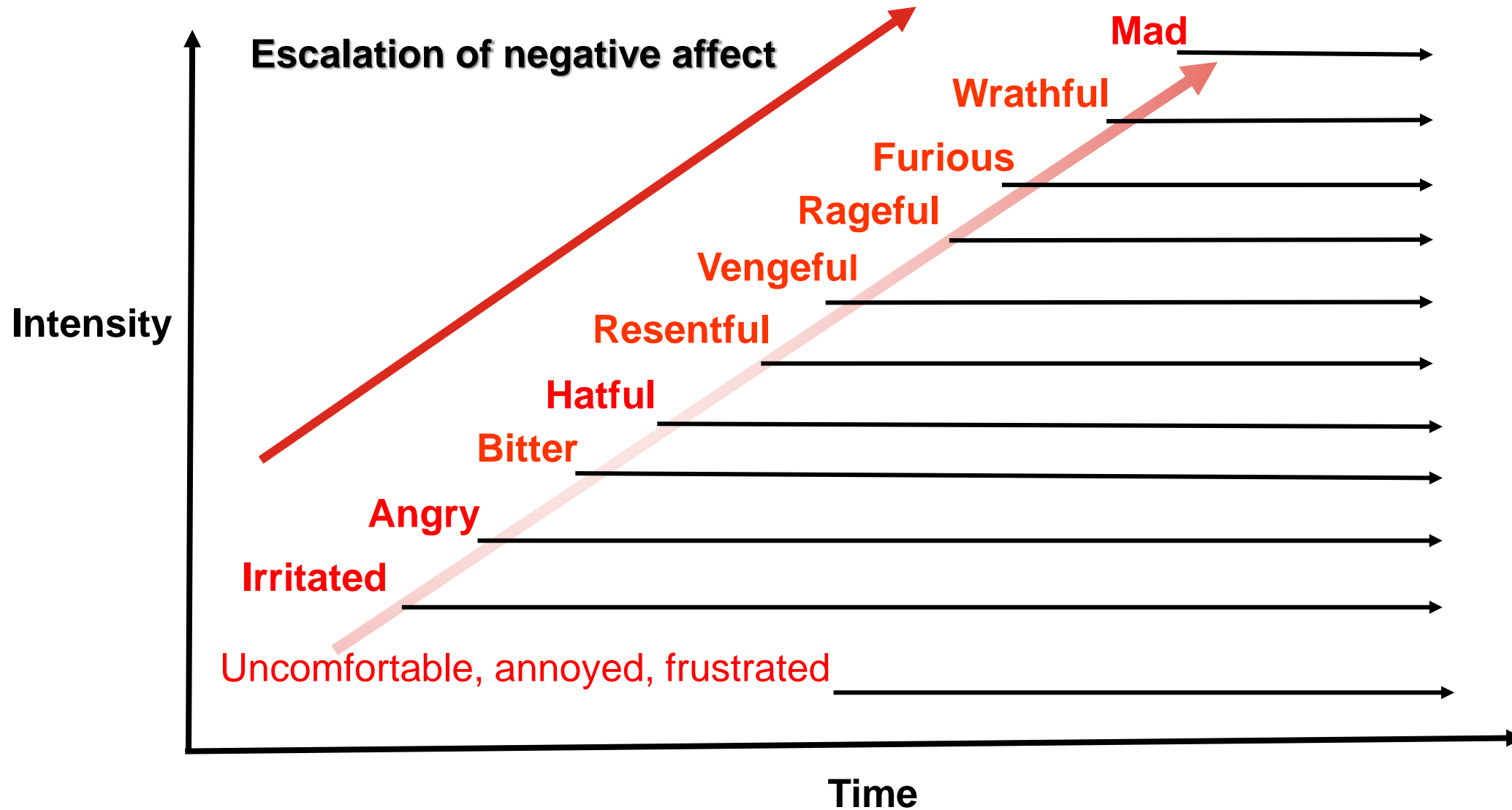
Eventually, you become a **stranger** to yourself.
And, before you know it, **depression** kicks in!

How Unexpressed Anger Leads to Depression and/ or Anxiety?



Feeling vs Behaviours

Behaviours/Actions



Levels Of Anger Escalation

Healthy	Mild	Serious	Extreme
<p>*You're calm & happy most of the time</p> <p>*You get frustrated some times, but it doesn't last</p> <p>*You get angry very rarely, but you take effective action</p> <p>*You express all of your emotions in an open, healthy manner</p>	<p>*You are not as happy as you want to be</p> <p>*You feel irritated and frustrated often</p> <p>*You keep your feelings to yourself</p> <p>*You avoid conflict and have issues with anxiety and/or depression</p>	<p>*You are irritated most of the time</p> <p>*You have a lot of battles going on in your mind</p> <p>*You feel like a victim to the actions of others</p> <p>*You lash out at others too often</p> <p>*Your anger is stealing your joy</p>	<p>*You're always angry about something</p> <p>*You have a negative view of other people</p> <p>*Your anger escalates out of control</p> <p>*You hurt the ones you love</p> <p>*You may be dangerous to yourself or others</p>

Very Angry



Total state of calm

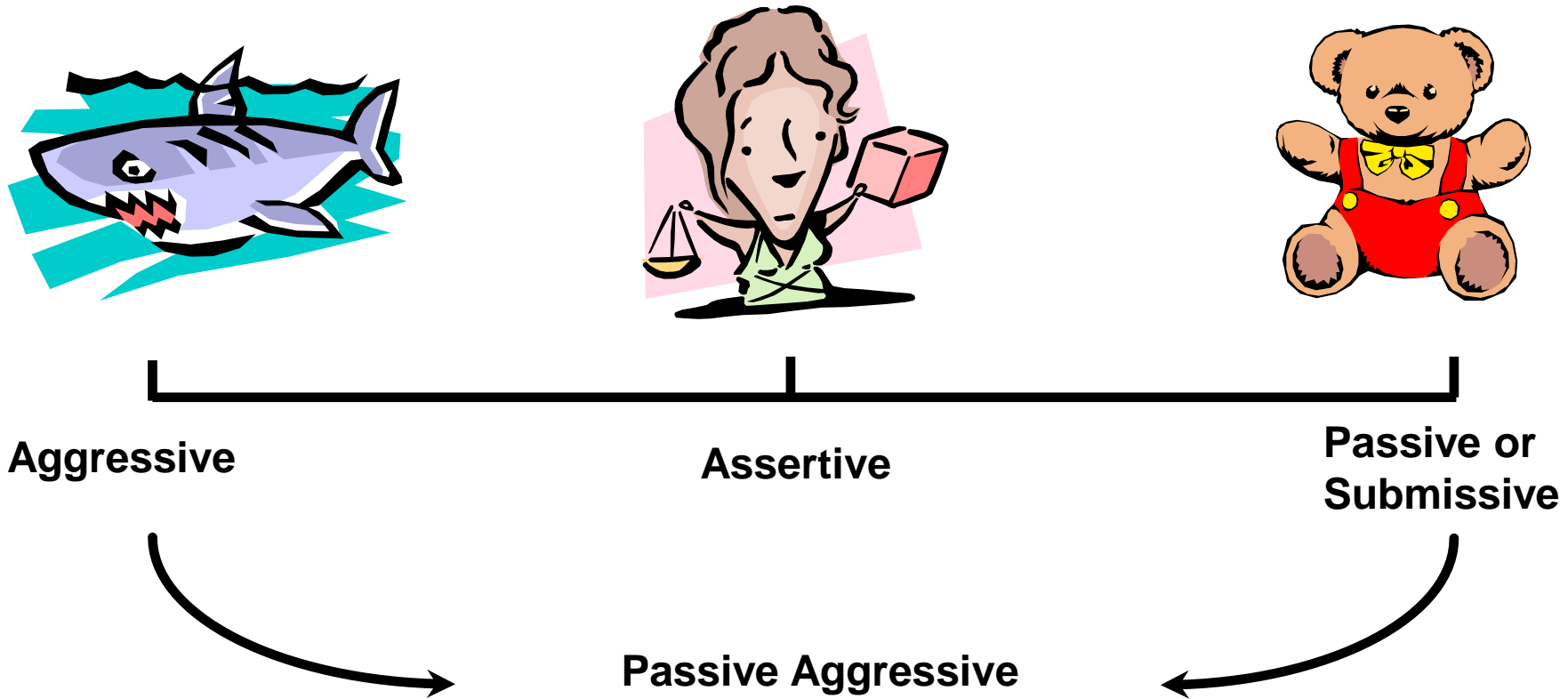


- Explosion
- Violence
- Loss of control
- Negative consequences
- You lose!

You have a choice.

Use your anger control plan to avoid reaching 10.

Four Main Communication Styles



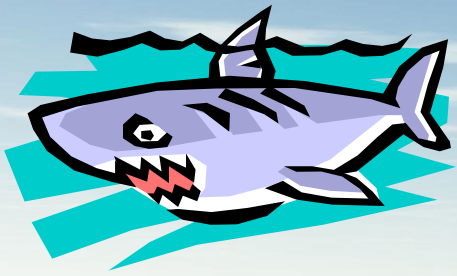
There are four main communication styles:

(1) Aggressive

(2) Assertive

(3) Passive or Submissive

(4) Passive Aggressive



Aggressive behaviour is about expressing your feelings, needs, wants, and ideas, while disrespecting that of others.

Aggressive people stand up for themselves and their rights, but at the expense of the rights of others. They attack, dominate, belittle, bully, and humiliate others. **Why?**

What really lies below the surface of aggressive people?

- Fear of being hurt or pushed around.
- Low self-esteem.
- Lack of confidence.
- Sense of inferiority.
- Insecurity
- Vulnerability.

Aggressive people over-compensate for their insecurities





Passive or submissive behaviour entails not expressing your feelings, needs, wants, and ideas by ignoring your own rights and needs.

Passive people allow others to disrespect them, and walk all over them.

Why?

What really lies below the surface of passive people?

- Fear of rejection.
- Strong need to be accepted at all cost.

Rationale (Myth):

If I'm always nice to others, they will like me.

Reality:

The opposite is true. If you're always nice to others; they will treat you like a doormat.

Passive behaviour is about pleasing others and avoiding conflict.

Submissive individuals behave as if the needs of others are more important than their own needs.

Passive communication is a style in which individuals have developed a pattern of avoiding or suppressing their needs, feelings, or opinions.

These individuals believe:

I'm not important.

I'm not worth of being respected.

Signs You're Too Passive/Submissive



- You say “yes” when you don’t want to.
- You apologise for things that aren’t your fault.
- You feel guilty.
- You spend time with people you don’t like.
- You avoid conflict.
- People take advantage of your kindness.
- You don’t feel appreciated.
- You feel burnt out on giving and not receiving.



- You find yourself overburdened with additional responsibilities.
- You don’t take care of yourself because you’re too busy taking care of everyone else.
- You compromise your values if it means people will be happy with you.
- You may begin to resent the people you are nice to.
- You attract narcissists, manipulators, and users.

Passive-Aggressive Communication



Passive-aggressive behavior involves acting indirectly aggressive, rather than directly aggressive.

People with passive-aggressive behavior express their negative feelings subtly through their actions, instead of handling them directly.

This creates a separation between what they say and what they do.

For example, say someone proposes a plan at work. A person with passive-aggressive behavior may oppose the plan, but instead of voicing their opinion, they say that they agree with it.

Since they're actually against the plan, however, they resist following it.

They may intentionally miss deadlines, turn up late to meetings, or undermine (sabotage) the plan in other ways



Deliberately destroy, damage, or obstruct something.

Signs of Passive-Aggressive Behavior

Signs of this type of behavior include:

- Acting stubborn.
- Blaming others.
- Acting hostile or cynical.
- Being disagreeable or irritable.
- Procrastinating or being forgetful.
- Frequently criticising or protesting.
- Complaining about being unappreciated
- Performing tasks inefficiently or making mistakes.
- Displaying a cynical, pessimistic, or aggressive demeanour.
- Displaying resistance, bitterness, hostility or resentment toward the requests or demands from others.



10 Common Expressions Passive-Aggressive People Use

Signs of this type of behavior include:

1. *"Fine. Whatever".*
2. *"I'm not angry/mad".*
3. *"Okay, I'm coming".*
4. *"I thought you knew".*
5. *"Sure, I'd be happy to".*
6. *"I was only joking, of course".*
7. *"I didn't know you meant now".*
8. *"Why are you getting so upset?".*
9. *"You just want everything to be perfect".*
10. *"You've done so well for someone with your education level."*





Assertive communication is about expressing your needs, feelings, ideas and opinions, while respecting that of others.

Assertive people stand up for themselves, while respecting others.

Why?

What really lies below the surface of assertive people?

- High/healthy self-esteem.
- Sense of self-worth.
- Sens of self-respect.

Self-assertiveness means honouring your wants, needs and values, and seeking appropriate forms of their expression in all areas your life.

Assertiveness is a way of behaving that makes sure that you get the attention and respect of others.

Being assertive means refusing to fake your person to be liked to others.





Perhaps, when you were young, you received the message that:

***“What you thought, felt, and wanted
was not important”.***

Perhaps, you were taught (or learned) that:

***“What you wanted wasn’t important;
what’s important is what others want”.***

Perhaps, you were (or felt) intimidated by accusations of
‘selfishness’ when you attempted to stand up for yourself.



Your Life Does NOT Belong to Others

and

You Are NOT in the World to

Live Up to Someone Else's Expectations.

Without appropriate self-assertiveness, we are spectators, not participants in life.

**Healthy self-esteem asks that we leap into the arena
– that we be willing to get our hands dirty.**

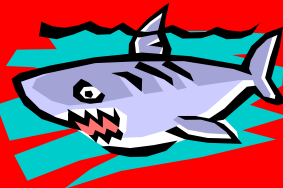


Assertiveness entails the willingness to confront rather than evade the challenges of life and to strive for mental health and well-being.

When we expand the boundaries of our ability to cope, we expand self-efficacy and self-respect.

When we commit ourselves to new areas of learning, when we take on tasks that stretch us, we raise personal power.

We thrust ourselves further into the universe.
We assert our existence.

Communication Styles

	Aggressive 	Assertive 	Passive (Submissive) 
Verbal communication	<ul style="list-style-type: none"> ▪ 'You' statements. ▪ Loud voice. ▪ Yelling, shouting or screaming. 	<ul style="list-style-type: none"> ▪ "I" statements. ▪ Firm and clam voice. ▪ Confident and composed. 	<ul style="list-style-type: none"> ▪ Apologetic. ▪ Overly soft or tentative voice.
Non-Verbal communication	<ul style="list-style-type: none"> ▪ Staring, narrow eyes. ▪ Tense, clenched fists or pointing fingers. ▪ Pose of dominance, threat and challenge. 	<ul style="list-style-type: none"> ▪ Looking direct. ▪ Relaxed posture. ▪ Smooth and relax movements. 	<ul style="list-style-type: none"> ▪ Looking down or away. ▪ Stooped posture. ▪ Excessive smiling and/or head nodding
Implications to others	<ul style="list-style-type: none"> ▪ The feelings of others are not important. ▪ Others don't matter. ▪ I believe I'm superior. 	<ul style="list-style-type: none"> ▪ Respectful. ▪ We are both important. ▪ We both matter. ▪ We are equal. 	<ul style="list-style-type: none"> ▪ My feelings are not important. ▪ I don't matter. ▪ I believe I'm inferior. ▪ I treat myself like a doormat.
Consequences for me	<ul style="list-style-type: none"> ▪ I feel guilty or inadequate. ▪ I have regrets/disappointments. 	<ul style="list-style-type: none"> ▪ I respect myself. ▪ High/healthy self-esteem. ▪ Self-confidence. 	<ul style="list-style-type: none"> ▪ Lost self-respect. ▪ Low self-esteem. ▪ Depression over time.
How people experience or see me?	<ul style="list-style-type: none"> ▪ Others fear me. ▪ Others don't trust me. ▪ Other see me as a bully. ▪ I have a bad reputation. 	<ul style="list-style-type: none"> ▪ Others respect me. ▪ Others trust me. ▪ I enjoy a good reputation. 	<ul style="list-style-type: none"> ▪ Lost of respect from others. ▪ Others don't take me serious. ▪ Others take advantage of you.



When You Are Assertive, You:

- Enhance your sense of self-respect.
- Build your self-esteem and self-confidence.
- Feel good about yourself.
- Gain respect from others.
- Enhance your interpersonal skills.
- Improve your relationships.
- Increase your career/employment prospects.

**Assertive behavior is the healthiest way to maintain self-esteem,
feel good about yourself, and
build and maintain healthy relationships with others.**

Assertiveness



*Express yourself
openly & honestly
positively & confidently*

Be Assertive:

- Claim Your Freedom
- Find Your True Voice
- Speak Up Your Truth
- Stand Up for Yourself
- Build Your Self-esteem
- Feel Empowered and Confident

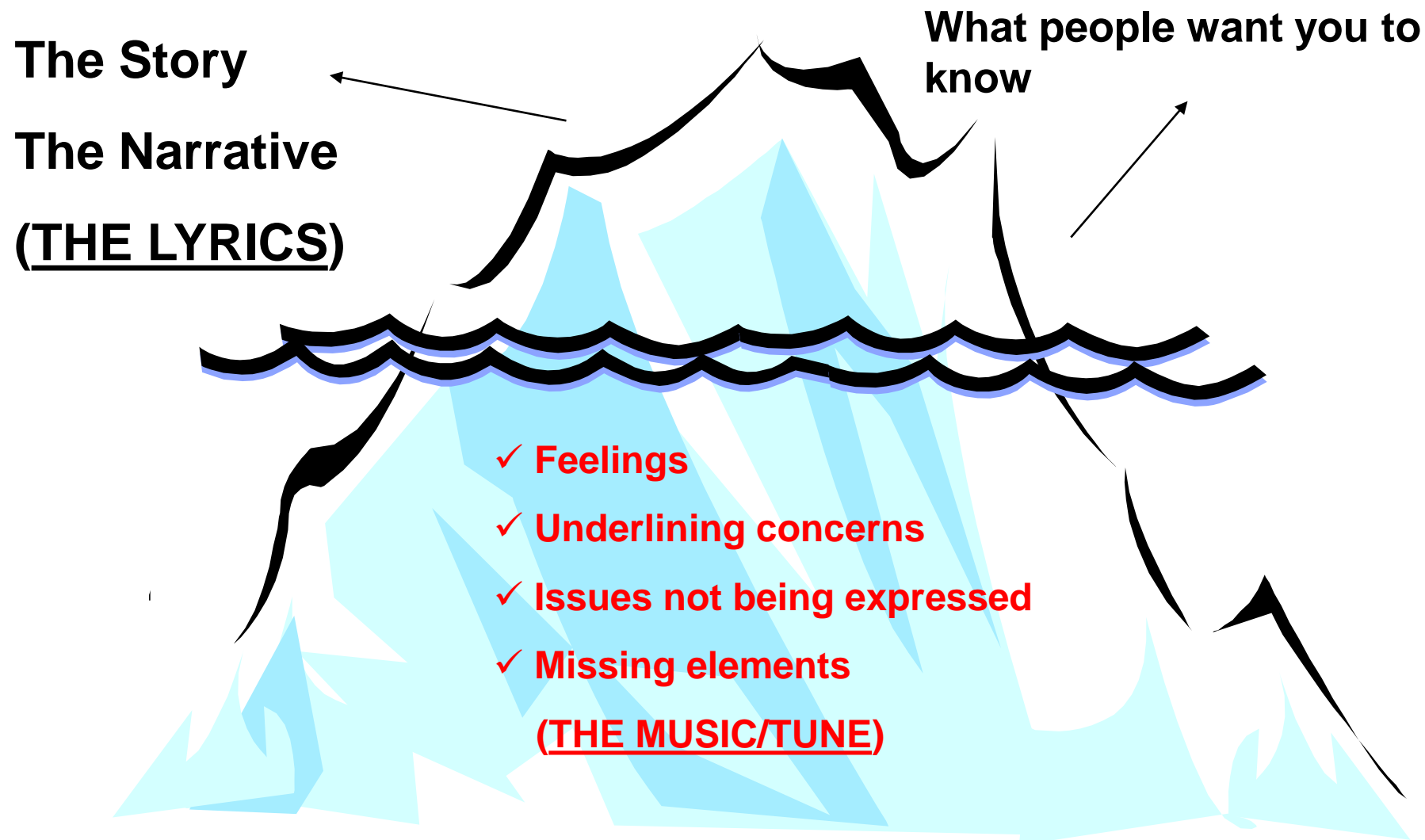
Three-Step Formula to Become Assertive

1. Situation	<i>When you</i> [Describe the actual behaviour]
2. Feeling	<i>I feel</i> [Name the actual feeling]
3. Preference or Request	<i>What I would like is</i> [State your preference]

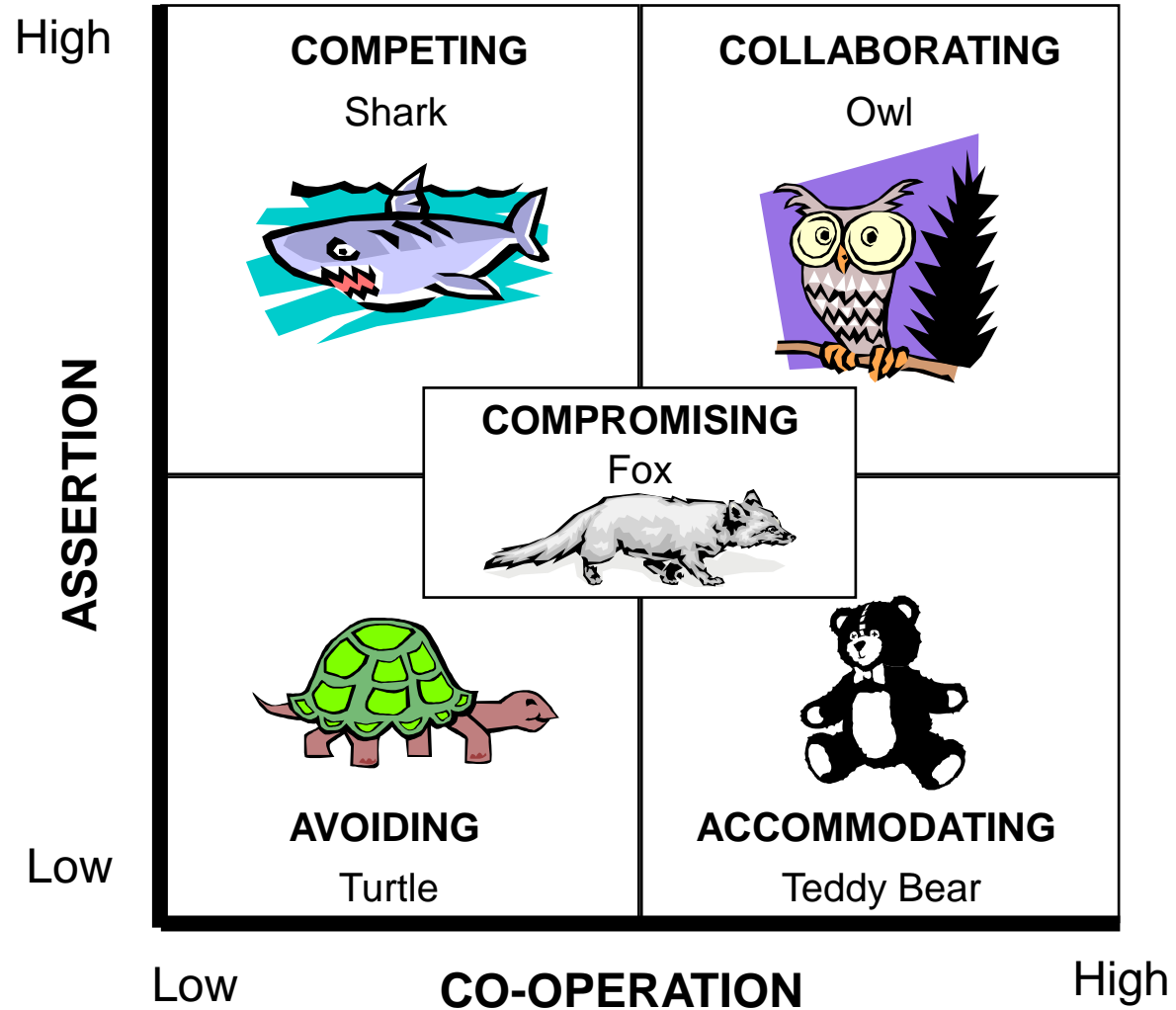
Example

1. Situation	<i>When you talk to me like this.</i>
2. Feeling	<i>I feel uncomfortable and disrespected.</i>
3. Preference or Request	<i>Please, talk to me with respect.</i>

The Iceberg Analogy



5 Negotiation Styles



Resources – Videos



One Secret Technique To Instantly Become Assertive And Confident | Dr. Aziz – Confidence Coach

<https://www.youtube.com/watch?v=2P8QZt64azM>

How To Be More Assertive Now!

<https://www.youtube.com/watch?v=vzh3D2MuWzY>

How To Be More Assertive [Boost Confidence]

<https://www.youtube.com/watch?v=jISYrhIXsGk>

Communication and Assertiveness: Master Communication and Assertiveness Skills Training (DVD) full

https://www.youtube.com/watch?v=9zbt_9R8GrM&t=16s

How to speak up for yourself | Adam Galinsky

<https://www.youtube.com/watch?v=MEDgtjpycYg>

Learn to Be ASSERTIVE with a STRONG PERSONALITY | Tips to Effectively Communication with Others

<https://www.youtube.com/watch?v=ZGNoLjo6cvI>

Assertiveness: the art of saying 'No'

<https://www.youtube.com/watch?v=luJxRxms0g0>

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It does not constitute, however, the provision of mental health or psychological advice by the author to the reader.

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