

FINDING YOUR OWN VOICE!
DEVELOPING THE FOUNDATION FOR
ASSERTIVENESS

Kat Chat on November 3, 2015

With

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WHAT WE WILL COVER

- Understand your "rights" and "responsibilities" as a foundation for your having a voice
- Quickly assess your own (and others) current "behavioral stance" and communication style
- Identify your barriers to being assertive, and
- Learn ways to be "responsibly assertive"!

THE FOUNDATION FOR
ASSERTIVENESS

From the equality of rights
springs identity of our
highest interests;
you cannot subvert your
neighbor's rights without
striking a dangerous blow at
your own.

Carl Schurz

- Human Rights: the cultural and ethical foundation for assertiveness

The Universal Declaration of Human Rights (1948)

- see handout and translations available at <http://www.ohchr.org/EN/UDHR/Pages/Introduction.aspx>
- how this document was written can be found at <http://www.ohchr.org/EN/UDHR/Pages/UDHRIndex.aspx>

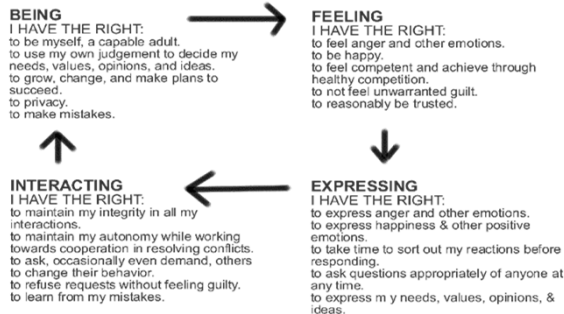
Practical Values/the "Golden Rule"

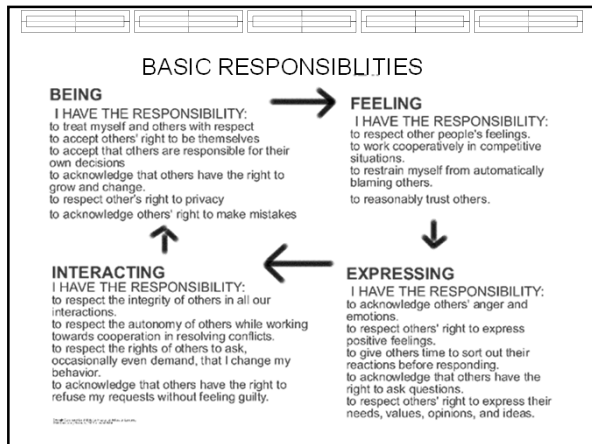
THE FOUNDATION FOR ASSERTIVENESS

- Understand your "rights" and "responsibilities" as a foundation for your having a voice

USE THE NEXT HANDOUT FOR THIS EXERCISE

BASIC RIGHTS





HOW DOES THIS HELP DISTINGUISH BETWEEN ASSERTIVENESS AND AGGRESSION?

● **EXERCISE:** assess your own (and others) current "behavioral stance" and communication style

Behavioral Stances: Passive

Characteristic Behaviors: Cuts self down; gives in; underacts; indirect; veiled meanings; hedging; hopes someone will guess what s/he wants; eyes averted; voice soft.

Decision-Making: Others choose for you.

Feelings About Self: Feels like a victim; hurt; anxious; inadequate at the time and later resentful or angry.

Others May React With: Guilt; anger; frustration; disrespect; maybe protection and later anger.

I DON'T HAVE ANY RIGHTS: EVERYONE HAD MORE RIGHTS THAN I

Behavioral Stances: Passive-Aggressive

Characteristic Behaviors: Appears to put others up while putting them down; denies self while blaming others; does aggressive things when afraid to express self directly; manipulative.

Decision-Making: Chooses for other but they don't know it.

Feelings About Self: Defensive; resentful; anxious; stewing anger.

Others May React With: Confusion; rejection; repressed anger; feelings of being manipulated.



NEITHER OF US HAS ANY RIGHTS:
I'M NOT SURE I HAVE ANY RIGHTS SO
I'LL MANIPULATE AND HAVE MY WAY.

Behavioral Stances: Aggressive

Charateristic Behaviors: Puts self up by putting others down; overreacts; imposes opinions on others; uses "loaded" words; manipulative; loud voice; eyes glaring.

Decision-Making: Chooses for others.

Feelings About Self: Self-righteous; superior; egocentric at the time and maybe guilty later.

Others May React With: Fear; avoidance; appeasement; hurt; defensiveness; humiliation; returned hostility.



MY RIGHTS ARE MOST IMPORTANT:
OTHERS DON'T HAVE RIGHTS. I CAN
DO WHATEVER I WANT.

Behavioral Stances: Assertive

Characteristic Behaviors: Puts self up; respects others; evaluates and acts appropriately; is honest and direct; firm; relaxed; open.

Decision-Making: Chooses for self.

Feelings About Self: Competent; confident; caring.

Others May React With: Respect; appreciation.



WE BOTH HAVE RIGHTS
AND RESPONSIBILITES

Identify your barriers to being assertive

- PRACTICE STRENGTHENING YOUR AWARENESS OF YOUR RIGHTS AND YOUR RESPONSIBILITIES
- REMIND YOURSELF THAT OTHERS ALSO HAVE RIGHTS/RESPONSIBILITIES
- LEARN TO MANAGE YOUR OWN EMOTIONAL REACTIONS

A-I-R

When you try to be assertive and you feel stuck...
Get Some A - I - R !

AWARE > become aware of your thoughts and emotions:
* what is going on in your mind?
* what do you expect to happen?
* what emotions are being felt?

A

AWARE > become aware of your body:
* where do you feel tense or tight?
* do you feel a numbness?
* are you feeling hot or flushed?

INQUIRE > begin to inquire about these thoughts and emotions:
* are your thoughts or beliefs counter-productive?
* does it seem like you are over-reacting?

I

INHALE > your body needs oxygen to work productively:
* breathe slowly and deeply
* feel your lungs expand
* notice the cooling sensation

REMINDE > what rights and responsibilities fit this situation:
* what rights could be owned?
* what coping statement would fit this situation?

R

RELAX > release the air you have inhaled and let your body relax:
* feel your mind become clear
* let your muscles relax
* notice how you feel calm

Written by Karl Laves and Dorinda Lambert, 1991

Learn ways to be "responsibly assertive"!

- Improve your communication skills by
 - Attend the next KatChat on nonviolent communication scheduled **November 10, 2015**
 - Practice the exercises from today!!!
 - Develop and use good self-awareness/self-management skills
 - Take advantage of other trainings on campus for conflict resolution
