

## INDIVIDUAL CASES ACROSS DIFFERENT VIGNETTES.

In the preceding sections we went through different mode responses to specific nuanced vignettes. In this section we look at 1) individual cases across multiple vignettes to see if we can ascertain a relationship between self-assessment on the assertive yielding modes, and responses to varying situations within the *same individual*. 2) “assertive/yielding” profiles, of *different individuals* and how different profiles may be associated with different responses to the same vignette.<sup>1</sup>

**MALE EXAMPLES.** As can be seen from these six examples, each had a different assertive/yielding profile. Example 5 was the lowest on yielding (3) and wanted to stay the same; Example One was a four on yielding and wanted to be a 6; and examples 2,3,and 6 wanted to decrease their yielding scores from real to ideal. On assertive, Example four is the highest (6) and wanted to stay the same; (followed by Example 2 who was 5 and wanted to stay the same. All the others (example 1,3,5,6) wanted to increase their assertive scores. You can see that there are differences in their responses to vignettes associated with their different profiles.

**EXAMPLE ONE.** A male 27 single, said he was equally yielding (4) and assertive (4) on the 7 point scale. He wanted to be more yielding (6) and a bit more assertive 5.

In the *love making vignette*, where being touched uncomfortably, his first response (70% likely) was “make subtle hints” which he said was appropriately assertive; his second response (tell her to stop), (30% likely) he saw as overly assertive.

In this *attractive stranger vignette*: “<you are attracted to and would like to contact a stranger across the room. You notice him/her looking at you frequently>” His response was , “if I were attracted, I would act on it, which he saw as appropriately assertive..

In the “*ask/aversive*” *boss vignette*, his response 1 was I wouldn’t do it (95%) +A); response 2: get someone else to do it: (+Y)

In the *expertise example*, he said If these were crucial points to the subject, I might point them out (85%, positive assertive; ) 15% let it go (positive yielding).

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<sup>1</sup> As noted there were several hundred questionnaires given, many with different variations of the vignettes. Therefore not everyone person responded to every vignette. The forms and variations are described in the table at the beginning of the paper.

In the *freeway example*, he said if routine, will be on time: Stay in correct lane, 100% (+Y). If he will be 15-30 min late: his first response was move to right shoulder (70%) (+A.) we –A? Stay in same lane (+y)30%. If very important meeting : 80% go to right shoulder (+A)

So, this person of moderate assertive and yielding self-assessment, has no problem being both assertive and yielding, and does make shifts in his response depending upon the gradient of the vignette.

**EXAMPLE TWO**, male 43, married, clinical psychologist, and MFCC. He saw himself as equally assertive 5, yielding 5. His ideal was to be the same assertive (5) but less yielding (3). So his self-assessment compared to example one, was a bit more assertive and more yielding, but he wanted to be less yielding (vs example one who wanted to be more); and the same assertive.

In the *love making vignette*, where being touched uncomfortably, his first response would be “tell her it’s not pleasurable”(80%) (which he said was appropriately assertive); (and more so than example one); and his second response was “change tempo and put self into a pleasurable giving” (20%) which he saw as appropriately yielding.

In the *expertise example*, he said we would obtain rapport and suggest points that will help him/her understand the subject better (appropriately assertive).

In the “*ask/aversive*” boss vignette, response 1 was to explain why I was uncomfortable, research it, and within reason, comply with boss (80%) +A); response 2: do it (20%) (+Y)

In the *freeway example*, if routine and he would be on time, response one was get off freeway if possible, if not, relax and listen to music.100% +A) (we: +A, +Y); if he would will be 15-30 min late: get off freeway, proceed, relax (+A with good attitude!); if each minute waiting, he would be a minute later, he said “I should have left earlier, but relax and enjoy dodgers winning (+Y) (but +A learning for next time)

This person’s profile was a bit more assertive and yielding than example one. His response to the love making vignette was more assertive, and in the boss, freeway examples, he showed a good balance of assertive and yielding.

**EXAMPLE THREE** is a 60 year old male, married MD. He said that he was 5 on yielding scale, and wanted to be less so (4); and 4 on an assertive scale and wanted to be more so (6). He defined yielding as “see others view or even consider I’m wrong. And assertive as “not allow myself to be walked on, used; reach out for needs. (He saw himself as 5 on a 7 point scale of overcontrolling). As can be noted from his responses and comments, the issue of when to act assertive, but not too assertive, and when to yield, not feel he is being too yielding is a challenge for him

In the *plant example* where significant other does the task poorly and many plants appear to be suffering, his response was to repeat the instructions (10% and he saw as overly assertive! 90% asks if really wants to do this for me (+ yielding). His comment : this is still a problem, but more sensitive to inquire if ok.

In this *attractive stranger vignette* his first response (10% likely) was to go over and say “I’m attracted to you.” (he saw that as overly assertive). This second response (90% likely) was

to try to “manipulate a response from them by asking if they would like a glass of water.” He saw this as appropriately yielding. (Our comment the word “manipulate” has a negative assertive tone, but asking someone if they wanted a glass of water seems positive assertive (perhaps he saw it as yielding because he was being “indirect” in terms of his desire to meet the person). He added a comment: “I have done this recently (past few years ,and the payoff was great!)”

*In the boss example (ask a favor, aversive)* response 1: say yes I’ll do it but let him know how I feel (20%); (+A); and second response was say nothing (80%) –Y (He commented “it is new behavior for me to speak up). (This may reflect his self rating as 4 on assertive, and wanting to be a 6.)

*In the freeway example*, if routine and he would be on time, response 1 : stay on freeway; 80% (+A: it’s assertive to allow myself to be late); response 2: consider off ramp.20% (+Y)

*In the practicing stress reduction* and someone says “you look tense, isn’t it working” His first response (40%) would be to feel defesnive; which he saw as appropriatley assertive; second response (60%) you’re right. (which we saw as positive yieldidng, but he saw as overly yielding.” (He said I often feel open and vulnerable and my greatest wish is to be assertive.

*In the child/stove vignette*, he said he would allow the child to continue to play there (80%); which he saw as appropriately yielding; (JS comment: IF the child is not in danger this may be +Y, otherwise I’d call it –Y. His second response would be to repeat the warning (20%) which he saw as appropriately assertive He commented: very difficult to allow child to learn by experience, even though painful to both child and myself. JS comment: I’m not clear if he’s saying it’s difficult (painful) but necessary, which I think might be -A (depending on how bad the burn would be) It is an active decision to have the child harm herself in order to learn from experience. -Y might be more like, I felt helpless and couldn’t figure out how to make her stop, so I just let her continue to play

*In the “steak” example*, well done, his first response was do nothing, 10%) of time (which he saw as overly yielding); 2<sup>nd</sup> response: if too well done, might request another one (90%) which he saw as appropriately assertive. His comment: difficult for me to make a big deal out of this since I like both, medium rare only slightly better. (Exact same responses and percentages if waitress).

The steak example showed a good nuance, we felt, on assertive and yielding, but his other responses showed the challenge and confusion he seemed to feel on finding an appropriate assertive/yielding response. (e.g., the child vignette, the attractive stranger.

**EXAMPLE FOUR.** Male, 58 sales management, married; B.A, had the following self-description. (moderately yieldidng 4 and very assertive 6 and wants to stay the same. He defines yielding as considering and accepting another’s position; and assertive as response insistence that your position be accepted<sup>2</sup> He said he was a 6 on appropriately assertive without being tense; and a 6 on accepting others, and a 3 on overcontrolling. And he was a daily meditator).

*In the plant example* , his response was consistent across the different situations. He said he would “do nothing” 100% of the time and thought that response was appropriately yielding; . the plants appear to be surviving but s/he does not meet your standards in performing the task; (many plants appear to be suffering); “your spouse appears to be doing the job poorly and five

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<sup>2</sup> .. (Therefore defined only in interpersonal terms, and not much room for “tai chi dancing!)

plants have died. the plants appear to be surviving but s/he does not meet your standards in performing the task.

In the *freeway example*, in the situation where it was a routine business meeting and he wouldn't be late, he would wait on the freeway, which he saw as +Y; however for all other scenarios, (routine, important meeting) involving delays, he would take the exit and check the map) which he saw as 100% +A).

He shows an ability to use both A and Y strategies, and some differentiation in the freeway example, but none in terms of the plant example.

**EXAMPLE FIVE.** is a male, married school psychologist, 39. This person describes himself as yielding 3 and assertive. 3 Although he is content with his yielding level, he would like to be a bit more assertive (From 3 to 4) He defines yielding as "give and take in a relationship. Yielding is ok in an area where it doesn't require giving up principles." And assertive as "knowing your opinion and stating your feelings with the motivation of power."

Where as example four male felt himself appropriate assertive without being tense (6) and accepting of others, and somewhat low on "overcontrolling (3), this person seems himself as lower on appropriate assertive (4); lower on accepting of others (5); and higher on overcontrolling (5) than example four.

In the *plant example*, in the situation in which the plants didn't appear to be suffering, but the care was not up to his standard, his first response was to take the plants back (which he evaluated as overly yielding); and his second response would be to tell his significant other his concerns about the plants and throw them away if she doesn't want to take care of them or if she can convince me that her way is ok (which he saw as appropriately assertive). Both these responses are quite a bit more assertive than Example Four. If only one plant was suffering, he would discuss the situation and if neither wanted to take care of them, throw them away. In the vignette where many plants were suffering, he said "since I don't want to care for them, and it's apparent she doesn't either, I'd throw them away (evaluated as appropriately assertive). Finally, when asked "if five plants were dying" the respondent said I'd discuss it with her then throw them out.<sup>3</sup> Again, all these responses are more assertive than Example Four, even though his self-description was quite a bit less assertive than Example Four

In the *freeway example*, his responses were exactly the same as example four: in the situation where it was a routine business meeting and he wouldn't be late, he would wait on the freeway, which he saw as +Y; however for all other scenarios, (routine, important meeting) involving delays, he would take the exit and check the map) which he saw as 100% +A).

In the attractive stranger vignette, he said he would continue to observe until I felt ready to go over and introduce myself if other person looks away hurriedly); (75%); if other person continues to hold your gaze and smiles warmly he would do that (100%).

**EXAMPLE SIX** male 47, saw himself as 4 on yielding and wanted to be less( 3) and 4 on assertive, wanted to be more 5. When asked his definition of assertive and yielding he wrote for

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<sup>3</sup> When asked "if five plants were dying" the respondent, as noted, gave the same answer as previously, and added: "I'm sick of these plant questions!" Clearly for this person, the four nuances between questions felt irrelevant, as he gave the same answers. I apologize. Thank you for your efforts. We are grateful.

assertive and yielding said “What do you mean?” He saw himself as not easily manipulated( 2). He meditates once or twice a week.

In the boss example (asks, aversive) “I would object.” 100% +A

In the child/stove example , I would slap her hand and explain way. 100% +A

In the plant example, I would take them back 100% +A

In the attractive stranger example, “I would go over and introduce myself )100% +A)

In the steak example, I would send it back (100%, +assertive)

In the you still seem tense, he’d say “lets go get a martini”

In the freeway example “I would feel frustrated. Silly question.”

So he categorized all his responses as positive assertive, And a deflection on the you still seem tense answer, and acknowledging feelings on the freeway (toward the situation and the question!)

WOMEN: Here there are three different assertive/yielding profiles. Example seven has the lowest yielding and lowest assertive scores (and wants to increase on both). Examples 8 and 9 both have high assertive scores (6) and want to stay the same, but on yielding, example eight is four and wants to decrease it (to 3) ; and example nine is five and wants to increase it (to 6). You can note how their profiles are associated with different responses to the varying vignettes (e.g plants for Examples 7, 8,9).

**EXAMPLE SEVEN** Female 31, Ph.D. clinician defined yielding as “modifying my behavior to increase the probability that the other person will be meet his/her needs/wants. And assertiveness as “express my thoughts, feelings beliefs, preferences in a given situation. She wanted to increase yielding (current to ideal) (from 3 to 4) and assertiveness from 4 to 5).

In the *plants* vignette, in which the plants appear to be surviving, but the watering is not done to your standards, she said her first response would be to do nothing (80%) and that was appropriately yielding. Her second response (20%) would be to take over the task and she saw that as overly assertive. In the vignette in which one plant appeared to be suffering, she said she would “resume task myself” (90%) and saw that as overly assertive and her second response was to talk with other about standards (10%) and saw that as appropriately assertive. Her response showed a sensitivity to the shift in “suffering” in the two vignettes.

In the *freeway example*, if routine appointment and not be late: wait and try to remain calm (80%) +Y; response 2:check map for alternative route (20% +A) Her responses were the same across the different nuances, with the percentage of waiting decreasing from 80% here to 70% if the delay would add a minute for each minute delayed, or if it were an important meeting. She commented: Probably stay on freeway,, get mad but this is therapy for releasing anger.

Note her response if more yielding than the male examples.

In the “attractive stranger), her responses were for (does not notice you): 60% approach other and chat (saw as + assertive); 40% ignore other (saw as negative yielding) ; looking at you frequently: 50% approach and chat (+assertive); 50% let him make first move (she saw this as negative yielding). He meets your gaze warmly and smiles: 90% approach (+assertive); 10% wait (-yielding). So, she shifted her approach behavior depending upon the vignette (more +A) but in each there was a certain percentage of non action which she saw as -Y.

**EXAMPLE EIGHT** 31 year old, nurse, married described herself as very assertive (6) and wants to stay same (6); wants to decrease yielding from 4 (current) to 3 (ideal.). She defines yielding as “I will give in on an argument if I am not certain of my stand;” and assertive as “I will speak up for myself and not let people walk on me if there is a situation I have an interest in.”

In the *boss example*, (asks, aversive) , I would decline to do it 100% +A) I would be polite but get my point across.

In the *plant example* , I would: resume taking care of the plants, positive yielding; 80%; point out how bad the plants look +A) 20% Comment: I would never give up my plants

In the freeway example, she said I would just wait it out (98%) which she saw as (-Y); 2% she would get off and call appointment +A)

In the “*you still seem tense*” vignette, she said “ I would just glare at this person )100% which she saw as overly assertive.

In the *child/stove*, “give another lecture to the child (90%) (Appropriately assertive); let him burn himself (10%) she says appropriately yielding ; JS comment: I see this as more -A than -Y because it sounds intentional, active, and conscious – not a helpless giving up (I didn’t know what to do), but rather a proactive choice to allow harm to the child to teach a lesson.

In the *attractive stranger* example let it go (100% +Y) comment: ; I have been married too long to really know what I would do.

In the *steak example*: I would refuse it, ask him to take it back; 100% +assertive (whether waiter or waitress, same answer)

**CASE NINE.** 20 female, college sophomore. Yielding current is 5, ideal is 6. Assertive current is 6, wants to stay same (6). She defines yielding as “Am I flexible; willing to hear an opinion which differs from the one I presently have.” And assertive as “Do I defend my rights without intruding on the rights of others.” (She said she was “3” on 7 point scale of “ability to share weaknesses.”

In the *freeway* vignette, she said if routine, not late she’d s Stay on freeway; +Y; if routine late, response one: she’d check map for alternative route (+A) listen to radio for traffic report (+A!) and become mildly upset (?); Response two: why me?!!, why now?!!

In the *boss vignette* (ask, aversive); response 1; do it but be angry 70%; she saw that as (A+) we as =Y; response 2: ask for explanation of task and why I must do it 30%; she saw that as -Y, we as +A

In the *stress management* situation, Response 1: “no comment unless needed” which she saw as appropriately yielding. And her second response as “I guess not.” (which she felt was overly yielding”)

In the *plants vignette*, response 1 was maintain plants myself 10% which she saw as +Y); and response two was throw out plants when dead; 90% which she saw as (+A), and we -Y

In the *steak vignette*, response 1 was I’d keep it, I like my steak anyway, as long as it isn’t alive ;(appropriately yielding: 90%) of time; 2<sup>nd</sup> response: comment on the check (10% appropriately assertive) (same waiter or waitress).

In the *attractive stranger* vignette, response 1 was “feel frustrated, see if I can get closer to person and possibly talk, receive introduction; 60% + assertive; 40% do nothing, stay frustrated 40% -Y

In the *child/stove*, she said as comment: so how would I know? (I have no kids) and then, response one: I would entice the child to play in another area –e.g. a reward to watch tv. (she called this appropriately yielding but we saw it as + assertive, because she changes the environment.

### **SUMMARY AND FUTURE RESEARCH.**

This was a preliminary study to try to help better understand the relationship between a person's self-assessment on yielding/assertive (real /ideal) and how they said they would act/feel in certain situationally gradated vignettes. This study helped us clarify and refine our definitions of assertive and yielding, and look at the positive and negative of each, thereby creating the four quadrants, the four modes of control. (From Control Therapy, 1998)

An **assertive, change mode of control** in which one seeks to alter or change a situation or one's feelings, behavior, thoughts, can be positive (striving for excellence, self-improvement) or negative (overcontrol, perfectionism). Similarly, a **yielding, accepting mode of control** in which seeks to accept the current situation, feelings, thoughts, can be positive (at peace with self, gratefulness for what you have) or negative (passivity, helplessness). This gives us the following four-quadrant model—as shown below.

A FOUR-QUADRANT MODEL OF MODES OF CONTROL

<p><b>POSITIVE ASSERTIVE (+A)</b></p> <p><i>Assertive, Change Mode of Control</i></p> <p>(Quadrant One: Q1)</p>	<p><b>POSITIVE YIELDING (+Y)</b></p> <p><i>Yielding, Accepting Mode of Control</i></p> <p>(Quadrant Two: Q2)</p>
<p><b>NEGATIVE ASSERTIVE -A</b></p> <p><i>Overcontrol</i></p> <p>(Quadrant Three: Q3)</p>	<p><b>NEGATIVE YIELDING -Y</b></p> <p><i>Too Little Control</i></p> <p>(Quadrant Four: Q4)</p>

Future research could also set up situations and give predetermined responses reflecting each of the four modes (and which of these are you most likely to do).

e.g. a waiter (waitress) brings you a well done steak and you asked for medium; would you

1. Positive Assertive: return it pointing out that it's too well done. (can assess degree of calmness in doing this)
2. Decide it doesn't make that much difference and go ahead and enjoy it (can assess calmness here, too, and enjoyment .
3. Yell rudely, threaten to walk out if it's not redone.
4. Eat it, but not enjoy it, and not say anything and feel helpless and passive<sup>4</sup>

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<sup>4</sup> (of course other answers might be used: eg. Passive aggressive: Eat it but not leave a tip (passive aggressive) (-A-Y)

Future research can look at this by gender, and take different combinations, e.g., those highest and lowest on assertive (and highest and lowest on yielding) and see what effect that had on their answers. Also, age differences can be noted: e.g., Sybil Carrere commented that “differences between real and ideal yielding and assertive: people were more congruent and happy with who they were in their 60’s; and closer in ratings of both assertive and yielding” Also, do certain profiles create a greater likelihood of negative assertive responses (either from a high self-assessment, and being too assertive across situation, or a low self-assessment and trying to overcompensate<sup>5</sup>. Similarly, do certain profiles create a greater likelihood of negative yielding responses? Further, although we asked about training in assertive or mediation, future research can match different groups, based on their profile, to specific training, and determine outcome effectiveness. This actually set some of the seed work for what would call “Control Therapy”: matching different individuals’ control profiles to their concerns, and specific control-enhancing strategies.

These four modes give us a “fuller picture” of different responses than normally addressed in Western psychology, where, historically, positive yielding (quadrant two) has often been omitted. As one personal example—from a looking back historical perspective!), when DHS was raising his children, he used an excellent workbook called “Challenges” and “Choices”(and then later he used it with his grandchildren!). One activity in the book was how to respond to different situations, and there were three choices given: positive assertive, aggressive (our quadrant three –A) and passive (our –Y quadrant four). What was missing was positive yielding.

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<sup>5</sup> For example Sybil Carrere noted that individuals who stop the questionnaire and don’t finish it see the ideal person as highly assertive and themselves as less assertive

At the end of this section are three examples that may be interesting to show the applications of this four quadrant model: Between the asterisks below is the three prong model, and the instructions (in this case, to grandkids!) about the four quadrants and then the tongue in cheek example last.

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## Aggressive, Assertive or Passive?

Assertiveness is a method of communication that lets others know your ideas and feelings, while respecting their feelings as well.

For the purpose of our discussion, behavior can be divided into three types: aggressive, assertive and passive. A person behaving aggressively states his feelings directly but he violates the rights of others. For example, suppose a neighbor asks you to do yard work and you don't want to. You say, "No, I won't work. You always ask me when I can't do it and never give me enough notice." While this may be true, your aggressive response may anger your neighbor. If it does, you probably won't be asked again. An assertive reply would be honest and direct, but not disrespectful to your neighbor. One such response might be, "No, I can't work, but if you would like me to come in the future, please give me about five days' notice." When you respond passively you avoid immediate conflict, but you may be upset because you haven't expressed your feelings. A passive response to the situation would be to work, even though you did not want to, or to decline, by making up some excuse.

For the following examples, identify each response as:

- + = aggressive
- 0 = assertive
- = passive

For example, in situation 1, the “passive response” is actually quadrant two, positive yielding. A negative yielding would be to do the dishes and pout and feel helpless. In situation two, the passivity is negative yielding, as in situation three.

### SITUATION 1

You have a lot of homework and your mother asks you to do the dishes.

Response

- 3 Why don't you do the dishes? Can't you see I have tons of homework?
- 2 All right, Mom.
- 1 I have a ton of homework tonight, and I'd rather not have to do the dishes so I can get my work finished.

### SITUATION 2

Several friends at a party ask you to try drugs, but you don't want to do it.

Response

- 4 Well, just this once won't hurt.
- 3 You're all crazy! What do you want to do that for?
- 1 No thanks, I really don't want to try drugs.

### SITUATION 3

Your teacher has made a mistake grading your exam.

Response

- 3 You cheated me out of ten points on this problem.
- 1 I've discovered an error in the way my test was corrected.
- 4 Do nothing.

We discussed that what was missive was positive yielding and then they were given “homework” to notice situations where they felt “frustrated” confused, and go through the following:

- 1) Notice that you are feeling frustrated!! (and then notice where: in your body; and what you are saying: in your mind
- 2) TAKE A BREATH!!! Ahhh, center and calm yourself.
- 3) DECIDE: WHAT seems best in this situation: to be positive assertive , positive yielding (or some combination!) ☺ (smile!)

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Here is a “tongue in cheek example just for some humor” of different options in dealing with “uncomfortable situations.(from Letitia (Tish) Baldrige, LA times, June 9, 1984 on rudeness: multiple choice test; (see which Mode you feel each answer is!)

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Here's a multiple choice quiz to test your knowledge of how to cope with public rudeness, how to keep your cool under trying conditions, and how to deal fairly with life's thoughtless people, with tongue slightly in cheek.

You've been waiting for a table in a popular restaurant during the rush hour for what seems like a very long time. Two people manage to sneak into the line

- (A.) You bodily remove them from the front of the line, feeling quite proud your good physical condition enables you to do it.
- (B.) You very quietly report them to the restaurant person in charge of seating people.
- (C.) You deliver a loud-pitched speech to the entire line waiting.. on the subject of "line cheaters' despicable behavior."

(note, there is no +Y or -Y offered), only +A(b) and -A (a and c)

While passing by someone on crowded street, a person accidentally hits you, but never utters a word of apology.

- (A.) You go home and stick a pin in your voodoo doll where it hurts-feeling you are hurting back that person, as well as finding an outlet for your hostilities.
- (B.) You run after that person through the streets, screaming, "He didn't say he was sorry! He didn't apologize!"
- (C.) You resolve to forget the incident, realizing that person obviously never had nice parents who taught him to behave.'

Ah, do we see a +Y(ish there? #C)?!

You rush to open the door for a stranger whose arms are filled with packages. he sails right through the door like a queen, but without a word of thanks or even a smile of recognition.

- (A.) You dash after her and knock the entire package out of her arms.
- (B.) You call after her cheerily, "Thank you very much!" thus reminding her with your own voice the words she should have been saying to you.
- (C.) You go home to pray for her because you don't think she's ever going to make it to heaven.

You start to back into a parking -spot you've been waiting for when a small car from behind slips right into the space, knowing you have the moral right to it.

- A.: You haul a sign out of the car and show it to the driver. The sign is printed in large letters: YOU ARE A SLOB. By displaying it to the one who has robbed you of your space, you feel better.
- (B.) You back into the space anyway, even though the other car is already there.
- (C.) You breathe-deeply three times, making sure to exhale each time, and dismiss the incident, after concluding that "for every awful person, there are 100 more *nice* people in this world."

Ah, another +Y (c) (but we all realize some of the feelings we have reflected in the other answers.

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This study may be helpful for developing more careful calibration of speech for each of the four modes of control to help individuals more carefully “listen” to their own and others speech. For example, in the assertive mode, there can be gradations or terms involving less or greater “yang” e.g., ask, invite, hint, tell, to demand, order. This can help us explore, given a particular situation, at what point in the gradient is there a shift from positive to negative assertive. And similarly, from positive yielding to negative yielding. And at what point in a gradient is there a shift from assertive to yielding, or yielding to assertive.

This study has explored what we thought were some wise responses. These responses depended upon the context and goal, as well as the attitude with which the response was engaged in. Hopefully by continuing to refine a person’s self-assessment, (real and ideal) on the yielding and assertive dimensions, awareness of the nature and severity of the situation, we can help develop and evolve trainings that can facilitate more optimum and skillful responses, for both the health and well- being of oneself and others.