



TEAM OUTPUT

team

Communication style questionnaire (WORK)

TEAM REPORT

TEAM MEMBERS:

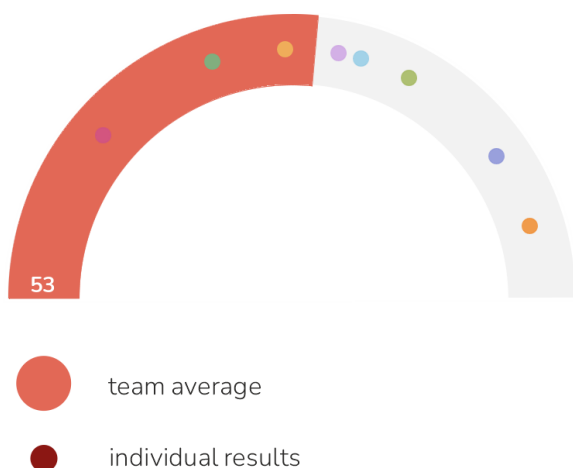
- bill.smith@example.com (Bill Smith)
- jack.white@example.com (Jack White)
- jeremy.johnson@example.com (Jeremy Johnson)
- john.doe@example.com (John Doe)
- mandy@example.com (Mandy Moon)
- mia.brown@example.com (Mia Brown)
- tina.timberlay@example.com (Tina Timberlay)

PEOPLE LABELLED AS MANAGERS:

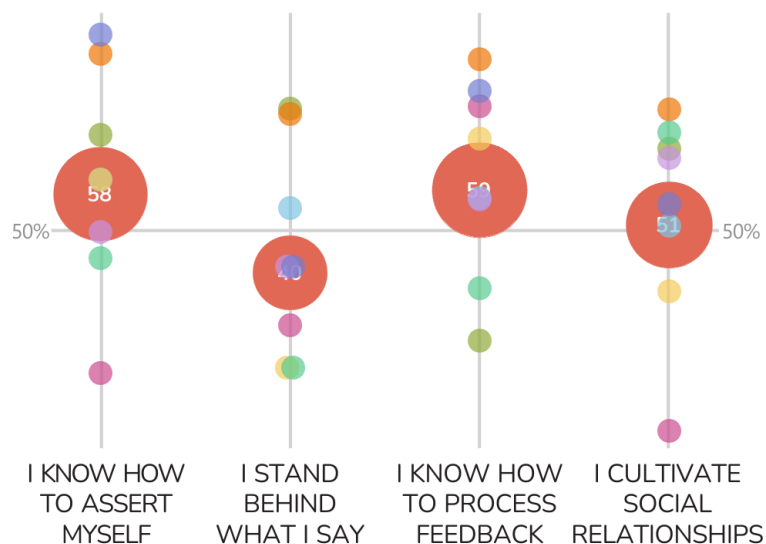
- susan.black@example.com (Susan Black)

You now hold in your hands a report from Questionnaire of Communication Style – Assertiveness, which covers personality tendencies to solving both standard and difficult social communication situations, either in known or unknown environments. This questionnaire is related to four basic areas of communication and behaviour: adequate self-assertion (“I can assert myself”), the ability to stand by one’s decision or opinion and not let himself/herself be manipulated (“I stand by my own decisions and opinions”), the ability to give and receive feedback (“I can work with feedback”) and the ability to build and develop social relationships (“I develop my social relationships”)

ASSERTIVENESS



MAIN AREAS OF ASSERTIVENESS



The graphs express the level of assertiveness and its distribution in the four basic areas in the form of percentiles, i.e., in comparison with the reference group. More information on the questionnaire, norms, and population against which the results are compared can be found at <https://www.tconline.cz/psychodiagnostika/>.

INTERPRETATION OF RESULTS

The overall level of assertiveness is average.

The results indicate good ability to work with feedback. Such people do not seek spontaneous feedback, but they do not avoid it either. They only give it themselves when they consider it necessary. In such situations, they choose their wording cautiously and may delay it. Preparation helps them.

At the same time, the results show good ability to assert oneself and one's needs. People with this profile, if they care about the issue, can be motivated to persuade others. It helps if they can prepare; however, it may cost them more energy. They may not feel comfortable in such a situation, but it does not limit them.

Further, the results point to good ability to develop relationships with other people. People with similar results express their feelings in situations with which they are comfortable. They can listen well if they want to, but it can cost them more energy. They maintain good relationships, which are important to them but do not always actively develop them.

At the same time, the values indicate good ability to stand up for one's opinions and attitudes and defend them. People like this may tend to give in to peer pressure unless they have a clear reason or strong argument for refusing. However, they can stand their ground on things that matter to them. They can recognize manipulation, but they don't always find it easy to fight back.

PARTIAL SCALES OF ASSERTIVENESS

The graphs express the level of assertiveness in the twelve sub-scales in the form of percentiles, i.e., in comparison with the reference group.



STRENGTHS

- the ability to respond appropriately in conflict situations without giving in to verbal attacks or aggression; the ability not to be drawn into an argument
- the ability to gain support and secure resources; the ability to cope with more difficult situations, to ask for help

RECOMMENDATIONS

You're one of those people who can't say no to others, even if it puts you in an uncomfortable situation later. Just because you didn't say "NO" right away doesn't automatically mean a commitment to do it; don't be afraid to take your time. Calmly then consider the benefit of saying "YES," and if you don't see it, don't be afraid to say no. Consider the risk that similar requests may come to you repeatedly and "automatically" if you don't define limits yourself.

Your responses are indicative of the fact that you can easily become a victim of manipulation. The first step to "defending yourself" is recognizing that you're being manipulated. A signal may be that you feel pressured to do something you don't want to do. However, the idea of rejection (because you don't want to disappoint the other person, for example) also makes you feel bad. Try to be clear about your values, priorities, and goals at that moment and say it out loud. Don't let yourself be pushed into something that will bother you later.