

Behavioral Strategies Summary Sheet

Behavioral Strategies are often unconsciously determined by our level of differentiation, deeply held beliefs and what was role modeled to us. It is important to be compassionate to each style recognizing these are learned (some from trauma). **Differentiation**¹ is the ability to maintain one's own sense of self while connecting with others. Level of Differentiation also correlates with attachment style. A low differentiation environment (where difference in identity/values/beliefs are not accepted) leads to using insecure strategies. Below are definitions of **Aggressive, Assertive, Passive and Passive Aggressive Strategies**². An Assertive Strategy leads to greater health and well-being while moving toward aspirations³. The aggressive, passive aggressive and passive styles often attract one another in unconscious dynamics.

Style	Behavior	Communication	Differentiation	Motivation	Attachment Style	Boundary Style
Aggressive: Considering one's own rights and interests without considering the rights and interests of others.						
Negative impact on self-esteem	Dominate Demand Control	Aggressive tone Raise voice Interrupt	Low	Stay connected to self	Avoidant Anxious (Fed – Up)	Walls Rely on self-sufficiency
Example: Caleb interrupts Vivek continuously in a meeting and demands her way with a strong tone of voice shutting down any opposition.						
Assertive: Considering one's own rights and interests while also considering the rights and interests of others.						
Positive impact on self-esteem	Curious Empathetic Collaborative	Invite Calm clear tone Open to debate	High	Stay connected to self and others	Secure	Empowered
Example: Caleb listens, asks questions and then states her position based on values, beliefs and/or evidence leveraging collaboration to influence.						
Passive: Considering the rights and interests of other while neglecting (or suppressing) the rights and interests of self.						
Negative impact on self-esteem	Comply Please Suppress	Silent or calm Accommodate Complain	Low	Stay connected to others	Anxious	Porous Depleted
Example: Caleb goes along with what others hoping someone will consider her unexpressed needs and eventually becomes resentful. When she feels taken advantage of she uses the aggressive or passive aggressive style which is surprises many people around her.						
Passive/Aggressive: Considering the rights and interests of others in the moment and then covertly pursues one's own interests.						
Negative impact on self-esteem	Triangulate Use sarcasm Shame	Mixed messages Silent treatment Gossip	Low	Stay connected to others and covertly to self	Avoidant Anxious (Fed-Up)	Walls, rely on passive self-sufficiency
Example: Caleb agrees in the meeting and then pursues her own interests ignoring others. She may triangulate or use the silent treatment.						

¹ De Azevedo Hanks, J. (2016). The Assertiveness Guide for Women. New Harbinger Publications: Oakland, CA.

² Paterson, R. (2000). The Assertiveness Workbook. New Harbinger Publications: Oakland, CA

³ Lancer, D. (2012, 2014). How to Speak Your Mind: Become Assertive and Set Limits. Self-Published

