



# Dispute Resolution Skills Worksheet

**For People Pleasers: How well do you handle people-pleasing tendencies and conflict?**

*Content Designed by Christina Thomas*

**Take this quiz and find out! Inspired by [Dr. Julie Schafer's quiz](#) - "Are you a people pleaser?"**

*\*\* Please note that this quiz is for only self-awareness and not a professional assessment. If your people-pleasing tendencies are causing significant distress or impacting your daily life, consider seeking guidance from a qualified mental health professional who can offer personalized support and strategies. \*\**

**Instructions: Answer the following questions honestly, selecting the response that best reflects your typical behavior and feelings in different situations. After completing the quiz, tally your scores to find out if you have people-pleasing tendencies and how they may be affecting your interactions.**

**When faced with conflicting plans, you usually:**

- A. Prioritize your own plans and kindly let others know you won't be able to join.
- B. Cancel your own plans to accommodate others, even if it inconveniences you.
- C. Feel torn and anxious, struggling to decide whether to prioritize yourself or please others.

**How often do you find yourself saying "yes" to requests or favors, even if it inconveniences you?**

- A. Rarely, I'm comfortable setting boundaries and protecting my time.
- B. Often, because I don't want to disappoint others or let them down.
- C. Almost always, even if it causes me stress or overextends me.

**You receive a compliment on something you don't believe you deserve. Your reaction is:**

- A. Thank the person, but internally question whether the compliment is really deserved.
- B. Brush it off or downplay it, feeling uncomfortable with accepting praise.
- C. Accept the compliment outwardly, but secretly doubt its sincerity or your worthiness.

**Your friend asks for advice, but you know your honest opinion might hurt their feelings. What do you do?**

- A. Provide honest feedback thoughtfully, balancing truth with kindness.
- B. Sugarcoat your response to avoid upsetting them, even if it's not entirely truthful.
- C. Avoid giving a direct answer, staying vague to prevent any hurt feelings.

**How do you handle criticism or disapproval from others?**

- A. Reflect on the criticism, consider if it's valid, and move forward confidently.
- B. Feel hurt and dwell on it, even if the criticism doesn't reflect reality.
- C. Go out of your way to gain approval, even if it means bending over backward to please the critic.

**You're working on a group project, and your ideas clash with others. What's your usual response?**

- A. Share your ideas assertively, working with the group to find a compromise.
- B. Stay quiet and agree with the others, even if it means your ideas are dismissed.
- C. Completely abandon your ideas to avoid conflict and keep everyone happy.

**When someone asks for help or a favor, you typically:**

- A. Weigh your current commitments and agree to help only if it's manageable.
- B. Say yes automatically, even if it means taking on more than you can handle.
- C. Feel obligated to help, sacrificing your own time and well-being to please others.

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**Scoring**

**For every (A) response, give yourself 3 points**

**For every (B) response, give yourself 2 points**

**For every (C) response, give yourself 1 point**

**Results**

**21 to 24 points: Congratulations!** You're making great strides in overcoming people-pleasing tendencies and handling conflict with confidence. You've learned that it's okay to prioritize your needs and that resolving conflict doesn't mean sacrificing harmony. Instead of avoiding difficult conversations, you're facing them with kindness and assertiveness, striking a balance between caring for others and honoring your own boundaries. By approaching conflict with respect and empathy, you're building stronger relationships and ensuring your voice is heard. Keep up the good work and remember—your needs matter just as much as anyone else's!

**15 to 20 points:** You exhibit some people-pleasing tendencies, often putting others' needs before your own. While your empathy and care for others are strengths, it can be challenging for you to assert your own needs in certain situations. Remember, taking care of yourself is just as important. Practice setting boundaries and learn to say "no" when needed—it's not selfish but necessary for your well-being. By finding a healthier balance between prioritizing your needs and supporting others, you'll build stronger emotional resilience and cultivate more fulfilling, mutually respectful relationships.

**7 to 14 points:** You are a definite people pleaser, often putting others' needs ahead of your own, sometimes at the expense of your own well-being. While your kindness and willingness to accommodate others are admirable, it's essential to remember that your needs matter just as much. Practicing self-compassion is a great first step. Acknowledge that it's okay to prioritize yourself and begin setting healthy boundaries to protect your energy. By expressing your thoughts and feelings assertively, you can break free from the people-pleasing cycle, creating more authentic and fulfilling relationships while taking care of your own emotional health.

**6 points or below:** You might be facing significant challenges due to your people-pleasing tendencies. Constantly seeking approval and avoiding conflict may be impacting your mental and emotional well-being. It's important to recognize that your feelings and needs are just as valid as anyone else's. You deserve respect and consideration. Reaching out to trusted friends, family, or a mental health professional can provide the support you need to build self-esteem and assertiveness. By learning to prioritize your well-being and set healthy boundaries, you'll create more balanced and fulfilling relationships, allowing you to thrive both personally and emotionally.