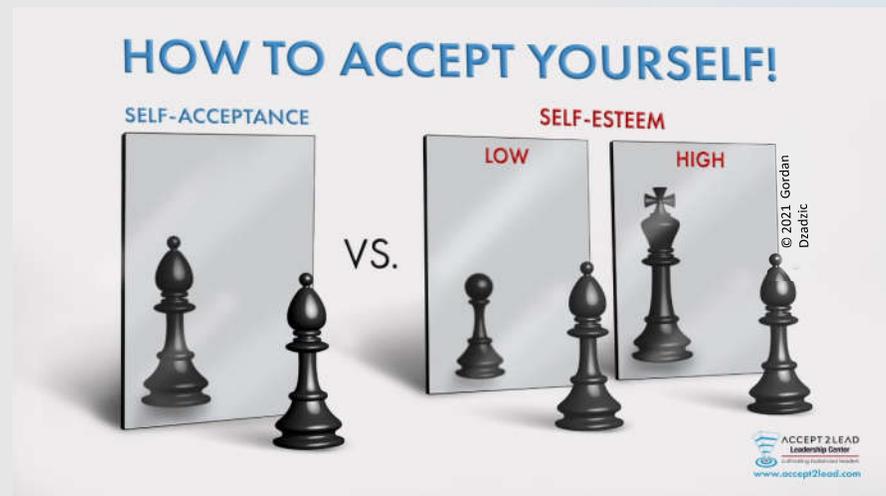


# Self-Esteem vs. Self-Acceptance: Comparison and Questionnaire



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## Document Purpose – Why Self-Acceptance?

# The Main Leadership Prerequisite

**Self-Esteem vs. Self-Acceptance – Traits Comparison:** The first part of the document compares a) self-esteem based sabotaging behaviors with b) constructive actions grounded in self-acceptance. This 4-slide overview shows why self-acceptance is a far healthier alternative to the boosting self-esteem that yields arrogance, egoism, and self-indulgence.

**Unconditional Self-Acceptance Questionnaire (USAQ):** The second part of the document is a 20-questions test of insight into problematic attitudes you may have about the human worth – the central theme for fully accepting self and others.

**Next Steps:** After the above exercises, you may conclude your acceptance level is low. If so, the last slide enables you to subscribe and download a free guide on how to develop self-acceptance. Or, contact for a free consultation.

**To conclude,** you can attend hundreds of soft skill, communication, and other self-development workshops, but unless you accept yourself, warts and all, you will lack the composure and emotional stability necessary to apply those skills when it matters the most. Or, you may have achieved much in spite of not accepting yourself, but have paid a too high a price of that success (an impaired well-being, burned bridges, etc.). And so for those reasons, yes...

**UNCONDITIONAL SELF-ACCEPTANCE IS THE MAIN LEADERSHIP PREREQUISITE!**

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## Self-Esteem vs. Self-Acceptance

# Traits Comparison (1 of 4)

Go through the list on this and next three slides and identify thinking or acting habits you could improve.

Note: Many points used from Windy Dryden's book "How To Accept Yourself", with permission.

LOW SELF-ESTEEM	SELF-ACCEPTANCE	HIGH SELF-ESTEEM
Simple negative view of self and simple positive view of others	Complex (positive, negative, and neutral) view of self and others	Simple positive view of self and simple negative view of others
"I'm not OK, you're OK" or "I'm not OK, you're not OK"	"I'm OK, you're OK, but our actions can be good, bad, or neutral"	"I'm OK, you're not OK"
Past oriented: "I'm not OK because of past fiascos"	Present moment oriented: "I'm OK here and now"	Future oriented: "I'll be ok when I make it BIG!"
Sense of general inferiority	Understanding that people have a mix of good and bad aspects	Sense of general superiority



## Self-Esteem vs. Self-Acceptance

# Traits Comparison (2 of 4)

LOW SELF-ESTEEM	SELF-ACCEPTANCE	HIGH SELF-ESTEEM
Depreciates Self when rejected or criticized	Accepts Self and Others and objectively evaluates criticism	Depreciates Others when rejected or criticized
Unrealistic negative view of own achievements and qualities	Realistic assessment of own achievements and qualities and failures and faults	Unrealistic positive view of own achievements and qualities
Overestimates the likelihood the bad situation will occur	Objectively evaluates the likelihood bad situation will occur	Underestimates the likelihood the bad situation will occur
Underestimates own capacity to handle the bad situation	Objectively evaluates own capacity to handle bad situations	Overestimates own capacity to handle the bad situation

## Self-Esteem vs. Self-Acceptance

# Traits Comparison (3 of 4)

LOW SELF-ESTEEM	SELF-ACCEPTANCE	HIGH SELF-ESTEEM
Over-exaggerates the badness of a situation	Objectively evaluates the badness of a situation	Underrates the badness of a situation
Avoids things	Approaches things	Forces / reproaches things
Passive	Assertive	Aggressive
Asks for help though able to handle	Asks for help when needed	Doesn't ask for help when needed
Admits own mistake but begs for forgiveness	Admits own mistake, asks for forgiveness, & corrects the wrong	Instead of admitting mistake, blames and criticizes others



## Self-Esteem vs. Self-Acceptance

# Traits Comparison (4 of 4)

LOW SELF-ESTEEM	SELF-ACCEPTANCE	HIGH SELF-ESTEEM
Escapes challenges (believes can't overcome it)	Sticks with challenges but pauses for rest and fun	Over-challenges self (thinks can do much more than is real)
Passive and Disengaged	Active and Balanced Life	Over- and Under-Engaged
No hedonism	Long-Term Hedonism	Short-Term Hedonism
Past successes don't count	Takes time to enjoy success	Immediately starts next project
Doesn't treat self well – "I don't deserve it"	Treats self well	Doesn't treat self well – High esteem depends on new efforts
Drama Triangle Participant: Victim	Avoids Drama: Constructively Helps or Criticizes	Drama Triangle Participant: Rescuer and Persecutor

## Unconditional Self-Acceptance Questionnaire (USAQ)

# Questionnaire Instructions

- The questionnaire on the next two slides tests your attitudes about the human worth: yours and others'. The results will show that in some situations, especially when under stress, you value self and others only conditionally, which contributes to (or may even directly cause) your disturbances and impaired relationships.
- The questionnaire is split in two parts, A and B, for easier scoring. The numbering of questions is based on the Revised USAQ for easier reference.
- Permission to use Revised USAQ granted by authors:  
Chamberlain, J. M., & Haaga, D. A. F. (2001). Unconditional self-acceptance and psychological health. *Journal of Rational-Emotive & Cognitive-Behavior Therapy*, 19, 163-176.



## Unconditional Self-Acceptance Questionnaire (USAQ)

# USAQ Part A

- **Scoring Instructions:** Please indicate how often you feel each statement below is true or untrue of you. For each item, write the appropriate number (**1 to 7**) to the left of each statement, using the key below. Then sum.

Almost Always Untrue	Usually Untrue	More Often Untrue Than True	Equally Often True And Untrue	More Often True Than Untrue	Usually True	Almost Always True
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>

1.	When someone compliments me for something, I care more about how it makes me feel about myself than about what it tells me about my strengths or abilities.	10.	My sense of self-worth depends a lot on how I compare with other people.
4.	I feel that some people have more value than others.	12.	When I receive negative feedback, I often find it hard to be open to what the person is saying about me.
6.	Sometimes I find myself thinking about whether I am a good or bad person.	13.	I set goals for myself that I hope will prove my worth.
7.	To feel like a worthwhile person, I must be loved by the people who are important to me.	14.	Being bad at certain things makes me value myself less.
9.	I think that being good at many things makes someone a good person overall.	15.	I think that people who are successful in what they do are especially worthwhile people.
		19.	When I am criticized or when I fail at something, I feel worse about myself as a person.

- **Note:** High score indicates conditional self-acceptance



## Unconditional Self-Acceptance Questionnaire (USAQ)

# USAQ Part B

- **Scoring Instructions:** Please indicate how often you feel each statement below is true or untrue of you. For each item, write the appropriate number (**7 to 1**) to the left of each statement, using the key below. Then sum.

Almost Always Untrue	Usually Untrue	More Often Untrue Than True	Equally Often True And Untrue	More Often True Than Untrue	Usually True	Almost Always True
7	6	5	4	3	2	1

2.	I feel worthwhile even if I am not successful in meeting certain goals that are important to me.	11.	I believe that I am worthwhile simply because I am a human being.
3.	When I receive negative feedback, I take it as an opportunity to improve my behavior or performance.	16.	To me, praise is more important for pointing out to me what I'm good at than for making me feel valuable as a person.
5.	Making a big mistake may be disappointing, but it doesn't change how I feel about myself overall.	17.	I feel I am a valuable person even when other people disapprove of me.
8.	When I am deciding on goals for myself, trying to gain happiness is more important than trying to prove myself.	18.	I avoid comparing myself to others to decide if I am a worthwhile person.
		20.	I don't think it's a good idea to judge my worth as a person.

- **Note:** High score indicates conditional self-acceptance

## Next Steps

### Subscribe and Download



*A free guide on how to develop self-acceptance*  
[accept2lead.com/unconditional-self-acceptance-training-program/#Subscribe](http://accept2lead.com/unconditional-self-acceptance-training-program/#Subscribe)

### Book A Free Consultation



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#### SELF-ACCEPTANCE



#### HOW TO ACCEPT YOURSELF!

VS.

#### SELF-ESTEEM



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