

DEAR MAN

DBT interpersonal effectiveness

The acronym **DEAR MAN** is a strategy for getting your wants and needs met in social situations. This approach works best when you can first identify a specific request you'd like to make of someone.

D	Describe Clearly and concisely describe the <i>facts</i> of the situation. No opinions or interpretations! <i>"You've asked me to work late every day this week."</i>
E	Express State your feelings clearly to let others know how a situation affects you. Don't expect others to read your mind. Try using the phrase: <i>"I feel ___ because ___."</i> <i>"I feel <u>overwhelmed</u> because of <u>how much extra work I've been given</u>."</i>
A	Assert Be direct. Say what you need clearly and concisely. <i>"I need to resume my usual 40-hour work week."</i>
R	Reinforce Explain why it would be helpful to agree to your request. Express thanks if they consider it. <i>"Not overworking will allow me to be more productive. I appreciate you considering this."</i>
M	(Be) mindful Stay focused on the objective of the interaction and avoid being reactive or defensive. If necessary, calmly repeat your request. <i>"I would like to resolve the overtime issue before talking about my next project."</i>
A	Appear confident Use body language to project confidence, even if you don't feel it. <i>Stand up straight, make appropriate eye contact, and avoid stammering or fidgeting.</i>
N	Negotiate Know the limits of what you're willing to accept, but be willing to compromise within them. <i>"I'll continue to work late this week, but I won't be able to handle this workload next week."</i>

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Instructions: Complete the prompts below for an important request you need to make of someone. For best results, practice each step before having the conversation.

Describe: What are the *facts* of the situation? Do not include opinions or interpretations.

Express: Come up with an "I" statement to express your feelings: "I feel ____ because ____."

Assert: How will you state your request? Be as direct and specific as possible.

Reinforce: How can you encourage the person to grant your request? How can you show thanks?

(Be) mindful: How will you respond if the person pushes back or changes the subject?

Appear confident: What will you do to appear confident? Consider body language and tone of voice.

Negotiate: What are the limits of what you'll accept? How can you compromise within those limits?