

D.E.A.R.M.A.N

DBT SUBSKILL OF INTERPERSONAL EFFECTIVENESS

LEARN HOW TO EXPRESS YOUR NEEDS AND WANTS RESPECTFULLY

D

DESCRIBE. First, describe the situation you are reacting to. Stick to the facts. Tell the person exactly what you are reacting to. At this point, you're not expressing your feelings or asking for anything.

E

EXPRESS. Then express how you feel using an "I" statement. Don't assume that the other person knows how you feel. An "I" statement means that you're taking accountability.

A

ASSERT. Assert yourself and make your request or say no. Don't assume that others will figure out what you want. Remember others cannot read your mind.

R

REINFORCE. Make sure that the other person knows why they should grant your request. If necessary, also clarify the negative consequences of not getting what you want or need.

M

MINDFUL. Try not to become distracted by things around you. Instead, do your best to stay focused on the conversation. If the person you're talking to is defensive, try to keep the conversation on course.

A

APPEAR CONFIDENT. Regardless of how you feel on the inside, present yourself as though you feel confident (body language, eye contact, tone of your voice, etc.).

N

NEGOTIATE. Be willing to give to get. Offer and ask for other solutions to the problem. Reduce your request, or negotiate. Focus on what will work.

D.E.A.R M.A.N

Learning how to interact and form healthy relationships with people can be a challenge. It is important to present yourself as assertive (but not aggressive) in situations that require confrontation; DEAR MAN can serve as a great tool in a situation you're facing:

D

DESCRIBE THE SITUATION (Being objective, without judgement or bias)

E

EXPRESS (How are you affected by the situation? How do **you** feel?)

A

ASSERT (Acknowledge your thoughts, expectations. What do you **think** of the situation?)

R

REINFORCE (Explain why you think this way and what you want. How will this benefit you?)

M

MINDEFUL (Remember your feelings and thoughts influence you.)

A

APPEAR CONFIDENT (Your body language and tone are important. How do you appear?)

N

NEGOTIATE (Compromises are needed sometimes, when possible. In what ways can you?)
