

INTERPERSONAL EFFECTIVENESS

DEAR MAN

DBT Skills and Concepts

DEAR MAN ↘

DEAR MAN is a skill set for effectively asking for something, saying 'no' to a request or managing a difficult interaction:

- **D**escribe the situation or what you want clearly and factually
- **E**xpress its importance to you; your feelings about it
- **A**ssert what you want; state your request or say no
- **R**einforce the value of your request for everyone
- Be **M**indful, focus on your goal; stay on topic
- **A**ppear Confident, neither threatening nor anxious
- **N**egotiate – Ask for or help with solutions; reduce your request

