

DEAR MAN communication skills

DEAR MAN is an acronym which is used in Interpersonal Effectiveness DBT* skills. Dear man skills teach you how to ask for something from someone while still maintaining a good relationship with that person. It is intended to help you resolve conflicts and effectively say no when you need to.

Each letter is a reminder of how to implement this skill in a conversation.

D	Describe	First, describe the situation you are reacting to. Stick to the facts.
E	Express	Then express how you feel using an "I" statement.
A	Assert	Assert yourself and make your request or say no. Remember others cannot read your mind.
R	Reinforce	Reinforce the positive effects of getting what you have asked for.
M	be Mindful	Stay focused on your objective.
A	Appear confident	Maintain eye contact, use an assertive tone of voice.
N	Negotiate	Be willing to give in order to get, although not everything is negotiable.

*DBT or dialectical behaviour therapy treatment is a type of psychotherapy — or talk therapy — that utilises a cognitive-behavioural approach. DBT emphasises the *psychosocial* aspects of treatment. It is a support oriented, cognitive based and collaborative approach.

Sources:

<https://www.optimumperformanceinstitute.com/dbt-treatment/bring-dbt-dear-man-skills-home-for-the-holidays/>

<https://psychcentral.com/lib/an-overview-of-dialectical-behavior-therapy/>

https://www.dbtselfhelp.com/html/ie_handout_8.html