

DBT Interpersonal Effectiveness

1. DEAR MAN

Describe the situation, **E**xpress feelings/opinions, **A**ssert yourself (Ask for what you want or say “no”), **R**einforce/reward by explaining the positive result of getting your needs met.

What do you see? What do you feel? What do you need? What can you give?

be **M**indful (focus on your goals, ignore attacks), **A**ppear confident & competent, **N**egotiate (be willing to give to get)

Stay focused, fearless, & flexible.

2. GIVE

be **G**entle & respectful (no attacks or judging), act **I**nterested (listen, don't interrupt), **V**alidate with words & actions, use an **E**asy manner (smile, use humour).

Use your heart, use your ears, use your words, & use your smile.

3. FAST

be **F**air to yourself & others, no **A**pologies (for having an opinion or asking for what you need), **S**tick to your values (be clear on what you believe & don't “sell out”), be **T**ruthful (don't exaggerate).

Be true to fairness, to yourself, to your values, & to the truth.