

DEARMAN

A Dialectical Behavior Therapy Skill for Effective Interpersonal Communication

- D - **Describe** (facts of the events, situation or request only – just the facts!)

- E - **Express feelings/experience** (not thoughts, opinions, or criticisms!)

- A - **Ask** for what you want or say “no” to a request

- R - **Reinforce** why your request or refusal is in the best interest for all parties involved (only if applicable)

- M - be **Mindful**. Stay on topic, be willing to sound like a broken record, repeat DEAR over and over if necessary. You do not need to respond to the assertions of the other person – really! Just keep repeating DEAR in a gentle and confident manner.

- A - **Act confident** (no whining and no yelling)

- N - be willing to **Negotiate** (unless the issue is a non-negotiable – immoral, illegal, or unethical)

And another helpful acronym from DBT: **GIVE**

- G - be **Gentle**
- I - act **Interested**
- V - **Validate** the other’s view (does not mean you agree!)
- E - have an **Easy manner** (relax – remember no whining or yelling)