

Interpersonal Effectiveness

DBT skills

Objective Effectiveness: DEAR MAN

Objective effectiveness refers to your ability to get what you want out of social situations. Before making a request, dealing with conflict, or starting a difficult social interaction, ask yourself: "What is my objective in this interaction?" Once you have a clear understanding of your desired outcome, use the acronym **DEAR MAN** to guide the conversation:

D	Describe Clearly and concisely describe the <i>facts</i> of the situation. No opinions or interpretations! <i>"I will be getting home late and won't have time to cook dinner."</i>
E	Express State your feelings clearly to let others know how a situation affects you. Don't expect others to read your mind. Try using the phrase: <i>"I feel ___ because ___."</i> <i>"I feel <u>exhausted</u> because of <u>my long day</u>."</i>
A	Assert Be direct. Say what you need clearly and concisely. <i>"Since I have to work late tonight, could you cook dinner?"</i>
R	Reinforce Explain why it would be helpful to agree to your request. Express thanks if they consider it. <i>"Thank you! I'm looking forward to having dinner with you."</i>
M	(Be) mindful Stay focused on the objective of the interaction and avoid being reactive or defensive. If necessary, calmly repeat your request.
A	Appear confident Use body language to project confidence, even if you don't feel it. <i>Stand up straight, make appropriate eye contact, and avoid stammering or fidgeting.</i>
N	Negotiate Know the limits of what you're willing to accept, but be willing to compromise within them. <i>"I'll wash the dishes if you cook dinner."</i>

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Relationship Effectiveness: GIVE

Relationship effectiveness refers to improving a relationship or maintaining a good relationship. The acronym **GIVE** teaches skills for growing strong relationships:

G	(Be) gentle Always be kind and respectful. Don't attack, threaten, or express judgment during your interactions. People tend to respond better to gentleness than harshness.
I	(Show) interest Listen to the other person without interrupting. Instead of mind-reading, ask follow-up questions. Make it your goal to understand the other person, even when you disagree.
V	Validate Outwardly acknowledge the other person's thoughts and feelings. You can do this with words (e.g., "This has been really difficult...") or actions (e.g., helping the person).
E	(Use an) easy manner Laugh, smile, and be lighthearted. No one wants to be pushed around or bullied—being relaxed and likable is more likely to help you achieve your goals.

Self-Respect Effectiveness: FAST

Self-respect effectiveness refers to your ability to stay true to your values during social interactions. The acronym **FAST** teaches skills for protecting your self-respect:

F	(Be) fair Consider each person's perspective and be fair. Don't take advantage of others, and say "no" if you believe others are taking advantage of you.
A	(No) apologies Don't over-apologize. You never need to apologize for making a request or for disagreeing. Save apologies for when you've made a mistake.
S	Stick to your values Develop an understanding of your values (the things that matter most to you and your morals). Know your red lines, and be willing to stand up for them.
T	(Be) truthful Avoid dishonesty such as exaggeration, manipulation, and outright lying. There might be a time and place for "white lies," but even these should be used carefully.