

Getting What You Want: DEAR MAN

From a concept by Marsha Linehan

Interpersonal effectiveness means being able to get what you want in your interactions with others. It means being able to accomplish your goals intentionally and with mutual respect.

DEAR MAN is a tool of Dialectical Behavior Therapy developed by Marsha Linehan. This tool lays out a methodic and effective pathway to getting what you want in your interactions with others.

When using DEAR MAN, remember to focus on solutions rather than on problems. From the perspective of interpersonal effectiveness, people don't have problems. The problems arise in the interactions between people rather than with the people themselves. By staying focused on positive outcomes and intentions we are able to interact more effectively and more mindfully.

INSTRUCTIONS

Use the outline below to help to clarify your intentions in communicating, remembering the two questions of intention:

1. What is my intention in this situation?
2. How can I communicate my intention effectively?

On the next page, use the form to brainstorm some possible ways to use DEAR MAN to communicate your objectives and goals. Write them down and practice them before engaging in a conversation.

Describe what you want in clear, concrete terms, being as specific as possible. Eliminate ambiguity and don't be afraid to ask for what you need.

Express clearly and concisely what it is you want. Don't expect others to try to read your mind and don't be afraid to express how you feel.

Assert exactly what it is you expect. Don't be vague or unclear. Stand up for what you want while setting appropriate boundaries.

Reinforce compliance in others by stating why it would be to their benefit to grant you what you want in this situation. Look for opportunities for mutual benefit.

Mindful interaction is the key. Stay solution focused. If you feel yourself slipping into Emotional Mind, start over or try again later when you've had a change to re-engage Wise Mind.

Appear confident. Consider tone, body language, and overall affect.

Negotiate by being willing to compromise while remembering that you don't have to compromise on your own core issues.

Now go on to the next page and use it to write down some possible phrases you could use...

Getting What You Want: DEAR MAN

From a concept by Marsha Linehan

D	Describe what you want...
E	Express your goal clearly and concisely by...
A	Assert your needs by...
R	Reinforce compliance by...
M	Encourage mindful interactions by...
A	Appear confident by...
N	Negotiate by...