Asking for what you want: DEAR MAN

A structure for making a request or saying no, and being heard.

Name _____ Date _____

The situation, and what I want from it

Describe	The facts, without judgement. "What happened was..."
Express	How I feel about it, using "I". "I feel..."
Assert	Ask clearly for what I want, or say no. "I would like..."
Reinforce	What is in it for them, or for us both. "That would mean..."

While I say it

Stay Mindful
Keep to the point. If they change the subject or attack, come back to it calmly, like a broken record.

Appear confident
Steady voice, eye contact, upright posture. Even if I do not feel it.

Negotiate
Be willing to give to get. "What would work for you?"

What they might say, and how I will respond

How it went

DEAR MAN is a skill from Dialectical Behaviour Therapy (DBT), developed by Marsha Linehan.

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