

DEAR MAN Worksheet

DBT interpersonal effectiveness. Script one real request or refusal. DEAR is what you say; MAN is how you say it.

Situation (one specific conversation): _____ Date: _____

DEAR — WHAT YOU SAY

D Describe Just the facts. No judgments, no interpretations.

E Express How you feel, as an I-statement.

A Assert The specific ask or the clear no.

R Reinforce What the other person gains if they say yes.

MAN — HOW YOU SAY IT

M stay Mindful Your goal for this conversation; how you will return to it if they deflect.

A Appear confident Posture, eye contact, steady tone. What will you do with your hands and voice?

N Negotiate Your fallback offer if you hit a wall.

Practice script

Put it together in your own words. Read it aloud once before the real conversation.
