

DEAR MAN Steps

DBT: Interpersonal Effectiveness Skills

handout

When your goal is to assert your rights or get what you want, use:

DEAR MAN

D

Describe the situation in a short, neutral, specific way

Avoid blaming and criticism; focus on what happened, not why

E

Express your emotions using “I feel” statements

Don't assume they know how you feel; avoid judgmental language

A

Assert your needs clearly, directly, and specifically

Use confident but polite language; don't apologize for having needs

R

Reinforce the positive outcomes for both of you

Be realistic and specific about how both of you will benefit

M

Mindfully stay focused on your goal; be a “broken record”

Return to your point if they try to distract or divert you

A

Appear confident via your voice, expression, and posture

Stand up straight; use good eye contact and a calm, steady voice

N

Negotiate by offering and asking for alternative solutions

Aim for realistic solutions that still respect your needs

*This worksheet provides information but is not a substitute for therapy. It works best with guidance from a professional.





Additional Resources to Support Your Mental Health Journey

It can be hard to know where to begin looking for support in your mental health journey. Getting a referral from a primary care physician is a reliable first step. Also, sometimes family and friends have experienced similar issues and have professionals they would recommend. The experts at ChoosingTherapy.com are here to help as well, with resources we have reviewed and recommend. Our [strict editorial standards](#) ensure our reviews are fair, honest, thorough, and based on firsthand experience.

You Can Trust ChoosingTherapy.com



325+
Companies Reviewed



3,625+
Hours of Firsthand Experience



1,545+
Data Points Analyzed



[Best Online Therapy](#)

Online therapy is a convenient way to connect with a licensed therapist to address mental health issues, reduce unhealthy behaviors, develop effective coping skills, and get more satisfaction out of life. Many companies accept insurance and most have next-day appointments available.

[Best Online Psychiatry](#)

Online psychiatry providers enable patients to consult with licensed psychiatrists and other mental health professionals. They can evaluate, diagnose, and prescribe medication to help manage mental health issues. Many companies accept insurance and most have next-day appointments available.



[Best Mental Health Apps](#)

Apps can be great way to monitor mood, track sleep, journal, and practice healthy coping skills like mindfulness and meditation. There are apps specifically designed to help people reduce the symptoms of depression, anxiety, ADHD, chronic stress, and burnout.

[Therapist Directory](#)

When you're looking for a mental health provider with a very particular skill set, level of experience, or personality type, a therapist directory can be very helpful. Using the filters, you can refine your search until you find a therapist who feels like a perfect fit.





Tools for Self-Assessment and Psychoeducation

Figuring out the next step in your mental health journey can be overwhelming. Developed by psychologists, the tools at [ChoosingTherapy.com](https://choosingtherapy.com) can help. Our mental health self-assessment quizzes can help you explore common symptoms of mental health concerns, as well as find the best therapy style for you. Our mental health worksheets can guide you through therapy concepts and how to use them in your life.

Learn More with [Mental Health Quizzes](#)

Our collection of psychologist-developed mental health quizzes can help you learn if you are experiencing mild, moderate, or concerning levels of anxiety, depression, stress, burnout, and more. Each quiz also provides targeted resources based on your answers. These self-assessments are designed to offer insight, not diagnoses, and can be a helpful first step in recognizing symptoms and deciding whether to seek further support. If you have concerns about your mental health or your quiz results, we recommend you reach out to a licensed mental health professional.



[Free Mental Health Worksheets](#)

Search our collection of therapy worksheets by mental health topic, therapy modality, or demographic group. Our free, psychologist-developed worksheets make therapy exercises understandable and relevant to daily life. Find worksheets for help with ADHD, anxiety, depression, relationship difficulties, and other common mental health challenges.

