

# DEARMAN Skill

What to say:

**D – Describe.** Describe the situation. Just the facts.

*“Last weekend, I wasn’t invited to our group’s hang out. I was also not invited to Starbucks with everyone a few weeks ago.”*

**E – Express.** Express your feelings with an “I statement.”

*“I felt hurt when I saw the pictures afterwards and realized I hadn’t been invited.”*

**A – Assert.** Ask for what you want.

*“Can we talk about it? I’m wondering if I did something or if something is going on that I don’t know about?”*

**R – Reward.** Why should they do what you ask?

*“We’ve all been friends for so long. I want to figure this out with you.”*

How to say it:

**M - Mindful.** Stay focused, ignore attacks.

**A - Appear confident.**

**N - Negotiate.** Be willing to give to get.

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**DEAR MAN Skills used:**

**Describe** (describe the situation; just the facts):

**Express** (feelings):

**Assert:**

**Reward:**

**Mindful:**

**Appear confident:**

**Negotiate:**

**What was the result of using your DEAR MAN skills?**