

DEAR MAN Worksheet

Use this DBT structure to prepare for a clear, respectful request or boundary conversation.

D Describe

State the facts of the situation without judgment.

E Express

Name how you feel and why it matters.

A Assert

Ask clearly for what you want or say no directly.

R Reinforce

Explain the positive outcome of working with you.



Mindful

Stay on topic and return to your request when pulled away.



Appear confident

Use steady posture, tone, and pacing.



Negotiate

Offer workable alternatives without abandoning your need.

Before the conversation

What is the one clear outcome I want?

What facts do I need to describe?

What compromise could still protect the main need?
