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.

M

Mindful

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

A

Appear confident

Use steady posture, tone, and pacing.

N

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?