

DEAR MAN + GIVE + FAST

HOW THEY FIT TOGETHER

DEAR MAN helps you be clear about what you want. GIVE helps you maintain the relationship. FAST helps you maintain your self-respect. Together, they support assertive, effective and balanced communication.

DEAR MAN

BE CLEAR ABOUT WHAT YOU WANT

- D Describe**
Stick to the facts. Be clear and brief about the situation.
 - E Express**
Share how you feel (use "I" statements).
 - A Assert**
Clearly ask for what you want or need.
 - R Reinforce**
Explain the positive outcomes of saying yes.
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- M Mindful**
Stay focused on your goal. Don't get pulled off track.
 - A Appear confident**
Use a calm, steady tone and confident body language.
 - N Negotiate**
Be open to finding a middle ground if needed.

GIVE

MAINTAIN THE RELATIONSHIP

- G Gentle**
Be calm, respectful and non-threatening.
- I Interested**
Show you are listening. Be curious and open.
- V Validate**
Acknowledge the other person's feelings, even if you don't agree.
- E Easy manner**
Use a warm, flexible and approachable tone (e.g. a little humour, when appropriate).

FAST

MAINTAIN YOUR SELF-RESPECT

- F Fair**
Be fair to yourself and the other person.
- A Apologies (limit)**
Don't over-apologise or apologise for having needs.
- S Stick to your values**
Don't compromise what matters to you.
- T Truthful**
Be honest, in a kind and respectful way.

COMMUNICATION PLANNING SHEET

1 What is the situation?

Be specific and factual.

2 What do I want?

Be clear about your goal.

3 How will I use DEAR MAN?

Write key points for what you might say.

4 How will I use GIVE?

How will you show you want to maintain the relationship?

5 How will I use FAST?

How will you maintain your self-respect?

BEFORE THE CONVERSATION

- ☐ I am clear about my goal.
- ☐ I have practised what I want to say.
- ☐ I am prepared for different responses.
- ☐ I can keep my focus, even if it feels difficult.
- ☐ I am willing to negotiate if needed.

AFTER THE CONVERSATION

- ☐ What went well?
- ☐ What was challenging?
- ☐ Did I stay true to my values?
- ☐ What would I do differently next time?
- ☐ What did I learn about myself?

SOURCE

Adapted from Linehan, M. M. (2014). *DBT Skills Training Manual* (2nd ed.). Guilford Press.