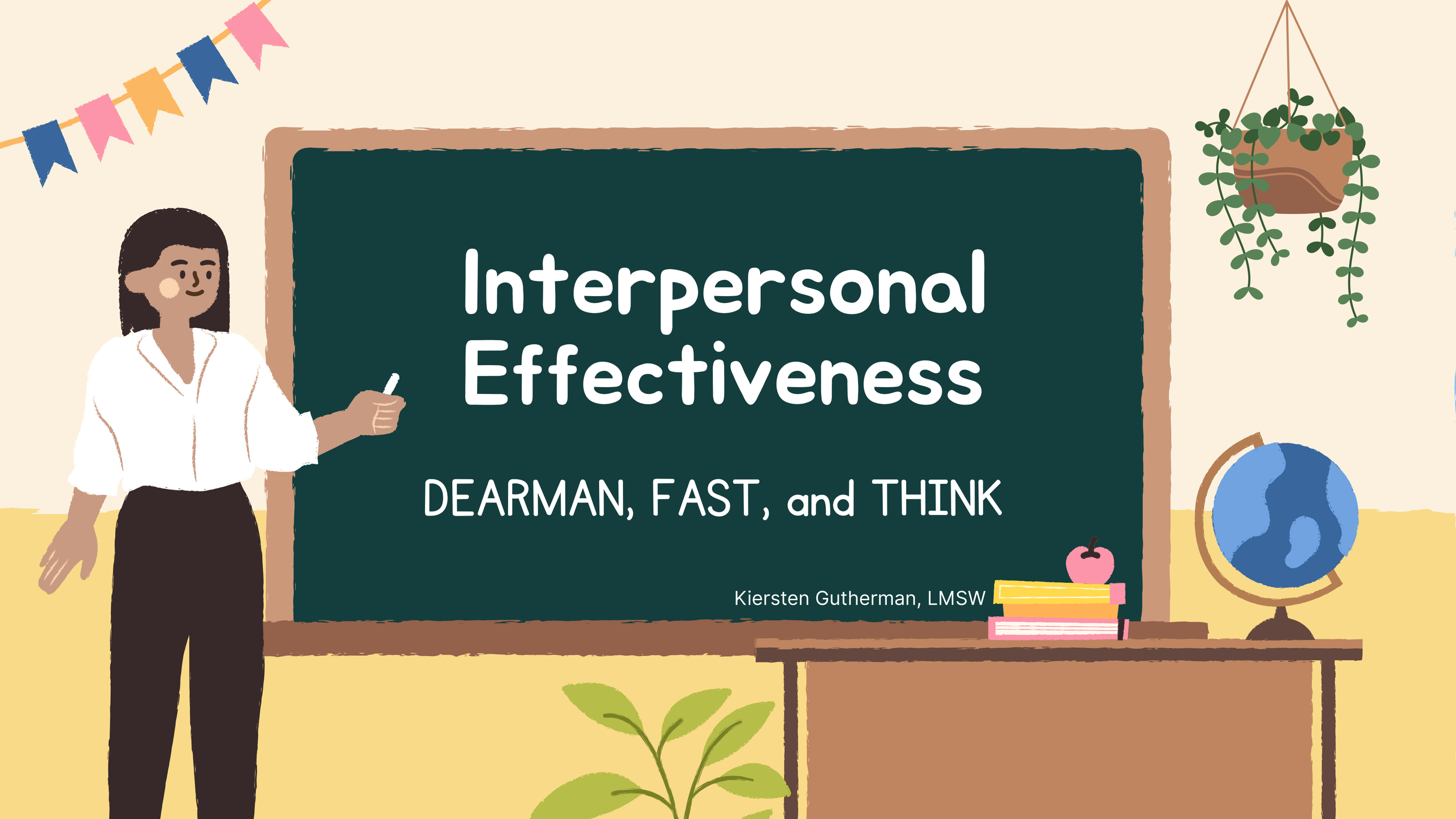

Interpersonal Effectiveness
DEARMAN, FAST, and THINK
Kiersten Gutherman, LMSW

DEAR MAN



Describe



Express



Assert



Reinforce



Mindful



Appear Confident



Negotiate



Describe

- Just the facts!
- We aren't talking about how we feel about the situation (yet)
- Feelings aren't facts!

Express

- Use “I” statements
  - “I feel,” “I was worried,” etc
- Stay away from judgments
  - not “you should,” “you would,” etc.



Assert

- Ask for what you want (or don't want)
- Other people aren't mind readers
    - be CLEAR in what you're asking for. Other people don't know what you need if you don't tell them.



Reinforce

- Reinforcing means rewarding the other person
- “If x, that would make me feel x”
- “If you don’t do x, that will make me more likely to do y.”



MAN

Mindful

- Keep focus on what you want
- Don't get distracted
- Ignore attacks
- Find the dialectic
  - "I hear you saying x, and also I would like y"

Appear Confident

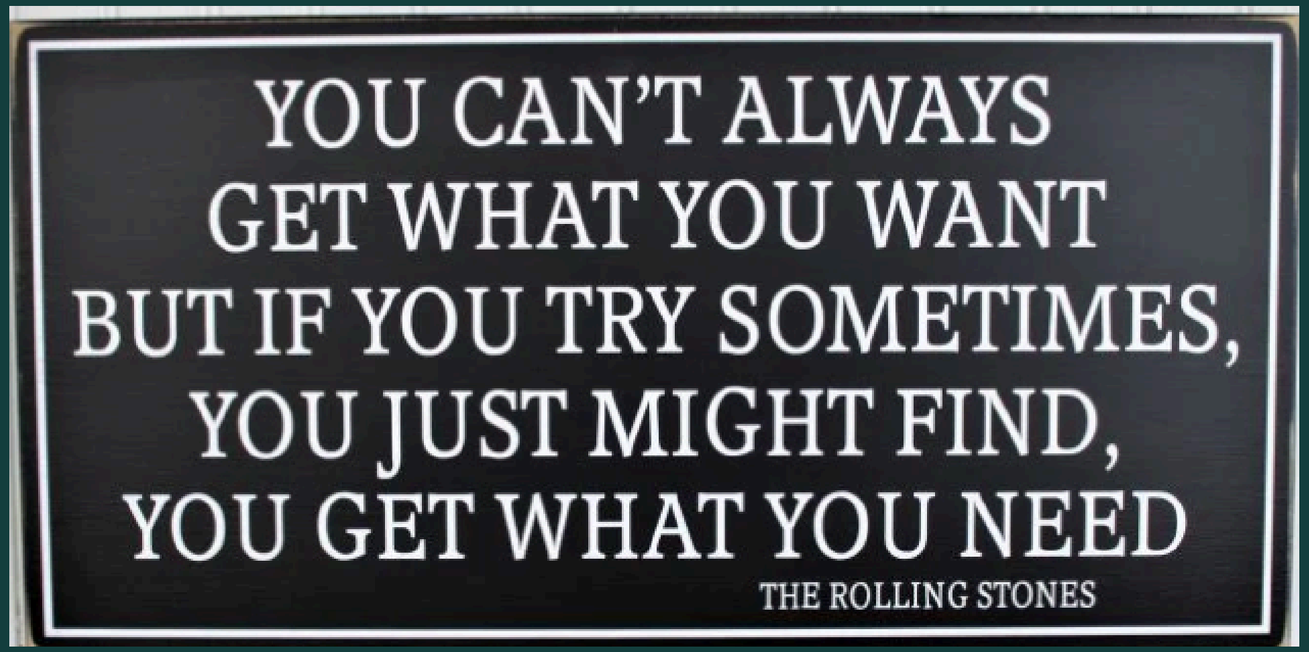
- Ideas on how you would do this?
- What does confident look like to you?
- How could that be perceived by others?

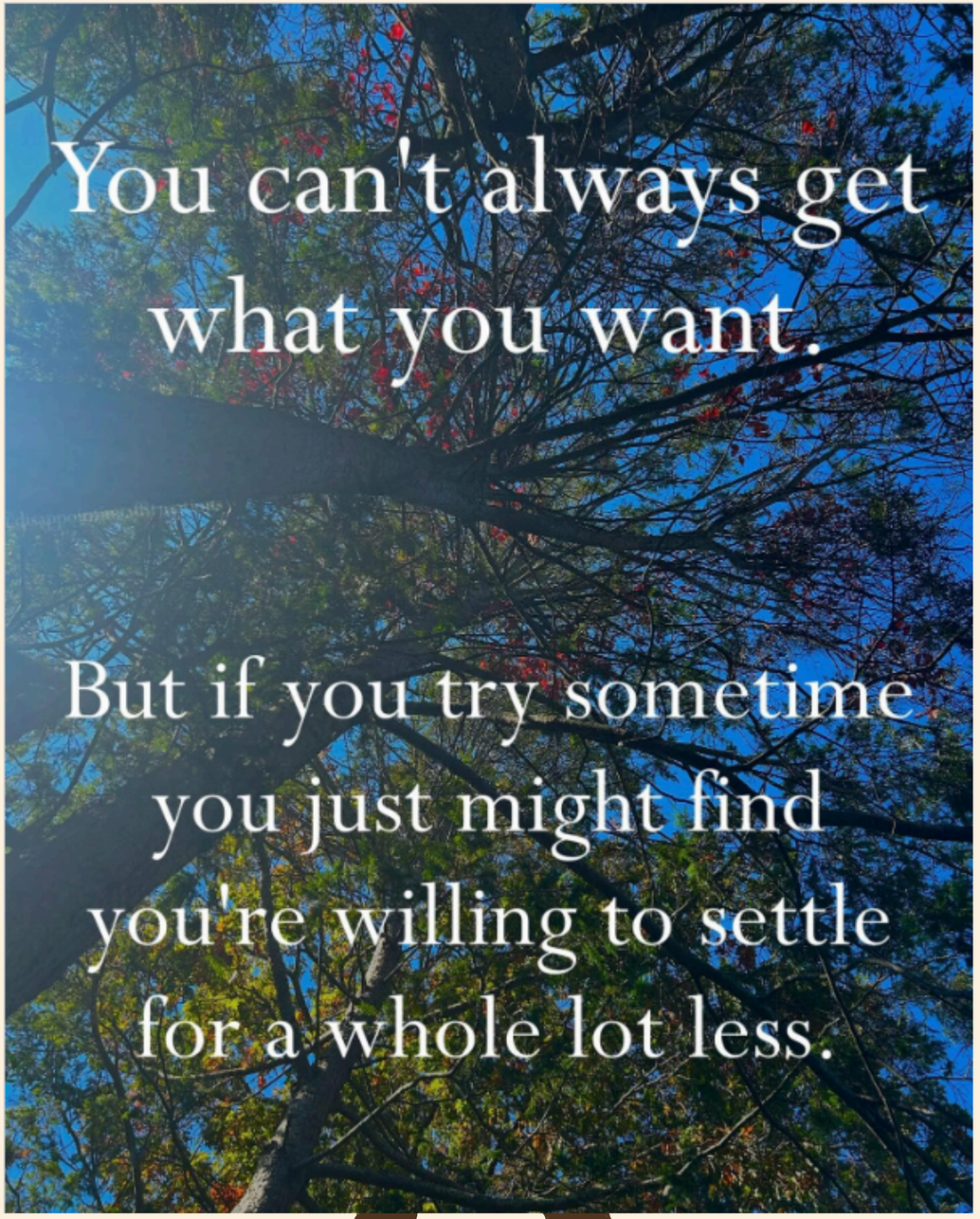
Negotiate

- Be willing to listen to input
- Be flexible on what you are willing to accept
- Focus on being EFFECTIVE, not being right



Does doing a DEARMAN always work?





@disappointingaffirmations

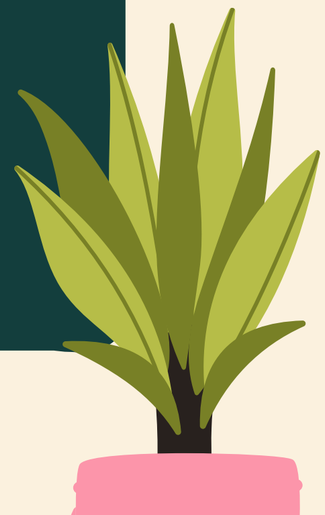
Does doing a DEARMAN always work?

NOPE, SORRY!

- What could have gone wrong?
- How do we feel when our interpersonal effectiveness skill isn't effective?
- What does our emotion mind want us to do next?
- What can we EFFECTIVELY do next?
- What do we do when someone DEARMANs us back??









(Be) Fair

(No) Apologies

Stick to values

(Be) Truthful

If we want to maintain our self respect in a conflict:



(Be) Fair

Be fair to yourself AND the other person.

- Both are equally important, even when we want to prioritize our own needs and wants
- Validate yourself and the other person

(No) Apologies

Don’t apologize for existing!

- We don’t need to apologize for having needs, opions, preferences, or disagreeing
- Don’t say “I’m sorry” for everything
    - How might this hurt genuine apologies?
- Does this mean we never apologize?

Stick to your values

This requires knowing your values!

- How do we figure out what our values are?
- How do we stick to them instead of following the crowd?
- Are either of these hard for you?

(Be) Truthful

Tell the truth (even if it's uncomfortable)

- Don't make up an excuse or exaggerate a problem
- Don't pretend you're helpless when you're really not

Why do we use this skill?

Sometimes we need to prioritize our own needs over someone else's

- How do we know when it is appropriate to use this skill?
- How does this skill help us in the short term and in the long term?
- How do we find the balance with the GIVE skill?

Worry thoughts

Do worry thoughts come from our wise mind?

- Why do we worry?
- How does worrying hurt us?
- What can we do instead?

Interpersonal Effectiveness Handout 8



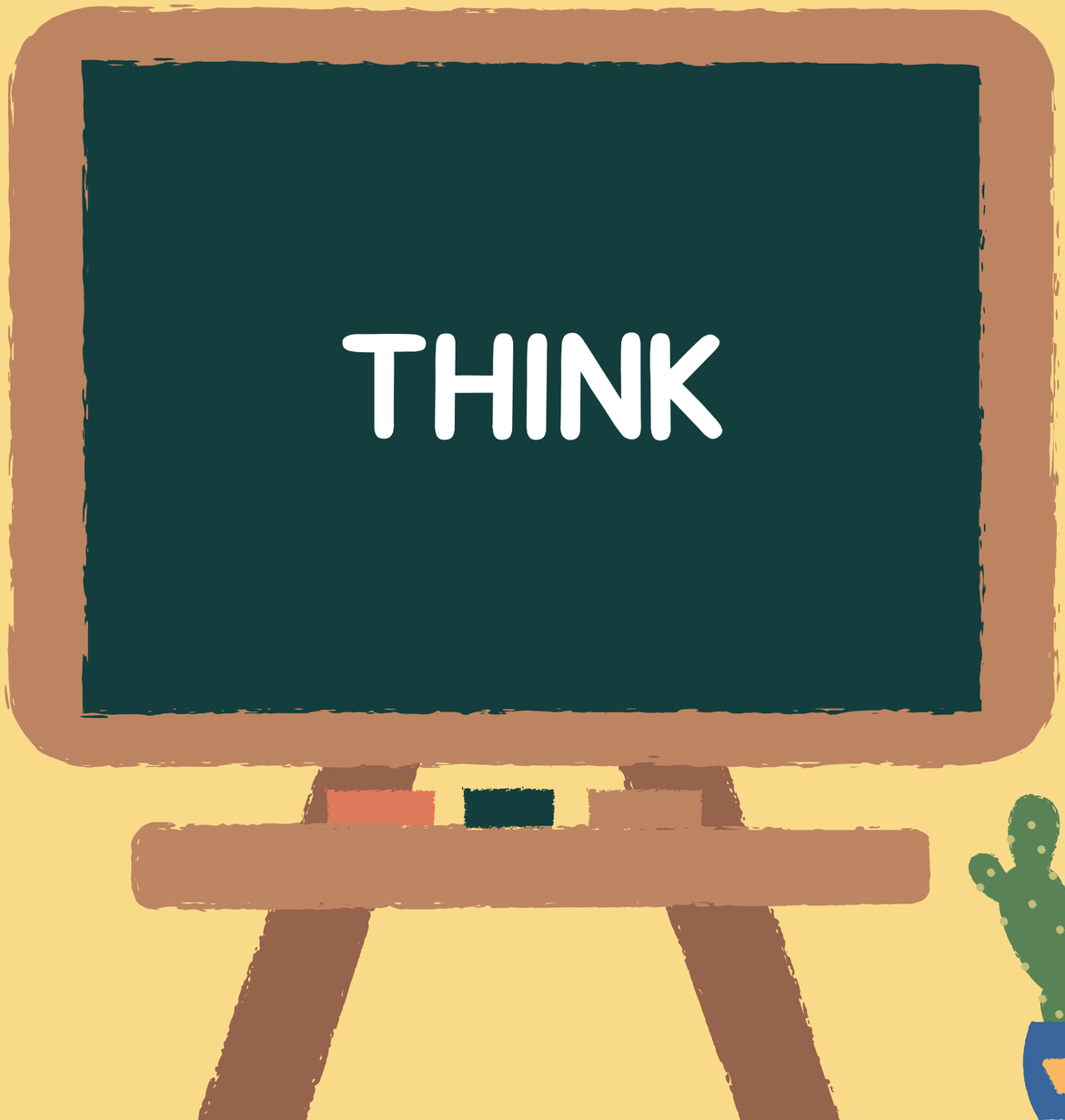
HOMEWORK

Interpersonal Effectiveness
Handouts 6 AND 9

Book: p 370 and 373
PDF: p 108 and 111







Think

Have empathy

Interpretations

Notice

Use Kindness

If we want to change our emotions about a situation, reduce conflict, and keep (or find) peace, we need to:



Why do we use this skill?

We often make interpretations or assumptions about others

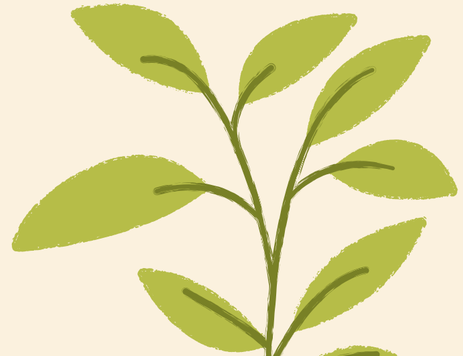
- Where does this usually put us?
  - Emotional, reasonable, or wise mind?
- What is the actual situation? How does this fuel our emotion mind?

What could another person's perspective be?





- What could the other person be thinking or feeling?
- Could the way they're feeling before we talk to them affect how they respond to us?
- Could we use other skills here?
    - eg levels of validation



Interpretations

Can you think of more than one interpretation of someone's behavior?

- Can you think of at LEAST one not-bad reason?

Notice

What is going on with the other person?

- Have they been trying to make things better?
- Have they been trying to help or show they care?
- Have they been going through thing lately?

Use Kindness

(Marsha is definitely reaching on this acronym...)

How can we approach someone with kindnessa and gentleness, even if we are having not-so-kind feelings toward them?

Use Kindness



HOMEWORK

Interpersonal Effectiveness
Handouts 6 AND 14

Book: p 370 and 378
PDF: p 108 and 116



