

Name _____ **DEARMAN**

DEARMAN

DEAM MAN is an acronym that stands for the components of successful communication. The DEAR MAN steps are a blueprint for clearly expressing what you want and need in a calm and respectful way. DEAR MAN is a communications tool that increases possibility that conversations will have positive outcomes.

- **Describe.** Describe the situation as objectively as you can.
- **Express.** Express your emotions using "I" statements.
- **Assert.** Assert you wants and needs calmly and clearly.
- **Reinforce.** Reward the other person when they respond well to you.
- **Mindfulness.** Keep your goal in mind, and do not get distracted by other issues.
- **Appear Confident.** Project confidence with your body language.
- **Negotiate.** Be willing to compromise within your clearly defined limits.



Which step do you feel will be the most difficult for you? Why?

How can you prepare yourself so that you can feel confident about that step?
