

Name _____ **DEARMAN**



DEARMAN Brainstorm

Think about a specific interpersonal situation that is bothering you. Journal about the issue, writing down everything that comes into your mind as you experience it, without censorship or judgement. When you are finished, review what you have written. As you read your thoughts and feelings, sort them into the DEARMAN categories below. This exercise will help to prepare you to have a productive conversation about the issue.

D	Describe the situation as objectively as you can. Just the facts.	
E	Express your emotions using "I" statements.	
A	Assert you wants and needs calmly and clearly.	
R	Reward the other person when they respond well to you.	
M	Keep your goal in mind, and do not get distracted by other issues.	
A	Project confidence with your body language.	
N	Be willing to compromise within your clearly defined limits.	