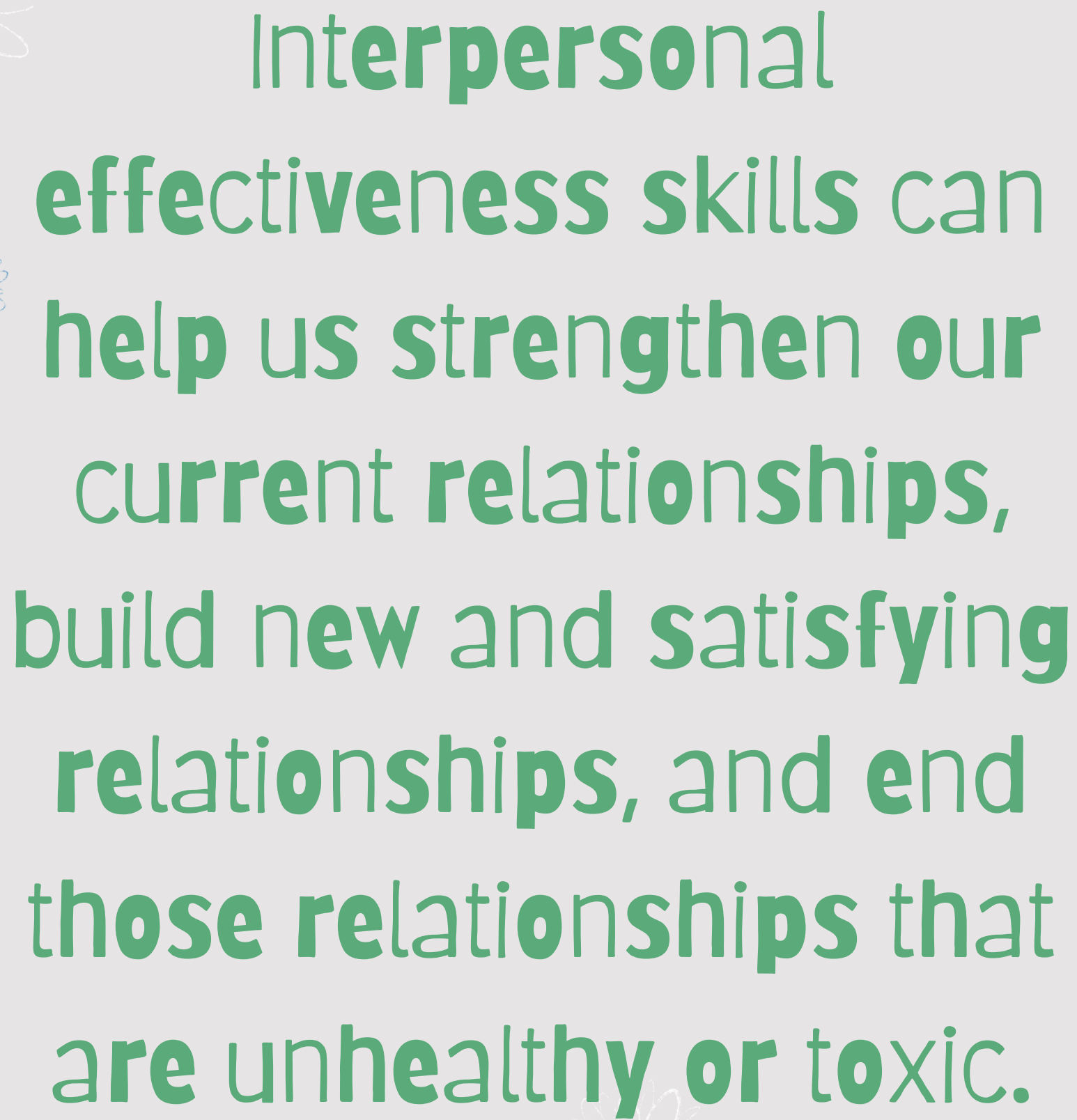


# Using



Interpersonal  
Effectiveness Techniques



**Interpersonal effectiveness skills can help us strengthen our current relationships, build new and satisfying relationships, and end those relationships that are unhealthy or toxic.**

# Interpersonal Effectiveness Techniques

**D.E.A.R. M.A.N.**

**F.A.S.T.**

**G.I.V.E.**





# D.E.A.R. M.A.N.

HERE ARE STEPS ON USING D.E.A.R. M.A.N. TO ASSERT YOUR BOUNDARIES

## **Describe**

Clearly and concisely describe the facts of the situation, without any judgment.

## **Express**

Use “I” statements to express your emotions.

## **Assert**

Clearly state what you want or need. Be specific when giving instructions or making requests.

## **Reinforce**

Show appreciation for the other person if they respond well to you.

You may smile or say “thank you”.



# D.E.A.R. M.A.N.

HERE ARE STEPS ON USING D.E.A.R. M.A.N. TO ASSERT YOUR BOUNDARIES

## **Mindfulness**

Being mindful of your goal means not getting sidetracked or distracted by other issues.

## **Appear Confident**

Use body language to show confidence, even if you don't feel it. Express this in your posture, eye contact, and tone of voice you will use.

Stand up straight, make appropriate eye contact, speak clearly, and avoid fidgeting.

## **Negotiate**

Know the limits of what you are willing to accept, but be willing to compromise within your boundaries.



# F.A.S.T

HERE ARE STEPS TO F.A.S.T. SO THAT YOU CAN EXPRESS YOUR EMOTIONS DURING MISUNDERSTANDINGS

## **Fair**

Be fair and objective in your descriptions and requests. Consider the other person's wants and needs as well as your own. Check the facts.

## **No Apologies**

Do not apologize for asserting yourself or making a request. Do not apologize for the way you feel or for having a different point of view.

## **Stick to your Values**

Know what your personal values, ethics, and morals are and do not compromise them for the sake of avoiding conflict or appeasing others.

## **Truthfulness**

Stick to the facts and avoid exaggerating, embellishing, or making judgmental statements.



# G.I.V.E.

HERE ARE THE STEPS TO G.I.V.E. SO THAT YOU CAN STRENGTHEN YOUR RELATIONSHIPS

## **Gentle**

Be respectful, kind, and courteous. Refrain from personal judgments. Try using “and” where you would normally use “but”, especially when criticizing others. By doing this, you avoid negating the other person’s point of view.

## **Interested**

Show others you are interested by using eye contact, affirmative nodding, not interrupting others when they are speaking, and reflecting back the main points of what the other says.

## **Validate**

Acknowledge the feelings expressed by the other person.

## **Easy Manner**

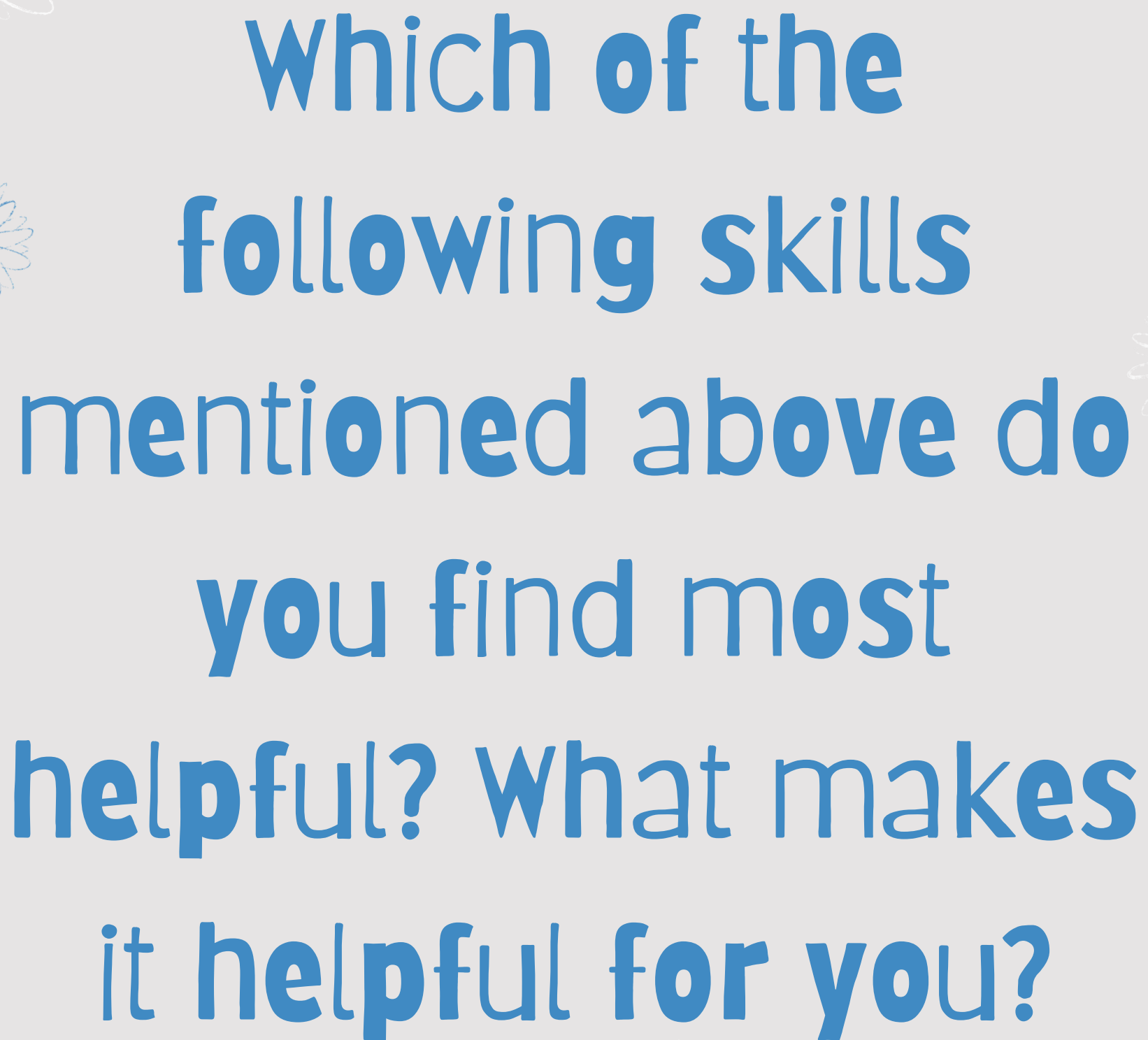
Present a flexible and calm demeanor. Relax the muscles over your entire body.



# REMEMBER

**Sometimes, even if we try to communicate well with others, there are still some who do not wish to respect your boundaries thus making the space unsafe. You have the right to act in ways that ensure your safety.**





**Which of the  
following skills  
mentioned above do  
you find most  
helpful? What makes  
it helpful for you?**

# RAINBOW FUNDS

THE PROJECT

