

Interpersonal Skills Acronyms

Worksheet

This worksheet outlines three key interpersonal effectiveness skills that DBT aims to impart:

1. **Objective effectiveness;**
2. **Relationship effectiveness;** and
3. **Self-respect effectiveness.**

In interpersonal situations, we are required to give thought to these skills and apply them to different degrees. Use the acronyms provided as a convenient way remember these skills.

D.E.A.R.M.A.N: Objective Effectiveness

The DBT acronym **D.E.A.R.M.A.N.** covers *Objective Effectiveness* skills that help you achieve your purpose or objective in an interaction.





D.E.A.R.M.A.N. stands for *Describe, Express, Assert, Reinforce, Mindful, Appear, and Negotiate.*

- D** *Describe* – Clearly and concretely describe the situation or what you want in a non-judgmental way.
- E** *Express* – Express your feelings to let others know something impacts you.
- A** *Assert* – Say what you mean to say in clear terms without ambiguity.
- R** *Reinforce* – Re-emphasize why the outcome you desire is desirable. Reward the positive or desired response.
- M** *Mindful* – Try to stay mindful of your present goal. Don't let arguments distract you from your objective.
- A** *Appear* – Be aware of your body language, tone of voice, and eye contact. Appear confident.
- N** *Negotiate* – Be open to giving as well as taking, and be willing to negotiate.

G.I.V.E: Relationship Effectiveness

G.I.V.E. is a DBT acronym for *Relationship Effectiveness* skills. These help you effectively build and maintain interpersonal relationships – which involves giving as well as taking.





G.I.V.E. stands for *Gentle, Interested, Validate, and Easy*.

-  **G** *Gentle* – Interact in a gentle way with others, avoiding threats, attacks, and judgment.
-  **I** *Interested* – Demonstrate interest by paying attention to the other person. Listen, rather than interrupt.
-  **V** *Validate* – Outwardly acknowledge and validate others' feelings, perspectives, and wishes.
-  **E** *Easy* – Adopt an easy attitude. Smile and use light-hearted, agreeable tone.

F.A.S.T: Self-Respect Effectiveness

The DBT Interpersonal Effectiveness acronym **F.A.S.T.** is useful for helping you retain respect for yourself in relationships. *Self-Respect Effectiveness* describes being cognizant of your own needs, beliefs, and values while maintaining healthy relationships with others.

F.A.S.T. stands for *Fair, Apologies, Sticking to Values, and Truthful*.

-  **F** *Fair* – Be fair to yourself, as well as to other people.
-  **A** *Apologies* – Apologize only when it is necessary. Some situations do not require you to apologize.
-  **S** *Stick to Values* – Don't compromise what you believe in or stand for simply to achieve an outcome.
-  **T** *Truthful* – Avoid acting dishonestly, e.g. exaggerating or acting helpless to manipulate others.