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**.

- **Describe** – Clearly and concretely describe the situation or what you want in a non-judgmental way.
- **Express** – Express your feelings to let others know something impacts you.
- **Assert** – Say what you mean to say in clear terms without ambiguity.
- **Reinforce** – Re-emphasize why the outcome you desire is desirable. Reward the positive or desired response.
- **Mindful** – Try to stay mindful of your present goal. Don’t let arguments distract you from your objective.
- **Appear** – Be aware of your body language, tone of voice, and eye contact. Appear confident.
- **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**entle – Interact in a gentle way with others, avoiding threats, attacks, and judgment.
- **I**nterested – Demonstrate interest by paying attention to the other person. Listen, rather than interrupt.
- **V**alidate – Outwardly acknowledge and validate others’ feelings, perspectives, and wishes.
- **E**asy – 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**air – Be fair to yourself, as well as to other people.
- **A**pologies – Apologize only when it is necessary. Some situations do not require you to apologize.
- **S**tick to Values – Don’t compromise what you believe in or stand for simply to achieve an outcome.
- **T**ruthful – Avoid acting dishonestly, e.g. exaggerating or acting helpless to manipulate others.