



FREE RESOURCE

DBT SKILLS • PART 2 OF 4

# Interpersonal Effectiveness Skills

*Asking, Saying No, Being Heard*

HEALING LIGHT SA — CLIENT WORKSHEET

How to maintain healthy relationships: GIVE and DEARMAN

Relationships can be stressful, and sometimes people don't get along. GIVE helps you keep a relationship healthy. DEARMAN helps you ask for what you want — or say no to a request — without damaging the relationship in the process.

## GIVE

Skills for keeping a relationship healthy while you work through a disagreement or a difficult moment with someone.

### G — Be Gentle

How can you use a gentle tone of voice, facial expression, and body language with this person? How would being gentle change how this conversation goes?

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### **I — Be Interested**

How can you show you're paying attention to them? What tells you when someone isn't listening — and what tells you when they are?

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### **V — Validate Their Emotions**

What is this person feeling, and how can you tell? You don't have to agree with their thoughts or feelings to let them know their emotions are real to them. How could you communicate that?

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### **E — Be Easy-Going**

How can you stay easy-going with this person instead of digging in? What tends to go wrong when you're difficult instead?

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## DEARMAN — Asking for What You Want

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Use this the next time you need to make a request

**Describe** Describe the facts of the situation.

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**Express** Express your feelings about it.

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**Assert** Ask clearly for what you want.

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**Reinforce** Explain the benefit of saying yes.

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**Mindful** Stay focused on this one topic.

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**Act Confident** Confident tone and posture.

**Negotiate** If they say no: "What can I do to get a yes?"

# DEARMAN — Refusing a Request

Use this the next time you need to say no

**Describe** Describe the facts of the situation.

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**Express** Express your feelings about it.

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**Assert** Say what you don't want to do.

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**Reinforce** Explain why this is good for both of you.

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**Mindful** Stay focused on this one topic.

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**Act Confident** Confident tone and posture.

**Negotiate** "I understand you want me to do this, and I don't want to. How can we solve this?"

## WRAP-UP: INTERPERSONAL EFFECTIVENESS

### GIVE

Be Gentle

Be Interested in Others

Validate Their Feelings

Be Easy-Going

### DEARMAN

Describe · Express · Assert · Reinforce

Mindful · Act Confident · Negotiate

## REFERENCES (APA 7TH)

RecTherapyToday. (2018). *DBT skills workbook*. [https://www.rectherapytoday.com/wp-content/uploads/2018/09/DBT\\_workbook.pdf](https://www.rectherapytoday.com/wp-content/uploads/2018/09/DBT_workbook.pdf)

Linehan, M. M. (2014). *DBT skills training manual* (2nd ed.). Guilford Press.

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