

# DEAR MAN

## How to ask for what you want (OR how to negotiate)

First, figure out what your goal is!  
Then write out your conversation using DEAR MAN skills to practice. Then try it out!

- **D** Describe the situation with FACTS only  
"I SEE/HEAR/NOTICE..."
- **E** Express your feeling.  
"I FEEL..."
- **A** Ask for what you NEED or WANT.  
"Would you be willing to \_\_\_\_\_?"
- **R** Reinforce why it will help YOU and THE OTHER PERSON.  
"It would really help me be/feel more \_\_\_\_\_."
- **M** Mindful. Take a breath. Stay focused on your goal. If the other person doesn't respond to your request, restate your NEED.
- **A** Appear calm and confident. Make eye contact and use appropriate voice tone.
- **N** Negotiate. Focus on what will work.  
"If you're unable to do what I requested, what can you do? How can we make this work?"