



DEAR WHAT?

PLANNING FOR ADVOCACY

Find yourself in a spot where you need to advocate for something that you feel others might not be too keen on, or just not sure how to articulate yourself in the way you're wanting to? We got you covered, well, actually DEAR MAN and GIVE got you covered. Not sure what those are? Check out below to see what these acronyms are, follow their prompts, and you will have a gameplan put together on how you can approach advocating for what you believe in! 😎

D

Describe

Describe the current situation. Stick to the facts. Tell the person exactly what you're reacting to.

E

Express

Express your feelings and opinions about the situation. Don't assume the other person knows how you feel

A

Assert

Assert yourself by asking for what you want. Do not assume that others will figure out what you want.

R

Reinforce

Reinforce the person ahead of time by explaining positive effects of achieving what you're seeking

MAN WHO? PLANNING FOR ADVOCACY



Example: Hi there _(supervisor)_, thanks for taking the time to meet with me. I'm not sure if we had a plan already to talk about this, but I was curious if we could talk about the possibility of me getting a raise. **I feel that I've excelled in what has**
↑ Describe ↑
been asked of me in my job, supported by what you've shared in previous meetings on performance. I was hoping we
↑ Express ↑
could consider raising my hourly rate by \$2 an hour to reflect this. It would go a long way in supporting me in feeling
↑ Assert ↑
compensated fairly, which will only help me in continuing my progress towards improving in my role.

↑ Reinforce ↑

Maintain your position,
don't be distracted, don't
get off the topic

M
Stay Mindful

Use a confident voice
tone and physical manner

A
Appear
Confident

Offer and ask for
solutions to the problem
that makes everyone
happy

N
Negotiate

*While you write out how your
plan to start your conversation,
consider how you can uphold
MAN and **GIVE** from the **start**
of the conversation to the **end**
of it so you can get the **most**
out of your effort*



**HAPPY
ADVOCATING!**



G
Be Gentle

Be nice, respectful,
avoiding threats & judging

I
Interested

Listen and be interested
in their concern(s)

V
Validate

Show that you recognize
their feelings & thoughts

E
Easy Manner

Ease them along, being
light-hearted & humorous