
Interpersonal Effectiveness

SKILLS GUIDE

The Problem

- Many clients learned ineffective or unhelpful ways of relating to others
- Clients may have trouble identifying, setting, and maintaining boundaries in relationships
- Client relationship patterns may have been significantly impacted by past trauma experiences.

Solution

- Therapists need to help clients increase their interpersonal effectiveness skills because:**
- Relationships and social support are essential to psychological well being
 - Interpersonal relationships often maintain and reinforce behaviors

What Clients Gain

- Effective communication skills can improve work relationships
- Effective relationships may mean lower stress overall as healthy partnerships has been linked to a less production of cortisol in the brain

Goals of IE Skills

- Use skills to get needs met from self and others
- Build healthy relationships and end destructive ones
 - Reduce confusion in relationships
 - Engage in assertiveness training
 - Orient towards healthy boundaries

What Interrupts IE

- Not having learned effectiveness skills
- Not knowing what they want
- Emotions get in the way
- Other people get in the way
- Thoughts and beliefs get in the way

Challenges to DEAR MAN

- Clients may describe their feelings as facts, and need practice distinguishing the two
- Clients may have been reinforced for not asserting their needs and wants and may fear incurring significant consequences for asserting themselves
- Clients can get caught in self blame

When GIVE Goes Wrong

- Clients may not be fully participating in the skill which can then come off as patronizing rather than sincere, which can make things worse
- Client may be trying to maintain a relationship that is actually destructive to them
- Clients become derailed by arguing against someone else's point of view

Barriers to Implementing FAST

- Many clients have trouble identifying their needs, asserting them and then NOT apologizing for them
 - May have to help clients define what self respect means to them
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