



The Dime Game (aka “Factors to Consider”)

Use this DBT Tool when making workplace requests. Go through each question honestly. Count how many times you answer “Yes” to help determine the intensity of your request.

1 Capability

Can the person actually give you what you want or change the behavior?

2 Importance

Is your goal or the specific outcome highly important in this situation?

3 Self-Respect

Will asking for what you want or setting this boundary help you feel more self-respect?

4 Law or Moral Code.

Is the person required by law, workplace policy, or a moral code to give you what you want?

5 Authority

Are you responsible for directing this person or telling them what to do?

6 Relationship Appropriateness

Is what you want appropriate to the current relationship you have with this person?

7 Long- vs. Short-Term Goals

Will staying silent keep the peace now but create bigger problems for you in the long run?

8 Give and Take (Reciprocity)

Are you giving just as much as what you are asking for?

9 Homework and Facts

Do you know the facts you need to support your request, and are you clear about exactly what you want?

10 Timing

Is it a good time to ask?

The Dime Game (aka “Factors to Consider”)

Use this DBT Tool when making workplace requests

Go through each question honestly. Count how many times you answer “Yes” to help determine the intensity of your request.

- 1** **Capability.** Can the person actually give you what you want or change the behavior? *Make sure you are directing your request to someone who has the power or authority to resolve it.*
- 2** **Importance.** Is your goal or the specific outcome highly important in this situation? *Prioritize the things that genuinely matter to your well-being or job function.*
- 3** **Self-Respect.** Will asking for what you want or setting this boundary help you feel more self-respect? *If staying silent will make you feel bad about yourself, it increases the need to speak up.*
- 4** **Law or Moral Code.** Is the person required by law, workplace policy, or a moral code to give you what you want? *Consider facts like equal pay, job descriptions, or ethical standards.*
- 5** **Authority.** Are you responsible for directing this person or telling them what to do? *If you are in a leadership or managerial role, your level of authority naturally increases the strength of your ask.*
- 6** **Relationship Appropriateness.** Is what you want appropriate to the current relationship you have with this person? *Boundary setting can go wrong if you misjudge where your relationship currently stands. Ensure the ask fits the professional dynamic.*
- 7** **Long-Term vs. Short-Term Goals.** Will staying silent keep the peace now but create bigger problems for you in the long run? *Avoid sacrificing your long-term career growth or values just to avoid a brief uncomfortable conversation today.*
- 8** **Give and Take (Reciprocity).** Are you giving just as much as what you are asking for? *Evaluate the workplace track record. Are you doing your part and putting in the work, making your request fair and earned?*
- 9** **Homework and Facts.** Do you know the facts you need to support your request, and are you clear about exactly what you want? *Don't get lost in a "pool of emotions." Check the facts, do your homework, and be clear on your objective before having the conversation.*
- 10** **Timing.** Is it a good time to ask? *Consider the environment and the other person's mood. Avoid asking when they are rushing out of a busy meeting or dealing with a crisis. Look for a time when they are in a mood to listen.*