Interpersonal Communication

A Quick Look at Theory...

Theory of Interpersonal Needs


Will Schutz

Theory of Interpersonal Needs
• Inclusion
• Control
• Openness/Affection

FIRO-B Fundamental Interpersonal Relations Orientation (Behavior) questionnaire

Inclusion

- Forming new relations, belonging, participating, and being visible
- Reaching out to others to welcome them and to give them prominence
Control

- Influencing, leading, rebelling, excelling and being seen as competent
- Empowering others, working independently, dominating or abdicating responsibility

Affection/Openness

- Developing authentic relationships that are close, open and warm
- Confiding in and nurturing others
These behaviors may be

**Expressed Behavior** (E) – what a person prefers to do, and how much that person wants to initiate action

**Wanted Behavior** (W) – how much a person wants others to initiate action, and how much that person wants to be the recipient

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**Prepare & Present**

1. Explore IC theories
2. Prepare a handout outlining one theory and ways to understand it better
3. Offer additional resources
Theories for Relationships

**SOCIETY**
- Symbolic interaction

**SOCIAL COMMUNITIES**
- Standpoint theory
- Attachment theory

**INDIVIDUALS**
- Social cognition

**RELATIONSHIP PROCESSES**
- Systems theory
- Social exchange theory
- Dialectical theory
- Turning points

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**SOCIETY**

Symbolic interactionism

The ability to communicate with words is the essence of being human.

We make sense of the world through a system of mental blueprints (schemata) that we create in our minds.

How do we attach labels to people and their actions, especially our own?

- Meaning
- Language
- Thought (minding)

George Herbert Mead
*Mind, Self and Society*
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SOCIAL COMMUNITIES

Standpoint Theory

The Cider House Rules

We are products of our culture, our heritage, our families, our experiences, and our expectations.

Georg William Fredrick Hegel
Attachment Theory

John Bowlby

MODEL OF SELF

Positive (Low)  Negative (High)

MODEL OF OTHER

Secure  Preoccupied
Dismissing  Fearful

LOW AVOIDANCE

LOW ANXIETY

DISMISSING-AVOIDANT

HIGH AVOIDANCE

HIGH ANXIETY

FEARFUL-AVOIDANT

http://www.web-research-design.net/cgi-bin/crq/crq.pl
INDIVIDUALS
Social cognition

- Direct definition
- Reflected appraisals
- Identity scripts
- Prototypes
- Personal constructs
- Stereotypes

Only things for which we have a construct are meaningful to us.

1. We can perceive only those things for which we have a personal construct.
2. We understand people better when their construct system is similar to ours.
Under-representation of women

- 3x as many white men as women on prime-time TV
- 2x more males in children's programming
- Only 16% women newscasters; about 10x more stories about men than about women
- only about 5% of TV writers, producers, and execs are women


Theories for Relationships

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RELATIONSHIP PROCESSES
Systems theory

- Interdependence
- Wholeness
- John Gottman’s research on predicting marital success
- Ross Stolzenberg’s research on wife’s work schedule
  “It's not so much what you do that matters, but how much you do. Up to 40 hours a week, there are no negative effects on a husband's health. But the effects are substantial after 40 hours, say, more than 50 hours a week.”

Watzlawick, Beavin, and Jackson (1967)
Interactional View

1. One cannot not communicate.
2. Communication = Content + relationship
3. The nature of a relationship depends on how both parties punctuate the communication sequence
4. Communication relationships are either symmetrical or complementary.
Social exchange theory

Rewards – Cost = Worth/Outcome of Relationship

Comparison level (of alternatives)

Thibaut and Kelley

Would you like to play a game?

This is Prisoner’s Dilemma,

http://www.princeton.edu/~mdaniels/PD/PD.html
Dialectical Theory

Contradictory pulls

Internal Tensions
  - Autonomy/connection
  - Predictability/Novelty
  - Openness/Closedness
External Tensions (+ 1993)
  - Inclusion/Seclusion
  - Conventionality/Uniqueness
  - Revelation/Concealment

Leslie Baxter

Barbara Montgomery

http://www.nvcc.edu/TVCENTER/Communication_Theories.htm

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Turning Points Theory

What events are related to positive or negative change in relationships?

Dyadic – reasons rooted in interaction
   - Having a fight
   - Having sex
   - Getting engaged

Individual - rooted in personal belief systems/ideal
   - We’re too young to marry
   - He’s not ambitious enough

Network – attributed to interactions with third parties
   - Parents approve
   - Friends hate him

Circumstantial – reasons that the parties had no control over the event
   - Job relocation
   - Natural disaster

Choose your theory!

SOCIETY
   - Symbolic interaction

SOCIAL COMMUNITIES
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INDIVIDUALS
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8 groups, xxx to each group...

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Prepare & Present 9/23

1. Explore one of our IC theories
2. Prepare a handout outlining one theory and ways to understand it better
3. Submit an annotated resource bibliography of at least ten sources.

Next week...

- We’ll look at ways to research these theories, and more...
- Read Dr. Chen’s article on communication in intercultural relationships
- Take a look at the handout on relationships