Relational Development

“So, I’m attracted to you…
What’s next?
Where do we go from here?”

Types of Relationships

- Relationship of Circumstance - based upon life’s circumstances
- Relationship of Choice - you’ve chosen to initiate, maintain, and/or terminate

William Schutz’s Theory of Interpersonal Needs

- Inclusion - a need to belong and be identified with others
- Affection - a need for love and esteem from others
- Control - a need to achieve and exert power over others and our environment
- We are willing to exchange items of value to meet these needs

Schutz, 1958
Interpersonal Attraction

The degree to which you want to form or maintain an interpersonal relationship.

Short-term vs. Long-term

- Short-term:
  - What interests us earliest
  - Potential for developing an interpersonal relationship
- Long-term:
  - Motivation to maintain or escalate an interpersonal relationship

Interpersonal Attraction

- Physical appearance/characteristics
- Matching hypothesis
- Proximity (propinquity)
- Similarity
  - Social similarity
  - Task & professional similarity
  - Background similarity
  - Attitude & value similarity
Other Influences on Interpersonal Attraction

- Personality fit (complementary needs)
- Reciprocal Liking
- Credibility/Competency/Charisma
- Relationship Potential
- Self Disclosure

How do I find out about you? (Uncertainty Reduction)

- We want to increase predictability by reducing the unknown
- Uncertainty Reduction Strategies:
  - Passive - observation
  - Active - asking others
  - Interactive - ask the person(s)

Interpersonal Power

- The ability to influence another person in the direction we desire
- It exists in all interactions and all relationships
- It is derived from an individual’s ability to meet another person’s needs
- Everyone has power
- It is circumstantial
- It is negotiated within relationships
Types of Power Relationships

- Complementary relationships
- Symmetrical relationships
  - Competitive symmetric
  - Submissive symmetric
- Parallel relationships

Power Resources

- **Power Resource** - anything that enables individuals to:
  - move toward their own goals, or
  - interfere with another's actions

Primary Power Resources

- **L**egitimate **A**uthority
- **P**ersonal **Q**ualities
- **E**xpertise
- **R**ewards & **P**unishments
- **I**nformation
Relational Development

- All relationships go through various stages, Up and Down.
- Outsiders can often tell what stage a relationship is in, by observing the interpersonal communication.
- There are turning points in relationships:
  - Causal
  - Reflective

Models of Relational Development

- Two basic models:
  - Staircase (Knapp)
  - Elevator (Beebe, Beebe & Redmond)
- Lots of similarities between the models.

BB&R's Elevator Model of Relational Development

- "Going up?"
- "Going down?"

INTIMACY
Relational Escalation

1. Preinteraction Awareness
2. Acquaintance
3. Exploration
4. Intensification
5. Intimacy

“Going up?”

Relational De-Escalation

1. Post-Separation Effects
2. Separation
3. Individualization
4. Deintensification
5. Turmoil OR Stagnation

“Going down?”

Movement Within and Between Stages/Floors

- Intimacy is not the only goal of relationships
- Not all relationships move through all 10 steps
- Movement between steps is generally sequential
- Movement occurs within stages
- Relationships are constantly changing
- Movement is always to a new place
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Leslie Baxter, 1984