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# Interpersonal Behavior



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# Lecture structure

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- Acquaintance (Let's meet) & mutual expectations
- What does the term "IB" mean?
- Course structure and schedule
- Assessment and grading
- Defining areas of interests

# Acquaintance (Let's meet)

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- Teachers' ideas and expectations
  - students' growth
  - new knowledge
  - interesting discussions
- Students' ideas and expectations



# Interpersonal behavior

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- What does the term “IB” mean?



- IB is an aggregated notion → different areas of research
- IB is behavior that is driven by interpersonal motivation

# Synonyms

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- Social behavior
- Interpersonal interaction
- Social connectedness
- Social interaction
- Prosocial behavior
- Co-existence
- ...



# Course topics



# Class structure

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- Short quiz (3-4 Qs)
- Discussion, debates, tasks, etc.
- Individual presentation(s) (hw 1)



# 3<sup>rd</sup> module schedule

21.01

- Need to belong

28.02

- Exclusion and ostracism

4.02

- Interdependence

11.02

- Coordination problems

18.02

- Dilemmas

25.02

- Moral emotions

3.03

- Reciprocal altruism

10.03

- Altruistic punishment



## 3<sup>rd</sup> module schedule

17.03

- Equity theory

24.03

- Voice effect

## 4<sup>th</sup> module schedule

07.04

- Deception

14.04

- Self-interest and fairness

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- Exam

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- Research classes (Homework 2)

# Assessment

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- Home reading – short quizzes
- Participation
- Homework (1) – presentation and post hoc reflection (individual; deadline – presentation day + 3 days)
- Homework (2) – research based on course materials (mini-groups; deadline – June ...)
- Exam – final test (April-May, appr.)

# Grading

- Total =  $0.2 * O_{\text{exam}} + 0.8 * O_{\text{accumulated mark}}$ 
  - $0.5 * O_{\text{hw}} + 0.25 * O_{\text{quizzes}} + 0.25 * O_{\text{participation}}$
- Total =
  - 20% - test (exam)
  - 40% - homework (1+2)
  - 20% - quizzes
  - 20% - participation

# Supporting material and services

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- LMS:
  - General info
  - Core reading
  - Articles for individual presentations + online table for pres. schedule
  - Course presentations (teachers')
  - Assignments + projects

## Next time

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- Reading and discussion: Topic 1. Need to belong
- Short quiz
- Presentation(s) ?





Horowitz, L.M., Wilson, K.R.,  
Turan, B., Zolotsev, P.,  
Constantino, M.J., Henderson, L.

## How interpersonal motives clarify the meaning of interpersonal behavior: A revised circumplex model

*Personality and Social Psychology Review*, 2006, 10, 67-86.

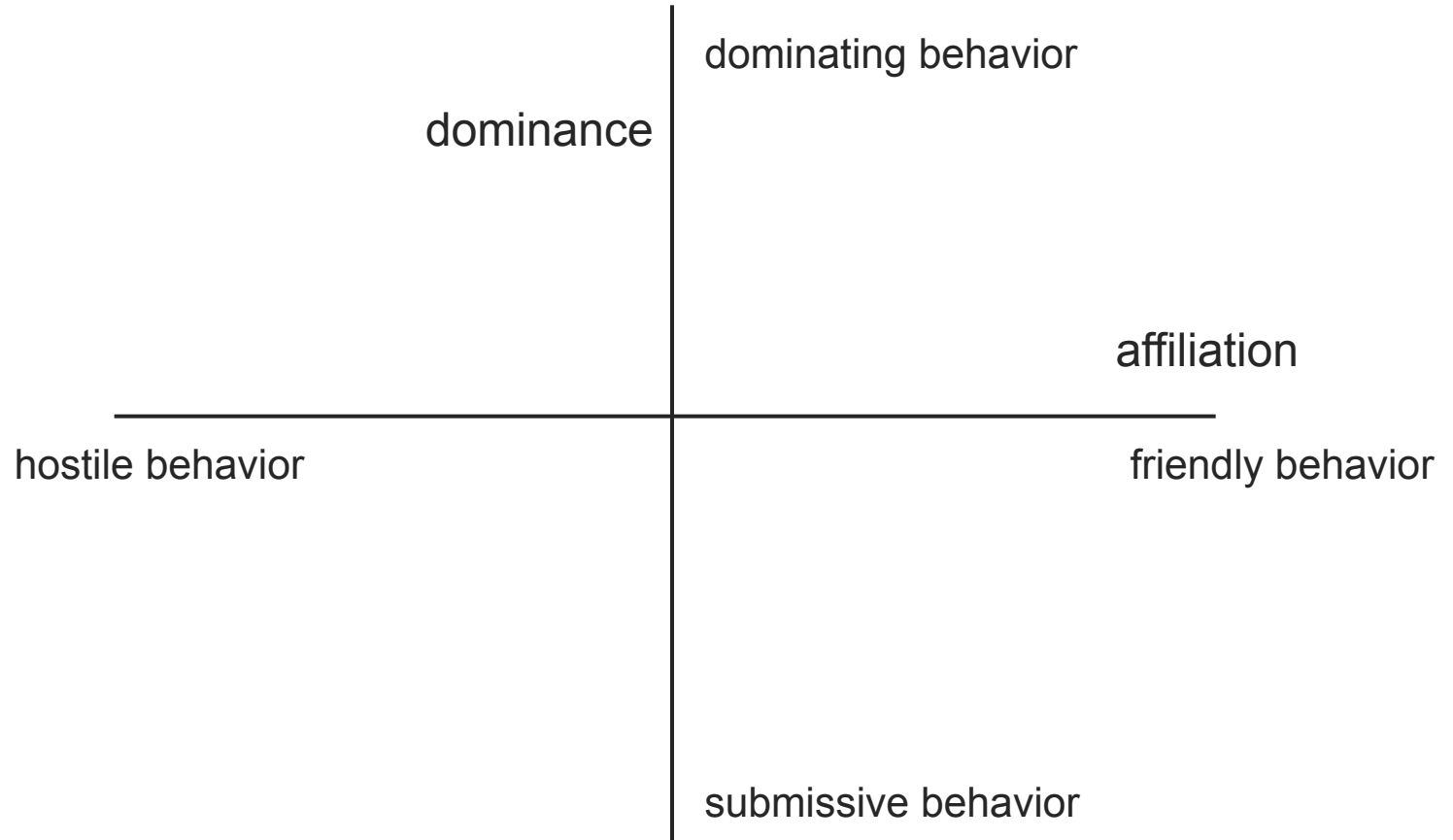


# Short history

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- interpersonal theories and interpersonal models (Kiesler, 1983; Leary, 1957; Sullivan 1953)
- “theorem of reciprocal emotion” – reciprocity (or complementarity) in human interaction (Sullivan, 1953)
- the principle of complementarity – “A person’s interpersonal actions tend (with a probability significantly greater than chance) to initiate, invite, or evoke from a interactant complementary responses” (Kiesler, 1983, pp.200-201)

# Interpersonal models





# Problems

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- the principle does not work for behaviors on the hostile side of the interpersonal space
- friendly behavior has a relatively high base rate, even when initiating behavior is hostile

revisions of the model



# Revised Circumplex Model. Basic postulates (27)

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- Interpersonal motives may be organized hierarchically
- The first expressions of communal and agentic motivation appear early in infancy
- Generally speaking, interpersonal behaviors are motivated
- A particular behavior may stem from a variety of motives, which lend meaning to that behavior
- Coexisting motives may be behaviorally compatible, or they may conflict
- When the motive or motives behind and interpersonal behavior are unknown or unclear, the behavior is ambiguous
- Ambiguous behavior leads to a miscommunication between interacting partners

# Conclusions

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- The negative pole of communion is taken to be indifference, not hostility
- A given behavior invites (rather than evokes) a particular reaction, which the partner may choose not to satisfy
- The complement of a behavior is the reaction that would satisfy the motive behind it
- Noncomplementary reactions induce negative affect



# Handouts




# Social exclusion and need to belong

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## need to belong

- fundamentals of human motivation
- basics of intrinsic motivation and well-being
- people's seeking of positive self-regard

## exclusion and ostracism

- notions of stigma and ostracism
  - why does social exclusion hurt?
  - cyberbomb: effects of being ostracized from a death game
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# Conflict and cooperation

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## inter-dependence

- interdependence, interaction, and relationships
- development of prosocial, individualistic, and competitive orientations

## coordination problems

- motivational reasons of conflict behavior strategy choice
  - factors of coordination failure and success
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# Conflict and cooperation

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## dilemmas

- the notion of social dilemmas
- decision making in social dilemmas
- tacit (implied) coordination in social dilemmas

## moral emotions

- emotion specificity in decision making
  - guilt and shame as motivators
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# Social exchange

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## reciprocal altruism

- the evolution of reciprocal altruism and cooperation
- why and when we behave in altruistic way?

## altruistic punishment

- third-party punishment and social norms
  - willingness to punish or compensate and the moderating role of empathic concern
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# Distributive and procedural justice

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## equity theory

- inequality in Social Exchange
- new directions in Equity Research

## voice effect

- What is responsible for the fair process effect?
  - cultural norms and values
  - procedural justice and the hedonic principle
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# Negotiation, Self-interest and fairness

## deception

- social motives and strategic misrepresentation in social decision making
- an instrumental account of deception and reaction to deceit in bargaining
- power and deception in bargaining

## strength in weaknesses

- Self-interest and fairness in coalition formation
- benefits of having and disclosing information in negotiation process