**Lecture 3 The dynamics of interpersonal relationships**

“A good apology is like an antibiotic, and a bad apology is like rubbing salt in the wound”

Interpersonal relationships are part of the interaction, and considered in its context. Interpersonal relationships - it is objectively experienced, in varying degrees conscious relationships between people. They are based on a variety of emotional states of interacting people and their psychological features (N.N. Obozov). In contrast to the business relationship interpersonal communication is called sometimes expressive, emotional.

The development of interpersonal relationships is determined by gender, age, natio-nality, and many other factors. Women's social circle is much smaller than that of men. In interpersonal communication, they are in need of selfdisclosure, transfer information about yourself to others. They often complain of loneliness (I.S. Kon). More significant features for women , manifested in interpersonal relationships, and for men - business skills. Interpersonal communication in different nationalities are built taking into account the position of man in society, his age and gender status, belonging to different social strata, and others.

The process of interpersonal relationships includes dynamics, fur-ism regulation of interpersonal relations and the conditions of their development.  
Interpersonal relations are developing in the dynamics: they are born, are fixed, are reached a certain maturity, and then may gradually weaken. The dynamics of interpersonal relationships are passing through several stages: acquaintanceship, friendly, companionship and friendship.

Acquaintanceship are carried out depending on the socio-cultural norms of the society. Friendly relations form the willingness to further development of interpersonal relationships. At companionship a convergence of views and supporting each other is carried out. Friendly relations have a common objective content - common interests, goals, activities, etc. It can be identified utilitarian (instrumental-business) and emotionally-expressive (emotional and confessional) friendship (I.S. Kon).

The mechanism of development of interpersonal relationships is empathy - response of one person to another. Empathy has several levels (N.N. Obozov). The first level includes cognitive empathy, which is manifested in the form of understanding mental state of another person (without changing their status). The second level assumes empathy in the form of as understanding the state of the object, so empathy to him, i.e. the emotional empathy. The third level includes the cognitive, emotional and, mainly, the behavioral components.

This level involves interpersonal identification, which is a mental, sensual and efficient. Between these three levels of empathy there are complex, hierarchically organized relationship. Various forms of empathy and its intensity can be at a subject and object of communication. The high level of empathy leads to emotion, tenderness, and others.

Terms of interpersonal relationships greatly affect their dinamics and manifestations. In urban areas, compared to rural areas, interpersonal contacts are more numerous, and quickly starts as quickly interrupted. Influence of time factor varies depending on the ethnic media: in Eastern cultures the development of interpersonal relationships as it is stretching in time, and in the western - compressed dynamically.

**Interpersonal relationships**

have been identified as more important than anything else in making our lives meaningful. For a relationship to exist the people must 1) be aware of each other and take each other into account;  2) there must be some degree of influence; and 3) some agreement about the social form and expectations that govern the interaction.

**I.Why We Form Relationships**

A.  Appearance-especially important in the early stages of a relationship   
  B.  Similarity-similar values, interests, and likes (similarity thesis)   
  C.  Complementarity-differences that strengthen a relationship (opposites attract)-   
  D.  Rewards-determines whether the relationship is a "good deal." (social exchange theory)   
  E.  Competency-talented, skilled   
  F.  Proximity-we are likely to develop relationships with people with whom we interact frequently   
  G.  Disclosure-telling others important information about yourself can build liking (social penetration theory)

**II.Communication and Relational Dynamics**

A.  Developmental Models of Interpersonal Relationships (Knapp, 2000)  (p. 257)

B.  Dialectical Perspectives on Relational Dynamics (Baxter and Montgomery, 1996)  (p. 264)

C.  Characteristics of Relational Development   
           1.  Relationships are constantly changing   
           2.  Movement is Always to a New Place

**III.Communicating About Relationships**

A.  Content and Relational Messages   
 B.  Expression of Relational Messages

IV.  Compliance Gaining in Interpersonal Relationships   
     A.  Types of Compliance Gaining Strategies (Kellerman & Cole, 1994; Marwell & Schmidt, 1964)

 1.  Direct Requests 2.  Indirect Appeals 3.  Reciprocity 4.  Reward and Punishment   
 5.  Face Maintenance 6.  Relational Appeals

**B. Which Strategy to Use?**

1.  Which strategy has the best chance for immediate success?   
2.  How will the strategy affect the long-term well-being of the relationship? 3.  Does the strategy conform to your values and personal style?   
4.  Reward and Punishment   5.  Face Maintenance 6.  Relational Appeals