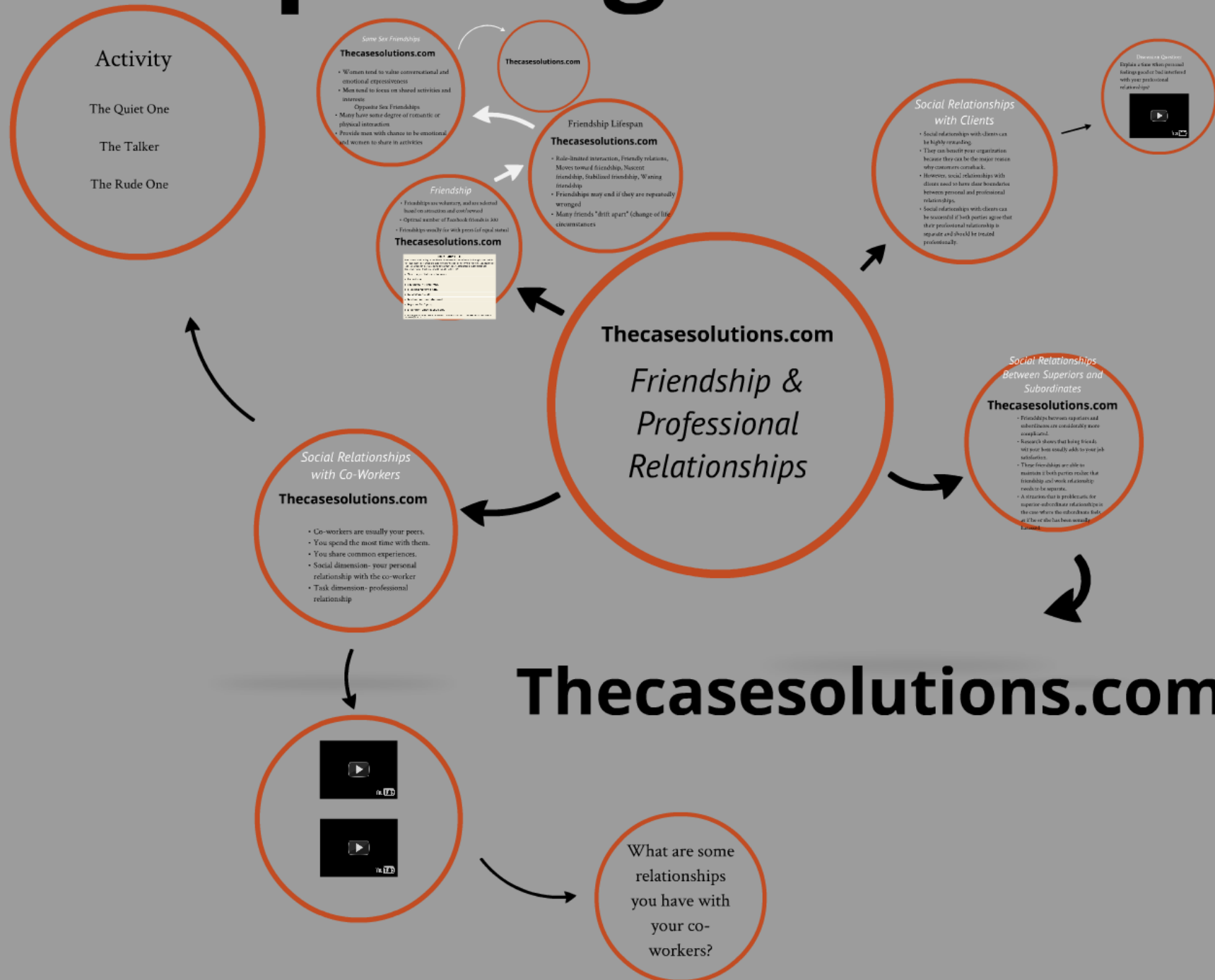
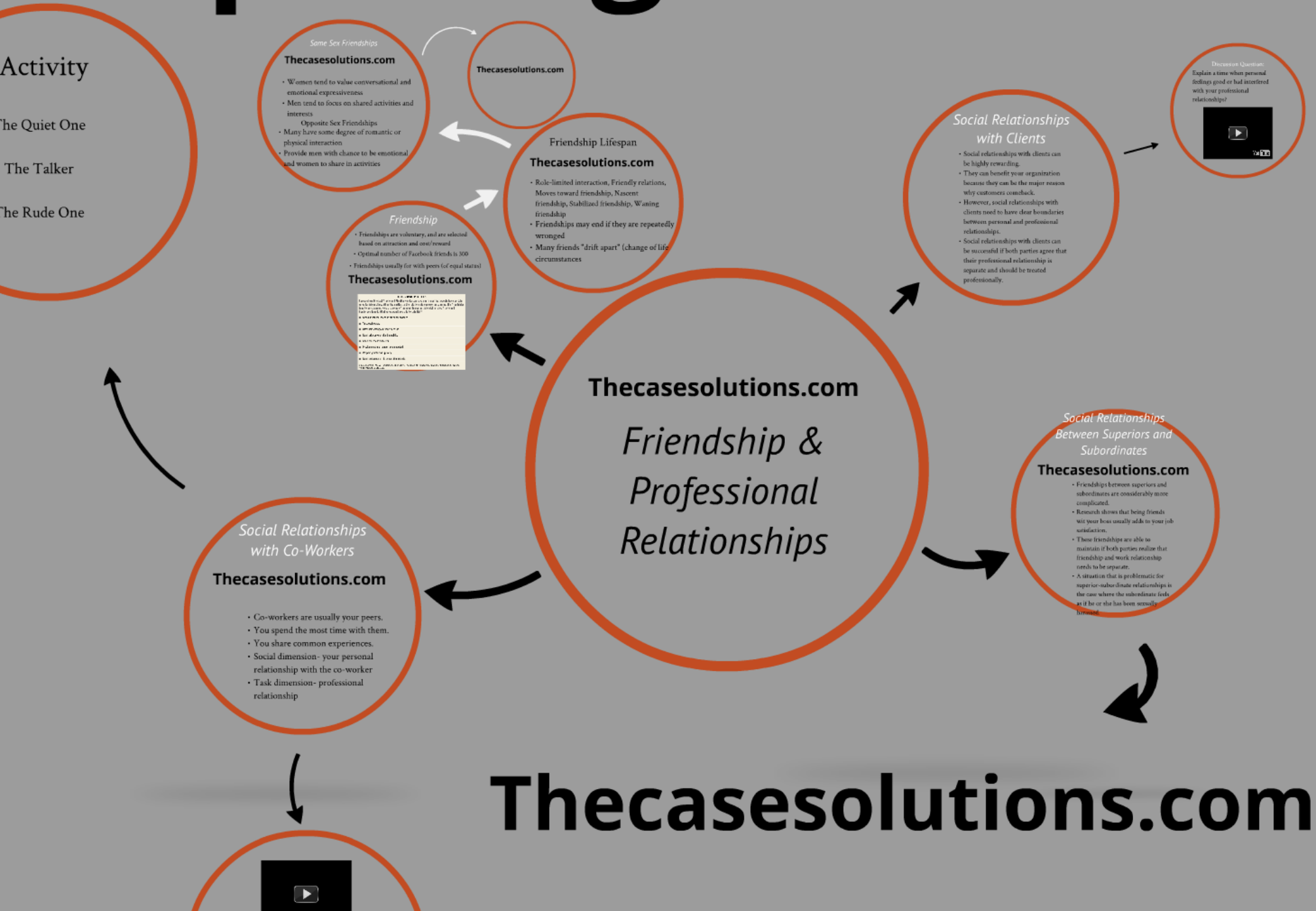


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*Friendship &
Professional
Relationships*



Friendship

- Friendships are voluntary, and are selected based on attraction and cost/reward
- Optimal number of Facebook friends is 300
- Friendships usually form with peers (of equal status)

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FRIENDSHIP RULES

Researchers Michael Argyle and Monika Henderson have confirmed that people have certain rules for friendships. When the parties to the relationship observe those rules, the friendships tend to be stronger. Here are some of the most important friendship rules Argyle and Henderson found. What rules would you add to this list?

- Stand up for your friend in his or her absence.
- Trust each other.
- Offer help when your friend needs it.
- Don't criticize your friend in public.
- Keep your friend's secrets.
- Provide emotional support when needed.
- Respect your friend's privacy.
- Don't be jealous of his or her other friends.

Source: Argyle, M., & Henderson, M. (1984). The rules of friendship. *Journal of Social and Personal Relationships*, 1, 211-237.

Friendship Lifespan

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- Role-limited interaction, Friendly relations, Moves toward friendship, Nascent friendship, Stabilized friendship, Waning friendship
- Friendships may end if they are repeatedly wronged
- Many friends "drift apart" (change of life circumstances)

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Same Sex Friendships

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- Women tend to value conversational and emotional expressiveness
- Men tend to focus on shared activities and interests

Opposite Sex Friendships

- Many have some degree of romantic or physical interaction
- Provide men with chance to be emotional and women to share in activities



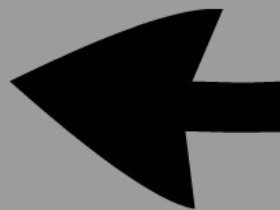


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*Social Relationships
with Co-Workers*

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- Co-workers are usually your peers.
- You spend the most time with them.
- You share common experiences.
- Social dimension- your personal relationship with the co-worker
- Task dimension- professional relationship



Social Relationships Between Superiors and Subordinates

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- Friendships between superiors and subordinates are considerably more complicated.
- Research shows that being friends with your boss usually adds to your job satisfaction.
- These friendships are able to maintain if both parties realize that friendship and work relationship needs to be separate.
- A situation that is problematic for superior-subordinate relationships is the case where the subordinate feels as if he or she has been sexually harassed.

