

Sunday

Interpersonal Impulses
Women in Relationship
2 Full T-Group sessions (1/3 of workshop)
Application
Closing Circle

©2019, T-Groups for Women

Interpersonal Trends to Maintain Social Security -- Karen Horney

Turning ...	Survival Impulse	Coping Mechanisms
AGAINST	FIGHT	Aggression
AWAY	FLIGHT	Withdrawal/Detachment
TOWARDS	SUBMIT	Compliance/Dependence

©2019, T-Groups for Women

J

Interpersonal Trends to Maintain Social Security: **TURNING AGAINST**

Theme: Action or Aggression ("Fight")

Common examples, when grounded ...

Action, assert needs/boundaries, healthy challenge/competition

Common defensive or coping mechanism

Criticize, attack, bully

***Drive to reinforce needs/agreements** (etc) → **may backfire**

©2019, T-Groups for Women

J

Interpersonal Trends to Maintain Social Security: **TURNING AWAY**

Theme: Withdrawal or Detachment ("Flight")

Common examples, when grounded ...

Cool down (self or other), take break, reflect, soothe anxiety

Common defensive or coping mechanism

Shut down, avoid, stonewall

***Drive to avoid conflict** (etc) → **may actually increase it**

©2019, T-Groups for Women

J

Interpersonal Trends to Maintain Social Security: **TURNING TOWARDS**

Theme: *Compliance or Dependence (“Submit”)*

Common examples, when grounded ...

Embrace, approach, affirm, empathize, respond

Common defensive or coping mechanism

Over-help, over-attach, over-comply

***Drive to connect (etc) → may push others away**

@2019, T-Groups for Women



Interpersonal Trends to Maintain Social Security -- Karen Horney

Turning TOWARDS ... AWAY ... AGAINST

- ▶ **Normal** -- we constantly move between them
- ▶ **Social survival!** Compassion for self & other
- ▶ **Build self-awareness**
- ▶ **Return to actions that support desired impact & needs**

@2019, T-Groups for Women



Women in Relationship: Empowering Self & Other

Young women in (initial) conversations:

- ▶ Claims of Ignorance
- ▶ Invalidation and Derogation
- ▶ Assertions of Incompetence
- ▶ Women as Objects
- ▶ Women as Competitors, Competitive Banter

2009 Bearman, Korobov, & Thorne, Journal of Integrated Social Sciences

@2019, T-Groups for Women



Women in Relationship: Empowering Self & Other

With awareness, women can refuse to participate in this

- ▶ ~~Ignorance Claims~~ → **Stop Discounting Smarts + Abilities**
- ▶ ~~Invalidation and Derogation~~ → **Validate Opinions/Feelings**
- ▶ ~~Assertions of Incompetence~~ → **Empower Other Women**
- ▶ ~~Women as Objects~~ → **Accept bodies + Shift focus**
- ▶ ~~Women as Competitors~~ → **Support + Become Allies**

@2019, T-Groups for Women

2009 Bearman, Korobov, & Thorne, Journal of Integrated Social Sciences



Women in Relationship: Lenses & Expectations



REFLECTIONS:

- ▶ What’s in me? ... vs. ... Labeling or Judging
- ▶ When judgmental, ask “what’s a supportive interpretation?”
- ▶ Can I define a more generous “acceptable” range for all of us?
- ▶ When expectations aren’t met, get curious. Talk about it.

@2019, T-Groups for Women



Women in Relationship: Negotiating Expectations *at Work*

1. Rules for Friends **vs** Work Role Requirements
 - ▶ Disagreeing and Critiquing
 - ▶ Sharing and Disclosing
 - ▶ Equality vs. Power & Access Differences
 - ▶ Competing
2. Suggestions for Navigating:
 - ▶ **Name our role “HATS”**
 - ▶ **Re: differentiated roles, add CLARITY and COMPASSION**
 - ▶ **Compete for rewards/resources AND provide support**

@2019, T-Groups for Women

Source: Anne Litwin, PhD



Application

Self-awareness: What am I feeling?
Do I need a break/self-soothing pre-response?

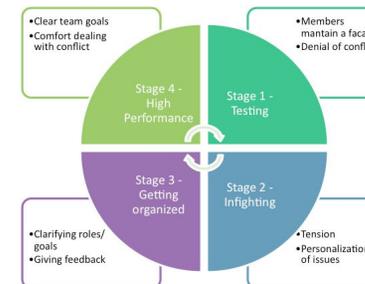
Behavioral Choices: What feelings or thoughts to share
Turning towards, against or away
Curiosity about my impact on others
Self-compassion for unintended impact

With Whom? Not the most difficult/risky to begin

Where to start? Start with small steps
Match language & intensity to the situation

Application: Group Level Groups & Teams: Stages of Development

Bruce Tuckman, 1968: **FORMING** -----> **STORMING** -----> **NORMING** -----> **PERFORMING**
Howard Guttman, 2008: “Testing” “Infighting” “Getting Organized” “High Performance”



@2019, T-Groups for Women



Application: Group Level Psychological Safety



<https://www.weforum.org/agenda/2016/04/team-psychological-danger-work-performance>

@2019, T-Groups for Women

J

Transitioning After the Weekend

Drive carefully
 Take care of yourself
 Appreciate those who supported from behind
 Share 1-2 key takeaways
 Celebrate progress and ... be patient
 May feel a “dip” (don’t worry)
 Reach out for support

T

Honorable Closure

Intrapersonal *Something I learned about myself*

Interpersonal *Something I learned about building relationships*

Group *Something I gained from being in a group of women*



T

“The more you go to the edge of your limits, the more your limits expand.”

- Robin Sharma

@2019, T-Groups for Women

@2019, T-Groups for Women
 Special thanks to Andrea Corney, GSB Interpersonal Dynamics lecturer, for the inspiring quote