Inclusion and Identity

Chapter 3
Group Dynamics
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Inclusion and Identity

- From Isolation to Inclusion
- Individualism and Collectivism
- Personal and Social Identity
Need to Belong

- Dispositional tendency to seek out and join others
  - 87% of people in the U.S. live with others
  - Social Capital – a measure of interpersonal richness and connectedness
Groups and Loneliness

- Social isolation can have positive and negative consequences
- Loneliness – negative affect as a result of too few or unsatisfying relationships
  - Social Loneliness – due to a lack of groups that provide meaningful interaction
  - Emotional Loneliness – due to a lack of desired intimate relationships
Lovers
Regulars at a bar
Rescue team
Audience
Married couple
Best friends
Hobby club
A class in college
Small family
Space station crew
Support group
Commune
Work team
Therapy group
Sorority
Regulars at a bar
A class in college
Audience
Crowd
Psychological intimacy (emotional loneliness)
Integrated involvement (social)
Inclusion and Exclusion

- **Ostracism** – deliberate exclusion from a group
  - **Fight or Flight** – responding by confronting or withdrawing from the group
  - **Tend and Befriend** – responding by offering support and increasing social relationships with the group
- Ostracism can result in extreme aggression against the group as a whole
- **Cyberostracism** results in similar negative consequences
Inclusion and Human Nature

- **Natural Selection** – nature selects traits that lead to reproductive success
  - **Herd Instinct** – dispositional tendency to live and travel together
- **Sociometer Theory** – self-esteem is determined by inclusion and rejection
- **Biology of Ostracism** – rejection activates brain regions associated with physical pain
Individualism and Collectivism

- **Individualism** – cultures that emphasize personal identity, individual uniqueness, exchange relationships and **independence**
- **Collectivism** – cultures that emphasize social identity, commonality, communal relationships, and interdependence
  - Collectivists group emphasize communal and equality **norms**
Individualism and Collectivism

Independent view of self

Interdependent view of self

- Mother
- Father
- Sibling
- Friend
- Coworker

Self
Individualism and Collectivism

- Researchers have found geographic, sex, class, and generational differences in cultural orientation.
- Optimal Distinctiveness – balancing the need to be independent, a group member, and intimate relationships.
Personal and Social Identity

- Our identities have a dual aspect
  - **Personal Identity** – our unique individual traits, beliefs, skills, “me” aspect
  - **Social Identity** – the collective aspect of ourselves “we” aspect
    - Social Roles (student)
    - Group Memberships (SU band)
    - Category Memberships (left-handed, Latino)
    - Relations (close to roommates)
Social Identity

- **Social Categorization** – the automatic process of placing ourselves and others into social categories
- **Social Identification** – group becomes part of one’s self concept
  - **Self-Stereotyping** – integrating group stereotypes into one’s identity
  - **Stereotype Threat** – fear of confirming a negative stereotype can undermine performance
Social Identity and Self-Worth

- Social Identity Theory – impact of groups on self-concept, esteem, attitudes and behaviors
- Collective self-esteem – feelings of worth based on group membership
- Ingroup-Outgroup Bias – the tendency to view your group more positively than other groups
- Social Creativity – comparing groups on a new dimension when the ingroup is inferior
Social Identity and Self-Worth

- **Self-Serving Bias** – protecting ourselves even at the group’s expense
- **Basking in Reflected Glory (BIRGing) and Cutting off Reflected Failure (CORFing) in Sport Fans**
- **Individual Mobility** – changing groups when individuality or esteem is threatened