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FRIENDSHIP PATTERNS: A COMPARISON OF PROFESSIONAL MEN'S AND  
WOMEN'S CROSS-SEX AND SAME-SEX FRIENDSHIPS

City University of New York

Ph.D.

1986

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FRIENDSHIP PATTERNS:  
A COMPARISON OF PROFESSIONAL MEN'S AND WOMEN'S  
CROSS-SEX AND SAME-SEX FRIENDSHIPS

by

LINDA SAPADIN

A dissertation submitted to the Graduate Faculty  
in Psychology in partial fulfillment of the  
requirements for the degree of Doctor of Philosophy,  
The City University of New York

1986

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This manuscript has been read and accepted for the Graduate Faculty in Psychology in satisfaction of the dissertation requirement for the degree of Doctor of Philosophy.

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ABSTRACT

FRIENDSHIP PATTERNS:  
A COMPARISON OF PROFESSIONAL MEN'S AND WOMEN'S  
CROSS-SEX AND SAME-SEX FRIENDSHIPS

by

Linda Sapadin

Advisor: Professor Florence Denmark

This study investigated the same-sex and cross-sex friendships of 156 professional men and women. Data was gathered by means of a questionnaire distributed through businesses and professional organizations. Participants responded to open-ended questions and rating scales that asked them to compare and evaluate their friendships.

Results indicated that the sexes are much closer in their idealism about friendships than they are in their experiences of friendship. Though both sexes viewed trust and sharing as the most important qualities of an ideal friendship, in actuality, men and women experienced their friendships in quite different ways.

Two versions of cross-sex friendships, a "His and Hers" account, indicated that both men and women preferred women's friendships in almost all areas measured.

In this sample, men averaged more close cross-sex friendships than women did; (men 3-5, women 1-2). Women rated their same-sex friendships as more intimate, nurturing and enjoyable than their cross-sex friendships, whereas men reversed that direction and rated their same-sex friendships as less intimate, nurturing and enjoyable than their cross-sex friendships. Competition in men's friendships adversely affected positive ratings.

Advantages of friendships indicated the same pattern as above. Women's same-sex friendships rated highest for personal enrichment, men's same-sex friendships rated lowest and cross-sex friendships were rated comparatively high for men and comparatively low for women. Women did not obtain a career advantage from their cross-sex friendships, as was hypothesized. Both sexes felt that a primary advantage of their cross-sex friendships was to obtain an "insider's perspective" about the other-sex.

Cross-sex friendships in this sample group tended to be equal status relationships that did not continue the traditional power disparity or romantic and sexual involvement between the sexes.

In all interaction contexts, same-sex friendships interacted more frequently than cross-sex friendships, though work-oriented contexts showed less separation between the sexes.

DEDICATION

WITH LOVE

TO MY HUSBAND RON GOODRICH  
who always encourages my dreaming  
by providing "a beautiful, free and intimate space"

and

TO MY SONS  
BRIAN, GLENN and DANIEL  
who continue to bring me much pride

ACKNOWLEDGMENTS

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FRIENDSHIP PATTERNS:  
A COMPARISON OF PROFESSIONAL MEN'S AND WOMEN'S  
CROSS-SEX AND SAME-SEX FRIENDSHIPS

CHAPTER 1

INTRODUCTION

Cross-sex relationships seem to be more prevalent now than ever before for some segments of the adult population. Men and women who work together in equal status positions have many opportunities to meet and socialize with one another. Have these opportunities resulted in the development of cross-sex friendships? If so, do the characteristics and value of these relationships differ from those of same-sex friendships?

The study of adult cross-sex friendships is of interest to the author for several reasons.

- i. Friendship is a personal, close relationship that has little if any imposed societal structure. Friends do not have compulsory legal obligations or constraints as an intrinsic part of the relationship the way spouses, parents and children do. Friends become friends by mutual consent and maintain the relationship only as long as they both wish. Society's legal mechanisms and stamp of approval are not necessary to create or dissolve a friendship. Thus, the study of friendships can provide us with

information about the structure and value of significant voluntary relationships.

2. Are friendships between the sexes possible without love, romance and sexuality as the primary attractions? If so, the study of cross-sex friendships can provide us with an understanding of how male-female relationships are organized when the attraction is based on non-sexual, non-romantic interests.

3. The study of cross-sex friendships can also provide us with information as to what insights and perspectives people obtain about the other sex's cognitive and affectional world. Meaningful friendships have the potential for the sexes to become more appreciative and understanding of each other's viewpoints as they interact as equals.

## CHAPTER 2

REVIEW OF THE RESEARCHFriendship Definitions

Friendships are relationships with ambiguous boundaries. The subjective nature of friendships makes it problematic to define only in behavioral terms, though clearly friendship involves a higher level of involvement between people than a casual interaction. To one person, however, a friend might be someone you share good times with on a regular basis while to someone else this might be a "tennis buddy", while a "real friend" would be someone seen only twice a year, yet the level of interaction and intimacy is so high that the passage of time is irrelevant.

Friendship, as defined by Booth and Hess (1974), is a dyadic relationship entered into voluntarily by people equal in status and unrelated to one another.

Wright (1969) maintained that the most important criterion of friendship is voluntary interdependence. People are considered friends when they spend a lot of time together, interact with one another and make it a point to keep in touch voluntarily. He further stated that it is appropriate for researchers to accept a

self-definition of friendship; that is, people are friends when they consider themselves to be friends and when they maintain voluntary contact with one another.

Bell (1981) in his study of "Friendships of Women and of Men" defined friendship as a "voluntary, close and enduring social relationship". He viewed friendships as relationships that have broad and significant influences in people's lives and maintain a "quality of exchange" that indicates that they are equal status relationships.

Wong (1981) explored different types of intimacy, a factor that has traditionally been considered an important feature of friendship. He stated that intimacy is an emotional state in which people feel a sense of communality, sharing, security, acceptance and mutual understanding. He stressed that these characteristics are not absolute entities in a relationship but occur in differing degrees.

Though intimacy is usually associated with communicating private concerns and self-disclosing vulnerable information, it does not necessarily mean that friends have more intimate communication than non-friends. Wong described circumstances that stimulate intimate communication yet the relationships are not close though they may be intensely emotional and personal. Examples of these types of interactions are encounter

groups, brief sexual interludes, religious gatherings, danger situations, extended travel. In these short-term situations, it is often needless to worry about the vulnerability that self-disclosure entails in long-term relationships.

Long-term relationships can also be situation specific as in work or special interest relationships. People who interact in limited matters but over long periods of time often think of one another as friends, yet their intimacy may relate to only one aspect of their lives. Other aspects, such as marriage and children may be totally separate from friendships that revolve around career interests or activities.

Long-term generalized relationships (husband-wife, old friends, friends of the family) which are generally presumed to be the closest and most intimate type of relationships, may have mundane and routinized communication that is far from intimate. Wong, thus concluded that self-disclosure and intimate communication are only one possible indicator of intimate relationships.

The definition of friendship is troublesome because the term "friend" is used in so many different ways. In casual conversation "friend" is used to indicate many levels of relationships, ranging from "someone you are

friendly with", to "a best, true or real friend". Friendship research generally has focused on the "best friend" relationship and has most often used sample populations of high school or college students.

The author is particularly interested in researching adult friendships of well-educated and employed men and women who are involved in situational contexts where there is the opportunity to interact with those of the other-sex as equals. In this study a self-definition of friendship is used because the author is interested in how adults define who is a friend and whether responses differ by gender.

#### Developmental Levels of Friendship

Selman (1979), in his study of children's development, characterized 5 stages of friendship that develop as children progress from pre-schoolers to adolescence. The 5 stages are

1. Friendship as Momentary Physical Interaction  
(parallel play of pre-school children)
2. Friendship as One-Way Assistance  
(a friend is someone who helps you out)
3. Friendship as Fair-Weather Cooperation  
(a friend is a friend as long as there are extrinsic benefits) Selman believes that most

friendships that exist in reality are at stage 3. Ideologically, most people imagine true friends to be at levels 4 and 5.

4. Friendship as Intimate and Mutual Sharing (friends sharing feelings, resources and dependency - hanging in there even during hard times).
5. Friendship as Autonomous Interdependence (friendship as a constant process of formation and transformation. What is new in this stage is an appreciation not only of each other's dependency but also each other's autonomy).

Levinger (1980) analyzed relationships by looking at the mutual dependence and interaction of two people. In his model, each person's lifespace is visualized in relation to the other's. At level 1, the lifespaces do not touch; at level 2, there is contact but no overlap; at level 3 the degree of overlap varies from minor to major. The 3 levels of relatedness are described by Levinger in the following way:

1. One person is aware of the other but there is no interaction or reciprocity, as in people waiting for a bus.

2. There is surface contact with some repeated interaction but the interaction is in prescribed roles, as in shopkeeper relating to customer.
3. The relationship goes beyond prescribed roles. Interaction becomes more personal to the individual and interdependence begins. An example of this is co-workers who become friends and then relate to each other in a personal and individualistic manner.

Acquaintances and friendly relations interact at level 2, whereas friends interact at level 3. The emphasis on level 2 relationships is on keeping a respectable and appropriate distance. Level 3 relationships strive, on varying levels, for individuality and intimacy. This friendship study focused on level 3 relationships.

LaGaipa (1977) defined 4 levels of friendship that describe the closeness that people feel towards one another. His 4 levels are as follows:

1. Best Friends - the people that are closest to you, generally 1 or 2 people.
2. Close Friends - a select group of people whom you feel close to, generally about 10-12 people.

3. Good Friends - a larger group of people whom you seek out and prefer but are not particularly close to.

4. Social Acquaintances - people you interact with because of the things you do or the roles you play.

La Gaipa factor analyzed 8 major dimensions of friendships. They are

1. Self-disclosure
2. Authenticity
3. Helping Behavior
4. Acceptance
5. Positive Regard
6. Strength of Character
7. Similarity
8. Empathetic Understanding

LaGiapa does not view the presence of these factors as clear indicators of differences in categories, for any of these factors might be found at any of the 4 levels. There is, however, a tendency for the Best Friend level to exhibit more of these factors than the lower levels.

#### Gender Differences in Friendships

Comparisons of male and female same-sex friendships reveal gender differences both in children and adults. The many studies show considerable agreement. Over and over again, researchers (Bell,1981), (Reisman,1981) (Hess,1981) (Caldwell and Peplau,1982) (Booth,1972) (Dickens & Perlman 1980) reported similiar results.

Female friendships throughout the life span involve more confiding, intimacy, personal concern and emotional interactions than male friendships. Women are socialized to appreciate the importance of the skills of social interaction and sharing. They are more comfortable with dyadic relationships as contrasted to the group orientation of males.

Males, both boys and men, are more involved with other people in terms of roles. They share and get close by doing things together and showing enthusiasm for shared activities. Men often have different friends for the various aspects of their lives; co-workers or professional colleagues for work activities and other friends for sports and leisure activities. They are more guarded and are less self-disclosing about their personal thoughts and emotions.

Bell (1981) reported that women stress intimacy and self-disclosure in their friendships while men fear intimacy because of the threat of homosexuality. He viewed women's friendships as more personal and emotionally based in contrast to men's friendships which are more often characterized by the things they do with their friends.

Similarly, Reisman (1981) stated that women's friendships are intimate and reciprocal with shared

confidences while men are too competitive to allow such intimacy to happen. Hess (1981) found that women are twice as likely as men to discuss personal feelings and problems with their friends while men's fear of homosexuality inhibits male closeness and allows men to seek intimacy only with their wives, if at all. Gilligan (1979,1982) concluded from her studies on relationships that women are threatened by separation and autonomy whereas men are threatened by intimacy.

Caldwell and Peplau (1982) found that though men and women define intimate friends with similar terms, in actuality, men's interactions with their best friends were less personal, less intimate and displayed less self-disclosure than women's best friends. Booth (1972) also reported women's friendships to be richer in spontaneity and confidences than men's. Dickens and Perlman (1980) concurred, reporting that women had affectionately richer friendships and confided in their friends considerably more than men did.

Two studies addressed the issue of conflict in male and female friendships. Lever's (1976) study of children's play found that boys' games lasted longer than girls', in part because of different ways of handling conflict situations. Boys often argued heatedly during the course of play but resolved their conflicts

in order to continue the activity. Girls played games that are less directly competitive and thus had less experience with the eruption of conflict. When conflict did occur, the game often broke off with little attempt at resolving the conflict. Lever's explanation was that girls value feelings and relationships more than the activity itself.

Wright's (1982) studies of adult friendships found that women are more likely to confront the source of the conflict before ending the relationship. Still, ending a strained relationship is the most likely solution for women, while men are more apt to tolerate the conflict and still continue the relationship. The differences in handling conflict might also be indicative of the different types of friendships that men and women have, as has been discussed in previous pages.

Several researchers have evaluated the differences between male and female friendships. Early writers (Bonnard, 1933, Tiger 1969) believed in the male superiority of friendships. Indeed, friendships in history that have been perceived as "true friends" emphasized the necessity of male bonding, especially in times of war and crises. Bravery, courage, loyalty, and valor were considered essential friendship traits. Women's friendships were seen as inferior because women

themselves were viewed as untrustworthy and incapable of the close bonding of male compatriots who cooperatively hunted and made war. Seiden and Bart (1975) reported that in the historical and anthropological literature only male friendships are considered worthy of study. Women's friendships are treated as inferior in character and are often portrayed as existing only as a prelude to marriage.

In a more current study, Wright (1982) questioned thousands of people over a 10 year period and reported that a majority of women considered women's friendships to be superior to men's because of women's emphasis on sharing and personal concern for the friend. Women viewed men's friendships as more involved with business, work or sports and lacking in concern or closeness for the individual. A sizable minority of the women, however, evaluated women's friendships as superficial and shallow because they took second place to a relationship with a man. Most men questioned did not have a strong opinion as to the relative merits of male and female friendships.

As contemporary society moves toward new social and emotional roles for both sexes, concepts of what constitutes a "good friendship" may change. Self-disclosure and intimate sharing may become more

commonplace for men whereas women may develop more situational friendships that are oriented toward shared interests and needs.

#### Friendships in Adulthood

Most friendship studies use children, adolescents or college students as their subjects. Adult friendships, however, have many different characteristics from those earlier relationships.

Shulman (1975) found that the importance of friendships in adulthood is a function of one's marital status and social class. With young single adults, friends are considered more important than kin. For married adults the reverse is true. Shulman's theory was that the amount of time and energy needed to maintain friendships is finite, so that the strength of commitment to any particular relationship depends on the strength of commitment to other relationships. Thus, when family ties are strong and demanding, as is true of couples with young children, there is less time and energy available for outside the family relationships. Single people, on the other hand, often look to friendships for meaning in their lives and as a palliative to loneliness and boredom.

When people marry, the form and function of friendship generally changes for both friends. Friends who are not of the same marital status become less

important as people socialize more and more as couples. Brain (1977) found that less than half of the married couples he studied had a single friend that was independent of the marital dyad.

Cross-sex friendships are threatening for many couples and even same-sex friendships may be seen as a threat and tolerated only when they are not "taking away" from the marital relationship. Lopata (1971) found that at-home women are expected to see their friends during the day and not have these friendships compete or detract from the basic marital or family bond. Adult men may have a night of sport or recreation "out with the boys", but too much of this type of socializing is viewed as threatening to the marital dyad. Only work is viewed as acceptable competition to family time.

Class differences become apparent in the normative expectations regarding friendships. Companionship marriage is a middle class expectation, according to Duck (1981). Unit friendships, in which couples form one friendship unit socializing at the same time, are the norm for middle-class couples. In working class families, men will more often socialize with other men without their wives involved. These friendships often do not include self-disclosure or emotional expressivity but are important as a male way of socializing.

According to Allan (1977), working class friendships are more situation specific. Each relationship is seen as relevant to a particular social structure, whereas middle class friendships emphasize more of the individuality of the friendship rather than the context of the interaction.

In adulthood, friends are usually seen much less frequently than in adolescence. While it is not unusual for teenagers to see their friends daily and then call them in the evening, with adults the frequency of contact for friends is quite variable and is a poor indicator for closeness or quality of friendship, according to Duck (1981). Adults may see friends only once or twice a year and yet regard the friendship as important and meaningful. In Shulman's study (1975), single people are likely to see their friends most often, parents least often, because of the competing demands on their time. According to Perlman & Peplau (1981), closeness in adulthood is more associated with the quality of friendships and not on the amount of time spent together.

Bell (1981) stated that new friends develop with the appearance of new needs and are not independent of the social context. This is clearly seen when women develop new friendships based on having young children, going

back to work, changing jobs, etc. Allan (1979) also viewed the social context as important, stating that friendships do not occur haphazardly but are organized and constructed by people in a social setting.

Developing friendships, according to Allan, requires the ability to organize relationships in a skilled way and necessitates sociability, decision-making and initiating skills. In the middle class, Allan explained, friendships develop by explicitly removing the relationship from the constraints imposed on it by specific settings. The social setting usually dominates at the beginning of the relationship. In other words, where and how we meet somebody initially determines how we interact with them. When people want to get to know a person better and develop the relationship further, they change the implicit "rules of relevance" from those that are expected by the setting to ones which emphasize people's individuality and mutual compatibility. They do this by broadening and widening the situation and activities in which interaction occurs, thereby emphasizing the importance of the individual rather than the activity or social situation.

Reisman (1975) stated that friendships have many advantages to those who have them, particularly in the

world of work. Not only are friends pleasurable to be with but friendships are also useful as a professional advantage. Friends inform one about news in one's fields, including learning the ins and outs of advancement and promotions. Kaufman (1978) stated that friendships in academia worked to the advantage of men and the disadvantage of women. Women had fewer professional friends thus they experienced more professional isolation and were less likely to achieve tenure and promotion.

#### Cross-Sex Friendships

Children and adults are more apt to form friendships with members of their own sex than with those of the other sex. Macoby and Jacklin (1978) studied pre-schoolers and concluded that children as young as 2.5 years showed a definite preference for same-sex playmates. Serbin (1977) in a study of 4 year olds, attempted to increase cross-sex friendships with positive reinforcement from the teacher. Though cross-sex interaction did increase dramatically in this experiment without decreasing same-sex play, cross-sex play was discontinued when the teacher ended the reinforcement.

As children continue in elementary school, the division of friendships by sex increases and is reinforced by play activities and school influences (Lever 1976). Douvan and Adelson (1966) reported that in adolescence same-sex friendships continued to be of primary importance, though there is a clear difference in the types of friendships that boys and girls have (see pgs 9-14).

In the adult years, sex-segregated patterns of friendships continue as the norm. Cross-sex friendships are "somewhat of an anomaly among adults who are beyond the courtship period" (Booth & Hess, 1974, p.38). Still, 28% of Booth & Hess's sample who were mostly of pre-retirement age, did report having a close friend of the other sex, though most of these were couple friendships. Lowenthal et. al. (1977) found that cross-sex friends are more common in adolescents and newlyweds than in middle-age and pre-retirement groups. Levinson (1978) in his study of high achieving men, found that most of his sample had not experienced a single non-sexual friendship with a woman.

Bell (1981) stated that it is easier for men and women to develop a sexual relationship without friendship than it is to develop a friendship without sexual involvement. Friendship, he said, includes

elements of privacy, exclusivity and intimacy that are associated with lovers.

Bell further stated that friendships between men and women are often non-existent for the following reasons:

1. Men and women's worlds are separate, therefore the common interests and social settings that are important to beginnings of friendships often do not exist.
2. Even when men and women do interact with each other in occupational and social contexts, there are often marked status differentials. Generally, it is the male who is in authority and the female who is in the subordinate role. Informal patterns of interacting tend to reinforce the more formal dominant-subordinate roles.
3. Society's interest in controlling sexuality is expressed with the fear that open sexual expression will become an inherent part of continuing cross-sex friendships.
4. Society's wish to protect women from men who might use friendship as a means of sexual exploitation. Duck's study (1973) indicated that when women looked for male friends they looked for those with similarities in belief systems while men looked for physical and emotional



attributes. Thus, a woman might think of a man as a friend while the man is looking upon the women as a potential lover.

Booth & Hess's study of cross-sex friendships sampled 800 adults, 45 years of age and older from Lincoln and Omaha, Nebraska. Their results indicated that middle-aged women who have male friends tended to be employed, married, of higher class status and involved in associations, both professional and voluntary. Most of these cross-sex friendships were initiated by husbands and were couple friendships. As women got older, there was a decline in the amount of cross-sex friendships because of the absence of a spouse and the uneven sex ratio of the elderly. The only influential factor on whether men had women friends was higher occupational status.

Booth and Hess (1974) viewed certain organizational contexts as conducive to the development of cross-sex friendships, specifically those occupations where men and women were employed as equals and where their work was primarily autonomous. Such fields were teaching, research, and sales. Other social groups, such as square dance clubs and card groups offered additional opportunities for developing cross-sex friendships.

Cross-sex friendships in Booth and Hess's sample, were similar to same-sex friendships in age and education, though deviations from the norm were in the direction of the male having more education and being older. Married people reported far less contact and less emotional involvement in their cross-sex friendships than unmarried ones.

Hacker studied 3 types of friendship dyads, (female-female, male-male and female-male) in regard to self-disclosure, which she considered to be an important indicator of intimacy. Her results showed less intimacy in cross-sex and male-male friendships than in female-female friendships. She concluded that cross-sex friendships are less intimate not because of specific sex roles, but because the dyad contains a man and men in general have less of a capacity for intimacy and self-disclosure. With her sample, a low correlation existed between levels of closeness and self-disclosure. Respondents mentioned rewards other than mutual self-disclosure as being important to them for their cross-sex friendships. Important rewards were obtaining a perspective about romance from a non-involved other-sex person and the opportunity for an escort without sexual hassle or commitment.

Davis & Todd (1982) compared close friends of the same sex with those of the other sex and found no large differences. There was, however, a consistent tendency for same-sex friends to be rated more favorably than cross-sex friends. Once a friendship has been established, Davis' research "clearly suggests that gender of the other does not make a dramatic difference in the quality of a friendship" (p.104).

In a more recent paper, however, Davis and Todd (1985) stated that gender status differences did constrain cross-sex friendships because of "the differences in perspectives and interests and the possibility that romantic partners would be threatened by a cross-sex friendships, particularly if it were an intimate one" (p.18). They found cross-sex friendships equal to same-sex friendships in their level of enjoyment, trust, respect, acceptance and spontaneity. They found cross-sex friendships less intimate, less stable and less mutually supportive than same-sex friendships.

#### Social Context of Friendships

Cohen and Rajkowski (1982) stated that friendships "can only be comprehended on the basis of underlying social situations" (p.262). They see fundamental errors in much of the psychological research on friendships

because the social context or surroundings are not taken into consideration. As gerontologists they are particularly aware that friendships need to be understood within a particular cultural, social and temporal setting.

In their research they investigated friendships with an elderly population living in single-room occupancy hotels and found 4 variables that discriminated between friend and non-friend. The four in order of importance were:

1. subjective importance to the person
2. multiplex linkages
3. living outside the hotel
4. intimacy

These researchers found that the amount of contact between people was unimportant to the significance of the friendship. In many instances, the elderly seldom saw or had contact with friends yet the history of these relationships took on tremendous importance. Somebody seen once in 2 years had more subjective significance as a friend than people living within the hotel who helped each other out daily in friendly ways.

Reisman (1979) wrote about the different forms of friendship that take place over a lifetime depending upon one's life situation. He differentiated between friendships as fantasy (with an overwhelming aura of illusion about

nobility, ideals, enduring trust, loyalty, respect) and friendships as fact. He stated that those who seriously believe that the ideal represents reality are inevitably disappointed with actual friendships as they exist.

Real relationships change a good deal depending upon the social contexts. Though high school friends may feel very close to each other and promise to always keep in touch, as the physical and social scenes change the promise becomes less important and harder to keep. New schools, new people, love relationships and career commitments begin to take precedence over old friendships. As college students move into a working environment, they spend far less time with friends and the line between associates and friendships becomes more fuzzy. Friendships during the early career and marriage years often take on less importance in one's life than they did in earlier years.

Several popular magazine articles have recently featured articles on cross-sex friendships that stress the context of men and women working together. An example of this is an article in Cosmopolitan magazine that explored the prevalence of men and women as friends (unrelated to sexual or romantic involvement). These friendships develop because they are working together in business situations.

Davis (1982) studied friendships by reflecting on what he called "paradigm case formulations". He began by looking at the paradigm case of friendships, that is a friendship that has ALL the positive characteristics. He can then view a particular friendship and rate to what degree and in what circumstances it contains which characteristics. The nine characteristics of Davis' friendship paradigm were:

1. equal eligibilities
2. enjoyment
3. trust
4. mutual assistance
5. acceptance
6. respect
7. spontaneity
8. understanding
9. intimacy

Davis' model took into account the influence of the social context on the expression of friendship characteristics. As an example, friends may trust each other in many situations yet when they are competing for a job, the trust factor may not apply to the work context.

#### Value and Advantages of Friendships

The value or advantages of friendships have been studied by several researchers. Wright (1984) cited five important values of friendships.

1. Utility Value: Helping one to meet needs or reach personal goals
2. Ego Support Value: Helping one feel competent and worthwhile
3. Stimulation Value: Helping one expand one's knowledge, perspective or skills
4. Self-Affirmation Value: Helping one recognize and express one's valued self and attributes
5. Security Value: Helping one feel safe, comfortable and non-threatened

Reisman (1979) in a review of the literature cited the following functions of friendships:

1. Awarding status
2. Bringing a broad perspective to one's life
3. Someone to talk to and do things with
4. Someone to alleviate fears and anxieties
5. Someone to discover similarities with
6. Someone to bring you helpful news or information
7. Someone to alleviate loneliness
8. Someone to provide warmth, acceptance and comfort

Macoris (1981) stated that intimate relationships offer people self-knowledge, the ability to get to know another very well and an opportunity to share one's innermost thoughts and feelings with a trusted other. Davidson and Packard (1981) found that same-sex friendships offer important therapeutic value for women.

### Research in Relevant Social Psychological Areas

Several bodies of social psychological research bear on the study of friendships. Particularly relevant are studies on interpersonal attraction, social comparison, women and achievement/affiliation, and marital communication and conflict.

The body of research on interpersonal attraction provides us with data on what attracts people to want to be with one another. Proximity is the best single predictor of whether two people become friends, according to Whyte (1956), who studied friendship patterns in a large suburban residential community. There were significantly more friendships among people who lived close together than those who were several houses or blocks away.

Darley and Berscheid (1967) demonstrated that anticipated future interactions influenced people to evaluate each other more positively. Zazonc (1968) and Freedman (1967) demonstrated that familiarity leads to more positive evaluations of others. The more often people meet, the more often they said they liked each other. Studies on interracial contacts indicated, however, that familiarity leads to liking only when there is equal-status contact.

Another important factor affecting interpersonal attraction is advantages of the association. People like others who reward them or who are associated with pleasant experiences. Freedman (1974) reported that the reward effect is best explained by simple learning principles. If somebody rewards us or we share a rewarding experience, the positive experience becomes linked with the other person. Aronson & Lindner (1965) demonstrated that we like those who say or do nice things for us, providing we value what they do and we trust their motivation.

Festinger's theory of social comparison (1954) stated that people have a drive to evaluate themselves. Particularly in the absence of objective measures, they will evaluate themselves by comparison with other people who are similar to them. Shachter (1959) and Zimbardo (1963) tested Festinger's prediction by showing that under high fear conditions, subjects showed a strong preference for being with those who were in a similar situation to them. The more uncertain people are in a situation, the stronger is the need for social comparison.

In the 1970's new research studies began to investigate affiliation and achievement needs in women and how they interacted with each other. Some

researchers, Broverman (1972) and Hoffman (1972) viewed achievement and affiliation as two competing motives in women. Other researchers, Bardwick (1971) and Stein and Bailey (1973) saw achievement and affiliation as two aspects of the same motive and behavior. Gilligan (1982) stated that women's major concerns centered around a network of relationships and responsibility. She observed that women's achievement is often expressed differently from men's because of the importance of relationships in women's lives.

It can be speculated from participants' responses to their own sociability and to the nature of their work, that most people in this sample population were high in achievement and affiliation needs.

The body of literature on marital communication and conflict reports many studies that indicate sex differences in how couples communicate and fight. Frost and Wilmot (1978) indicated that women use more accommodative strategies and seek a fair outcome to conflict whereas men use more competitive strategies and seek to win the conflict. Strodbeck and Mann (1956) showed that men use more task-oriented and opinionated language in conflict situations while women use more expressions of support and solidarity.

Several researchers have directly observed marital couples as they interact in structured settings. Rausch (1974) and Gottman (1976,1977) coded couple's communication in improvised conflict scenes and contrasted the intent and impact of messages exchanged between spouses. They found that couples in trouble tended to communicate at cross-purposes with one another, without listening or validating each other's viewpoints. Noller (1980) found that women were better decoders than their husbands. When communication was misinterpreted, it was more often the husbands that did not pick up the correct nuances. Knudson (1980) videotaped 33 couples in conflict and found that engagement of conflict was associated with increased understanding of the other's perceptions while avoidance of conflict led to decreased understanding.

It is speculated that cross-sex friendships could have similiar communication patterns to married couples. If this is so, then communication within female friendships should show more understanding and appreciation of the other's viewpoints than cross-sex or all male friendships.

## CHAPTER 3

RATIONALE FOR HYPOTHESES

This research focused on adult friendships. The study compared same-sex and cross-sex friendships of professionally-oriented employed men and women. This section describes the four hypotheses of the study. Each hypothesis relates to a primary section of the questionnaire that was developed as the research tool. The questionnaire is described in further detail in the Methods section and is located in Appendix A.

1. FREQUENCY OF CROSS-SEX FRIENDSHIPS

How prevalent are cross-sex friendships amongst today's professionally-oriented working population? Does this population have more same-sex friendships than cross-sex friendships? Does the amount of cross-sex friendships differ for women and men? The first hypothesis addressed these issues.

The friendship literature (Macoby and Jacklin 1978, Booth & Hess 1974, Levinger 1978) reported that sex-segregated patterns of friendships are the norm both with children and adults. Bell (1981) proposed that friendships between men and women are rare because their

everyday worlds are separate, therefore, common interests and social settings that are conducive to the beginnings of friendships generally do not occur.

More recent research (Wright 1984, Davis 1985) on different types of relationships have included cross-sex friendships as well as same-sex friendships, which is a change from older research that assumed that friendships were same-sex. Recent articles in the popular press (Cosmopolitan 2/85, Glamour 4/85, Newsday 5/12/86) have explored men-women friendships as an increasingly popular type of relationship.

On the other hand, several recent studies have reported findings that cross-sex friendships are relatively rare. In Block's sample (1980), 92% of whom were over the age of 21, only 18% had close cross-sex friendships. In Davis & Todd's study (1985), 66% of whom were college students, 57% of the men and 44% of the women reported having cross-sex friendships. The results of these studies differ partly because of the different populations and different definitions of friendship.

One area, however, that is consistent in all the studies is that opportunities to form cross-sex friendships are enhanced by higher education and employment in areas where both sexes are well represented. Preliminary interviews that took place

prior to this research indicated that highly educated men and women have had much opportunity over the last decade to interact as friends in educational settings, employment and sharing living quarters with each other without sexual involvement.

Based on the cited research and preliminary interviews, I anticipate that for my sample cross-sex friendships will be a well-established type of relationship, though both sexes will be less likely to have close cross-sex friendships than same-sex friendships. Therefore my first hypothesis states:

#### HYPOTHESIS 1

1. Cross-sex friendships are a common relationship among well-educated, professionally-oriented working people.
2. Both men and women will have fewer close cross-sex friendships than same-sex friendships.

#### 2. CHARACTERISTICS AND QUALITY OF CROSS-SEX FRIENDSHIPS

Do the characteristics of cross-sex friendships differ from same-sex friendships? Do gender differences affect the quality of friendships? Are cross-sex friendships experienced differently by men and women? Hypothesis 2 addressed these issues.

The literature is consistent in reporting findings that male and female same-sex friendships differ in the

amount of intimacy and confiding behavior. (See pages 9-14). Recently, several studies have researched differences between same-sex and cross-sex friendships.

Hacker (1982) found that cross-sex friendships for women are significantly less self-disclosing and less close than same-sex friendships. For men, there was no significant difference in friendship type. Wright (1984) using mostly college students in his study, reported similiar results. He found that women's same-sex friendships were more emotionally expressive than their cross-sex friendships, while for men there was no significant difference between the two types of friendships. Block (1982) reported that people had difficulties in developing and maintaining cross-sex friendships due to the inability "to surmount sexual and sexist issues".

Davis' earlier work (1982) indicated no significant differences with close same-sex and cross-sex friendships, though same-sex friendships did have a tendency to be rated more favorably. In a more recent study (1985) Davis reported significant differences in that cross-sex friendships were less intimate, less stable and offered less mutual support than same-sex friendships. No differences were reported in trust, respect, acceptance, spontaneity and level of enjoyment.

Preliminary interviews conducted prior to undertaking this project indicated that cross-sex friendships offered less intimacy and less nurturing for women than their same-sex friendships. Still, cross-sex friendships were a special and enjoyable relationship for many. Because cross-sex friendships are a more unusual relationship than same-sex friendships, I would expect them to provide enjoyment and excitement for women that differs from their same-sex relationships.

In the preliminary interviews, men indicated that cross-sex friendships offered them opportunities to be more expressive and nurturing than they generally were with their same-sex friends. Some men also reported that friendships with women were sometimes strained because they experienced the women as too possessive or demanding.

For hypothesis 2, I am measuring characteristics (12 positive and 9 negative) and overall quality of friendships by comparing the ratings for cross-sex and same-sex friendships for men and for women. The positive characteristics are grouped into the following three areas; intimacy, nurturance and enjoyment. Most of the positive characteristics are the same as those used by Davis in his research. In addition, I am measuring negative aspects of friendships to determine what areas

of strain or conflict exist for same-sex and cross-sex friendships.

Based on the cited research and preliminary interviews, I anticipate that the characteristics and quality of cross-sex and same-sex friendships will show significant differences. I expect that women will experience their cross-sex friendships as less satisfying to them than their same-sex friendships, whereas men will reverse that direction. Therefore, my second hypothesis states:

HYPOTHESIS 2 -

1. Women will experience their cross-sex friendships to be of lower overall quality with less intimacy and less nurturance than their same-sex friendships. They will, however, experience their cross-sex friendships as more enjoyable than their same-sex friendships.
2. Men will experience their cross-sex friendships to be of higher overall quality with more intimacy and more nurturance than their same-sex friendships. They will, however, experience their cross-sex friendships to have more negative traits than their same-sex friendships.

3. INTERACTION CONTEXTS OF FRIENDSHIPS

Do men and women interact less frequently in their cross-sex friendships than in their same-sex friendships? If cross-sex friendships are limited by fewer appropriate social contexts, these friendships

could be expected to be less involved and less intense relationships. Hypothesis 3 addressed the issue of frequency of contacts.

Friendships depend on a social context that allows for spending uncommitted time together. Aries and Johnson (1983) reported that "differences in absolute amount of contact as well as the context of contact" are important elements that contribute to differences in friendship type. Davis and Todd (1986) commented on the connection between cross-sex friends spending less time together and feeling less close to one another than same-sex friends. Cohen and Rajkowski (1982) stated that friendships needed to be understood within the context of a particular social setting. One should not look solely at the individual or the friendship dyad apart from its surroundings. Researchers have noted that cross-sex friendships are more difficult to establish and maintain because of the assumption that men and women in intimate contact are involved sexually. Based on the cited research, hypothesis 3 states:

### HYPOTHESIS 3

Cross-sex friendships will interact less frequently than same-sex friendships. This will be true for social, interest, sports and work-oriented interactions, though work-oriented interactions will show less of a difference between same-sex and cross-sex friendships than the other contexts.

#### 4. ADVANTAGES AND VALUE OF CROSS-SEX FRIENDSHIPS

Do friends obtain different types of advantages from their cross-sex friendships? If so, do these advantages differ for men and women? Hypothesis 4 addressed these issues.

The advantages of friendships, according to Wright and Reisman are numerous and include opportunities for personal, social and professional development. Davis and Todd (1986) stated that "not to have friends is to miss something vital in human development". Basic social needs are met within friendships and the satisfaction of these needs are essential to proper development.

According to Wright (1984), friends are formed and maintained because they are rewarding in specific ways. He measured 5 different values of friendships; utility, ego support, stimulation, self-affirmation and security. In his study, women rated their men friends as low on utility value and not strong on other aspects compared to same-sex friendships. Men rated their male friends as low on ego support and security value (safety and non-threatening). Other values were not significantly different for friendship type for men.

Preliminary interviews led me to conclude that Wright's rewards were overlapping in concept. As an example, people did not clearly differentiate between

ego support and self-affirmation. What did seem clear from my interviews was that men were more in touch with their emotions in their cross-sex friendships while women enjoyed the fun of their cross-sex friendships. Both sexes appreciated having a friend of the other-sex to get new perspectives. Based on the cited research and preliminary interviews, hypothesis 4 states:

HYPOTHESIS 4

1. Women will obtain more career enrichment from their cross-sex friendships and more personal enrichment from their same-sex friendships.
2. Men will obtain more personal enrichment from their cross-sex friendships and more career enrichment from their same-sex friendships.
3. Both sexes will obtain more enriching knowledge of the other-sex from their cross-sex friendships.

## CHAPTER 4

METHODSubjects

Subjects were 60 men and 96 women over the age of 21, who were working in the areas of banking, teaching, securities, medicine, law, writing and government service. Most subjects (62%) described their work as professional, 12% as managerial, 10% as sales, 5% as technical. The subjects were a highly educated group; 90% had a college degree and 53% of those had a professional or graduate degree.

The sex ratio of the participants was 66% female, 33% male. The age range was wide and well distributed, ranging from 21 years of age to over 60. Almost 60% of the sample were married or committed to a relationship, 22% widowed, 15% divorced and 3% single.

Since the distribution of the questionnaire required the cooperation of business organizations, information about ethnicity, race and income were not solicited. Additional demographic information is located in Table 1.

TABLE 1DEMOGRAPHICS OF THE SAMPLE

<u>TOTAL SAMPLE:</u>	N=156
<u>SEX:</u>	Female= 66% (N=96) Male= 33% (N=60)
<u>AGE:</u>	21-25= 6% 25-34= 39% 35-44= 30% 45-54= 13% 55+= 12%
<u>EDUCATION:</u>	Some college= 10% College graduate= 37% Graduate/Prof. degree= 53%
<u>MARITAL STATUS:</u>	Married= 44% Relationship= 15% Widowed= 22% Divorced= 15% Single= 3%
<u>CHILDREN:</u>	0= 58% 1= 10% 2= 20% 3= 3% 4+= 15%
<u>OCCUPATION:</u>	Professional: 62% Managerial: 12% Sales: 10% Technical: 5% Other: 7%

### Procedure

Subjects were asked to participate in the survey either directly by the researcher or through contacts that the researcher had in organizations. Surveys were distributed to those who voluntarily agreed to participate. The surveys were distributed through American Health magazine, Pace University (Westchester County branch), a major commercial bank (Nassau County branch), a New York City high school, a Nassau County governmental organization, a Los Angeles law firm, a Los Angeles group medical practice and two professional associations of authors and speakers. Employees in those firms also distributed additional questionnaires to their friends.

Of the 300 surveys that were distributed, 156 were used for the sample. The response rate for the survey was 58%; 174 surveys were returned, six were eliminated because the people indicated they had no cross-sex friendships, eight were eliminated because they either worked in clerical positions or had no formal education beyond high school, three were eliminated because they had too many missing responses.

There is no information as to the characteristics of those who did not return the survey. It is entirely possible that many of those might have had fewer or no

cross-sex friendships or that their friendships might play a less important role in their lives. Thus, there is a possibility of a sample bias, in that the people who returned the survey might have been those who attached more importance to their friendships. Several of the demographic questions supported this possibility. On a 1-7 scale, many (men 59%, women 62%) of the participants rated themselves as very sociable (6 or 7 rating). An equal amount of men and women viewed the people they worked with as very important to them (men 53%, women 54%). Women in this sample were significantly more satisfied than men with their present job (men 42%\*, women 54%\*). Significantly more women than men viewed their present work environment as very social (men 18%\*, women 37%\*) and significantly more men than women rated their ideal work environment as very social (men 53%\*, women 37%\*).

A cover letter stated that the survey was being undertaken to learn about relationships, specifically similarities and differences between same-sex and cross-sex (men-women) friendships. Friendships were not defined in the cover letter or the survey because an open-ended question sought information about participants' personal definition of friendship. Cross-sex friendships, however, were defined as

non-spousal men-women friendships that were not primarily sexual, romantic or love-oriented. Surveys were anonymous and returned by mail, except in a few situations in which the contact person anonymously collected and returned the surveys.

#### Questionnaire

The questionnaire which is located in Appendix A took approximately 30 minutes to complete. It was composed of three types of questions; demographics, open-ended and evaluative rating scales.

After the demographic questions, subjects were asked to estimate how many friends they had and to rate the general quality of those friendships, same-sex and cross-sex. Those people who did not have cross-sex friendships were asked why they thought that was so. Because only six people responded that they did not have cross-sex friendships, this data was not analyzed and those without cross-sex friendships were eliminated from the sample.

The four open-ended questions are located in the questionnaire before the evaluative rating scales, so that participants' responses would not be influenced by questions in the scales. The open-ended questions are:

1. "A friend is someone \_\_\_\_\_".
2. In your experiences, what important differences exist between same-sex and cross-sex friendships?
3. What do you like most about
  - a. your same-sex friendships?
  - b. your cross-sex friendships?
4. What do you dislike about
  - a. your same-sex friendships?
  - b. your cross sex friendships?

Most questions in the survey asked people to generalize about their friendships. One question, however, asked subjects to compare themselves on demographic and psychological characteristics with two specific important friendships, one same-sex and one cross-sex. This question was designed to find out if people viewed their friendships as equal status relationships.

Following this were nine questions on a 1-5 scale, that asked about people's experiences, past and present, as to how sex and friendship mix.

The three main evaluative rating scales came next. Participants were asked to rate their same-sex and cross-sex friendships on a 1-7 scale. The scale was structured so that two ratings (one for same-sex and one for cross-sex) were made on the same horizontal line. This forced participants to make direct comparisons between their friendships, rather than answering each item separately for each type of friendship.

The three rating scales are:

1. Characteristics of Friendships Scale
  - A. Positive Characteristics (12 items)
  - B. Negative Characteristics (9 items)
2. Frequency of Interactions Scale  
(15 items, different interaction contexts)
3. Advantages (Value) of Friendships Scale  
(16 items, 3 factors)

### Reliabilities

A reliability check was performed on the three major scales. The alphas of the "Characteristics of Friendship Scale" ranged from .71 to .93; the "Frequency of Interactions Scale" ranged from .54 to .80; the "Advantages of Friendship Scale" ranged from .76 to .91. The Cronbach's alphas are recorded in Table 2.

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Table 2  
Alphas of the Characteristics, Interactions, and Advantages Scales

<u>Items</u>	<u>Same-Sex</u>	<u>Cross-Sex</u>
<u>Positive Characteristics</u>	.93	.91
Intimacy	.89	.83
Enjoyment	.81	.71
Nurturance	.77	.84
<u>Negative Characteristics</u>	.86	.85
<u>Interactions</u>		
Social	.71	.74
Sports	.80	.64
Interests	.54	.59
Work	.65	.62
<u>Advantages</u>		
Personal Enrichment	.91	.89
Career Enrichment	.78	.76
Other-Person Perspective	.77	.82

The individual items that comprise the three positive factors Intimacy, Enjoyment and Nurturance, are located in Appendix B. These items were grouped together on face value. Inter-item correlations for all positive characteristics were high (same-sex  $M=.56$ , cross-sex  $M=.46$ ) which indicated that the question tapped a general positive factor in addition to the three separate factors. The results section (see Table 6 and Figure 1) supports this conclusion.

The individual items that comprise the Negative Characteristics are located in Appendix C. Inter-item correlations for negative characteristics were high (same-sex  $M=.43$ , cross-sex  $M=.41$ ). Positive Characteristics were negatively correlated with Negative Characteristics with two exceptions. The first was that all positive traits correlated positively with Time Conflicts, ( $r=.03$  to  $.20$ ); and the second was that Feeling Needed correlated positively with all the Negative Characteristics ( $r=.01$  to  $.15$ ) except Feeling Distant From ( $r=-.23$ ).

The individual items that comprise the four Interaction Contexts (Social, Sports, Interests, Work) are located in Appendix D. These items were grouped together on face value. Inter-item correlation means ranged from  $.26$  to  $.67$ .

Subjects evaluated the advantages (value) of their friendships on a 1-7 rating scale. These advantages were pre-coded into areas of self-affirmation, emotional support, nurturance, intellectual stimulation, career utility value and knowledge of the other-sex, based on Wright's coding scheme. However, when a second rater coded the items on the scale, it became clear that many of the items in the scale could be coded in several categories. Thus, a factor analysis was run on the 16 traits which produced three different factors. The items that were included in each factor are located in Appendix E.

Factor 1 is most inclusive, accounting for 10 of the 16 items. It included most of the factors that were pre-coded as self-affirmation, emotional support, nurturance and intellectual stimulation. This factor was termed "Personal Enrichment -Sharing and Caring".

Factor 2 included three items that related to career advantage. This factor was termed "Career Enrichment -Information and Contacts".

Factor 3 included four items that related to getting a better understanding and appreciation of the other-sex and oneself. It included the following items:

1. Getting another perspective about the other-sex
2. Getting a better sense of who I am
3. Getting to really know another person well
4. Having an opportunity to give to someone in a nurturing way

It is not clear exactly what is being tapped with this factor, but it seemed to indicate getting in touch with not only the perspectives of the other-sex but also with another human being and oneself. This factor was termed "Enrichment of Other-Person Perspective -Giving and Getting".

## CHAPTER 5

RESULTS

In this section, the data for each hypothesis is analyzed and explained. The data analysis from the open-ended questions is located at the end of this section.

HYPOTHESIS 1

1. Cross-sex friendships are a common relationship among well-educated, professionally-oriented working people.
2. Both men and women will have fewer close cross-sex friendships than same-sex friendships.

The first part of Hypothesis 1 cannot be objectively measured, thus it cannot be confirmed. The data that is available, however, suggested that cross-sex friendships are increasing in frequency for this population. Out of the 174 surveys that were returned only six people (4%) stated that they did not have any cross-sex friendships. This does not mean that 96% of the professional population has cross-sex friendships. There is no data to indicate how many cross-sex friendships exist in the general population or in the professional-oriented population. We can only note that cross-sex friendships

for this sample are not rare or infrequent types of relationships. This finding, however, cannot be generalized to other populations because of the self-selective nature of the sample and the voluntary return of the questionnaire.

Other studies have indicated far fewer cross-sex friendships. Block, using a heterogeneous adult sample, reported 18% of his sample had cross-sex friendships while Davis & Todd, using a sample of mostly college students, reported 57% of the men and 44% of the women had close cross-sex friendships.

The second part of Hypothesis 1 stated that both men and women would have fewer close cross-sex friendships than same-sex friendships. To determine if this were so, the percentage of each type of friendship was computed and compared. Both sexes reported that they had an average of 3-5 close same-sex friends. With close cross-sex friends, however, men reported the same amount of friends (3-5) while women reported less (1-2). The comparative results are presented in Table 3.

A further analysis was run to determine if the percentage of those who reported more cross-sex friendships than same-sex friendships was significantly different for men and women. A difference of proportions normal curve test with arcsine transformations was run.

The Z scores are presented in Table 4. Men reported significantly more close cross-sex friendships than women.

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Table 3  
Comparative Percentages of Same-Sex and Cross-Sex Close Friends

	<u>Men</u>	<u>Women</u>
More Same-Sex than Cross-Sex Close Friends	25%	57%
Equal Amount of Same-Sex and Cross-Sex Close Friends	54%	35%
More Cross-Sex than Same-Sex Close Friends	21%	8%

---

Table 4  
Difference of Proportions Normal Curve Test with Arcsine Transformations

	<u>Close Friends</u>		
	<u>%</u>	<u>Phi</u>	<u>Z</u>
Men	21%	.952	
Women	8%	.58	2.148*

\*p<.05

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A separate analysis was also done for the category of "casual friendships". In this category there was a wide range in the amount of friendships people said they had.

This indicated differences in how people defined "casual friendship". Some viewed it as a network of people and listed more than 75 friends while others did not view friends as ever being casual and therefore listed 0. Both sexes reported an average of 6-20 same-sex and cross-sex casual friends.

#### HYPOTHESIS 2

1. Women will experience their cross-sex friendships to be of lower quality with less positive traits including less intimacy and less nurturance than their same-sex friendships. They will, however, experience their cross-sex friendships as more enjoyable than their same-sex friendships.
2. Men will experience their cross-sex friendships to be of higher quality with more positive traits including more intimacy and more nurturance than their same-sex friendships. They will, however, experience their cross-sex friendships to have more negative traits (more conflict areas) than their same-sex friendships.

Subjects evaluated the overall quality of their friendships on a 1-7 rating scale. Then they rated their friendships for twelve positive and nine negative characteristics. The positive characteristics were analyzed as a group and also separately for the three factors of intimacy, enjoyment and nurturance. The negative characteristics were analyzed as a group and in addition, competitiveness was separately analyzed because of its high ratings.

### Means and Standard Deviations

The means and standard deviations for the measurements relating to hypothesis 2 are presented in Tables 5-8. See also Figures 1 and 2.

Using the overall item means for positive characteristics on a 1-7 range, highest means were reported for female same-sex friendships (M=5.96) and lowest for male same-sex friendships (M=5.15). The means for cross-sex friendships were not statistically different for males (M=5.47) and females (M=5.30).

The means for overall negative traits reversed the above direction. Using the item means on a 1-7 range, highest means for negative traits were reported for male same-sex friendships (M=2.78) and lowest for female same-sex friendships (M=2.26). The means for cross-sex friendships were in-between, (females M=2.27, males M=2.58).

Competitiveness was the only trait that was relatively high on the negative ratings and indicated a different pattern. The means for cross-sex friendships (male M=2.93, female M=2.85) were lower than the means for same-sex friendships (male M=4.24, females M=3.14).

Table 5  
Means and Standard Deviations for OVERALL QUALITY by  
Subjects' Gender and Friendship Type

	<u>Same-Sex</u>		<u>Cross-Sex</u>	
	<u>Mean</u>	<u>S.D.</u>	<u>Mean</u>	<u>S.D.</u>
Male (N=58)	5.29	1.42	5.48	1.06
Female (N= 95)	6.11	0.98	5.43	1.26

Note. Range = 1-7, 1 Item

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Table 6  
Means and Standard Deviations for POSITIVE TRAITS by  
Subjects' Gender and Friendship Type

	<u>Same-Sex</u>		<u>Cross-Sex</u>	
	<u>Mean</u>	<u>S.D.</u>	<u>Mean</u>	<u>S.D.</u>
Male (N=58)	61.75	12.36	65.63	11.06
Female (N=95)	71.46	9.50	63.60	11.01

Note. Range = 12-84, 12 Items

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Table 7  
**Means and Standard Deviations for INTIMACY, ENJOYMENT  
 and NURTURANCE by Subjects' Gender and Friendship Type**

<u>INTIMACY</u>	<u>Same-Sex</u>		<u>Cross-Sex</u>	
	<u>Mean</u>	<u>S.D.</u>	<u>Mean</u>	<u>S.D.</u>
Male	26.83	5.26	27.76	4.62
Female	30.78	3.89	27.52	4.71

Note. Range 5-35, 5 Items

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ENJOYMENT

Male	15.84	3.35	16.74	2.90
Female	17.44	2.75	16.41	2.97

Note. Range 3-21, 3 Items

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NURTURANCE

Male	19.42	4.84	21.23	4.27
Female	23.24	3.90	19.67	4.69

Note. Range 4-28, 4 Items

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**Table 8**  
**Means and Standard Deviations for NEGATIVE TRAITS by**  
**Subjects' Gender and Friendship Type**

**OVERALL NEGATIVE TRAITS**

	<u>Same-sex</u>		<u>Cross-sex</u>	
	<u>Mean</u>	<u>S.D.</u>	<u>Mean</u>	<u>S.D.</u>
Male (N= 58)	25.02	10.62	23.21	10.45
Female (N= 95)	20.38	8.40	20.44	8.18

Note. Range 9-63, 9 Items

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**COMPETITIVENESS**

Male	4.24	2.05	2.93	1.59
Female	3.14	1.73	2.85	1.69

Note. Range 1-7, 1 Item

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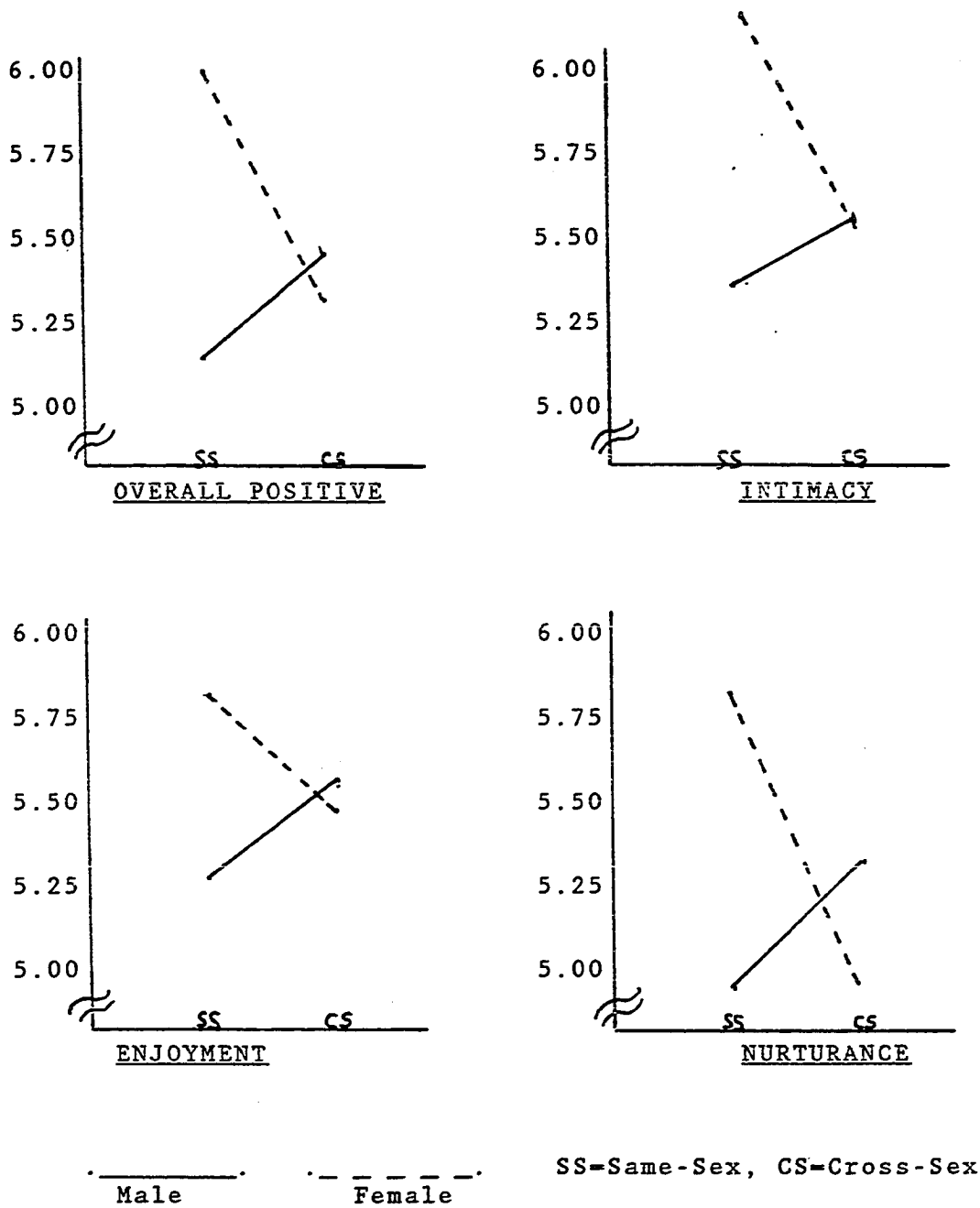
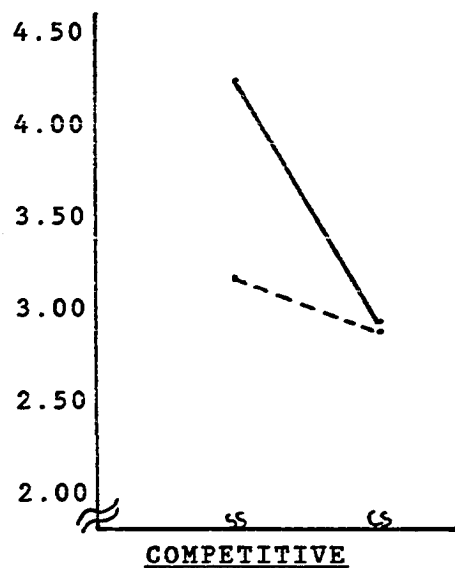
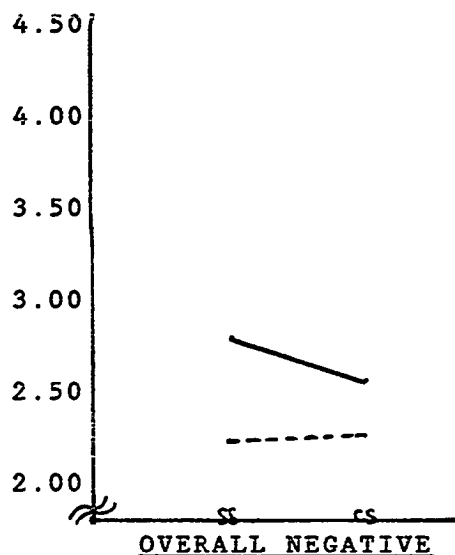


Figure 1. Item Means for Positive Characteristics



Male
  Female
 SS=Same-Sex, CS=Cross-Sex

Figure 2. Item Means for Negative Characteristics

### ANOVAS

A 2 (male vs. female) x 2 (same-sex vs. cross-sex) analysis of variance was done for each of the measurements just discussed. The summary of the ANOVAs relating to hypothesis 2 are presented in Tables 9-15.

### Overall Quality

The ANOVA for overall quality of friendships resulted in a significant interaction effect for friendship type within subjects' gender,  $F(1,145)=16.37$ ,  $p<.001$ . Tests of simple main effects indicated that gender had a significant effect upon overall quality for same-sex,  $F(1,152)=12.70$ ,  $p<.001$ , but not for cross-sex friendships. Also friendship type had a significant effect upon overall quality for females,  $F(1,145)=25.66$ ,  $p<.001$ , but not for males. See Table 9

Same-sex friendships were rated of higher quality by women than by men. Women also rated their same-sex friendships higher in quality than their cross-sex friendships. For men, there was no significant difference in friendship type.

**Table 9**

**Summary of ANOVA for Simple Main Effects of Subjects' Gender and Friendship Type Upon OVERALL QUALITY**

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects' Gender	10.29	1	10.29	5.25*
Gender Within Same	18.44	1	18.44	12.70***
Within Cell Same Error	220.61	152	1.45	
Gender Within Cross	.10	1	.10	.07
Within Cell Cross Error	204.27	145	1.41	
Subjects Within Groups Error	284.30	145	1.96	
<u>Within Subjects</u>				
Friendship Type	4.08	1	4.08	4.99*
Fr. Type Within Males	1.12	1	1.12	1.37
Fr. Type Within Females	21.04	1	21.04	25.66***
Gender x Friendship Type	13.35	1	13.35	16.37***
Fr.Type x Subj. Within Groups Error	118.30	145	0.82	

\*p&lt;.05

\*\*p&lt;.01

\*\*\*p&lt;.001

Overall Positive Traits

The ANOVA for overall positive traits resulted in a significant interaction effect for friendship type within subjects' gender,  $F(1,149)=36.93$ ,  $p<.001$ . Tests of simple main effects indicated that gender had a significant effect upon overall positive traits for same-sex,  $F(1,149)=29.32$ ,  $p<.001$  but not for cross-sex friendships. Also friendship type had a significant effect upon overall positive traits for males,  $F(1,149)=6.48$ ,  $p<.05$ . and for females,  $F(1,149)=45.11$ ,  $p<.001$ . See Table 10.

Same-sex friendships were rated as more positive by women than by men. Women also rated their same-sex friendships as more positive than their cross-sex friendships, whereas men reversed that direction rating their cross-sex friendships as more positive than their same-sex friendships.

Table 10

Summary of ANOVA for Simple Main Effects of Subjects' Gender and Friendship Type Upon OVERALL POSITIVE Traits

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects' Gender	1041.24	1	1041.24	6.15*
Gender Within Same	3323.96	1	3323.96	29.32***
Within Cell Same Error	16,892.12	149	113.37	
Gender Within Cross	160.00	1	160.00	1.32
Within Cell Cross Error	18,160.31	150	121.07	
Subjs. Within Groups Error	25,231.37	149	169.34	
<u>Within Subjects</u>				
Friendship Type	280.19	1	280.19	4.26*
Fr. Type Within Males	425.88	1	425.88	6.48*
Fr. Type Within Females	2964.48	1	2964.48	45.11***
Gender x Friendship Type	2427.19	1	2427.19	36.93***
Fr.Type x Subj. Within Groups Error	9792.69	149	65.72	

\*p<.05

\*\*p<.01

\*\*\*p<.001

Intimacy

The ANOVA for intimacy resulted in a significant interaction effect for friendship type within subjects' gender,  $F(1,151)=28.92$ ,  $p<.001$ . Tests of simple main effects indicated that gender had a significant effect upon intimacy for same-sex,  $F(1,151)=28.33$ ,  $p<.001$ , but not for cross-sex friendships. Also friendship type had a significant effect upon intimacy for females,  $F(1,151)=46.10$ ,  $p<.001$ , but not for males. See Table 11.

Same-sex friendships were rated as more intimate by women than by men. Women also rated their same-sex friendships as more intimate than their cross-sex friendships. For men, there was no significant difference in friendship type.

Table 11

Summary of ANOVA for Simple Main Effects of Subjects' Gender and Friendship Type Upon INTIMACY

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects' Gender	247.65	1	247.65	8.05**
Gender Within Same	562.28	1	562.28	28.33***
Within Cell Same Error	2996.63	151	19.85	
Gender Within Cross	2.12	1	2.12	.10
Within Cell Cross Error	3304.35	151	21.88	
Subjects Within Groups Error	4646.91	151	30.77	
<u>Within Subjects</u>				
Friendship Type	97.93	1	97.93	8.94**
Fr. Type Within Males	25.62	1	25.62	2.34
Fr. Type Within Females	504.81	1	504.81	46.10***
Gender x Friendship Type	316.76	1	316.76	28.92***
Fr.Type x Subj. Within Groups Error	1654.07	151	10.95	

\*p<.05

\*\*p<.01

\*\*\*p<.001

### Enjoyment

The ANOVA for enjoyment resulted in a significant interaction effect for friendship type within subjects' gender,  $F(1,150)=11.65$ ,  $p<.001$ . Tests of simple main effects indicated that gender had a significant effect upon enjoyment for same-sex,  $F(1,150)=10.22$ ,  $p <.01$ , but not for cross-sex friendships. Also friendship type had a significant effect upon enjoyment for males,  $F(1,150)=4.07$ ,  $p <.05$ . and for females,  $F(1,150)=8.72$ ,  $p <.01$ .

See Table 12.

Same-sex friendships were rated as more enjoyable by women than by men. Women also rated their same-sex friendships as more enjoyable than their cross-sex friendships, whereas men reversed that direction rating their cross-sex friendships as more enjoyable than their same-sex friendships.

**Table 12**  
**Summary of ANOVA for Simple Main Effects of Subjects' Gender and**  
**Friendship Type Upon ENJOYMENT**

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects Gender	28.98	1	28.90	2.42
Gender within Same	91.20	1	91.20	10.22**
Within Cell Same Error	1339.01	150	8.93	
Gender Within Cross	5.76	1	5.76	.66
Within Cell Cross Error	1319.90	151	8.74	
Subjects Within Groups Error	1789.92	150	11.93	
<u>Within Subjects</u>				
Friendship Type	.33	1	.33	.06
Fr. Type Within Males	23.09	1	23.09	4.07*
Fr. Type Within Females	49.42	1	49.42	8.72**
Gender x Friendship Type	66.10	1	66.10	11.65***
Fr. Type x Subj. Within Groups Error	851.14	150	5.67	

\*p<.05

\*\*p<.01

\*\*\*p<.001

### Nurturance

For nurturance, there was a significant interaction effect for friendship type within subjects' gender,  $F(1,150)=42.82$ ,  $p<.001$ . Tests of simple main effects indicated that gender had a significant effect upon nurturance for same-sex,  $F(1,150)=28.46$ ,  $p<.001$ , and for cross-sex friendships,  $F(1,150)=4.18$ ,  $p<.05$ . Also friendship type had a significant effect upon nurturance for males,  $F(1,150)=7.85$ ,  $p<.05$  and for females,  $F(1,150)=50.65$ ,  $p<.001$ . See Table 13.

Same-sex friendships were rated as more nurturing by women whereas cross-sex friendships were rated as more nurturing by men. Women also rated their same-sex friendships as more nurturing than their cross-sex friendships, whereas men reversed that direction rating their cross-sex friendships as more nurturing than their same-sex friendships.

**Table 13**

**Summary of ANOVA for Simple Main Effects of Subjects' Gender and Friendship Type Upon NURTURANCE**

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects' Gender	91.52	1	91.52	3.51
Gender Within Same	520.14	1	520.14	28.46***
Within Cell Same Error	2741.33	150	18.28	
Gender Within Cross	86.07	1	86.07	4.18*
Within Cell Cross Error	3090.92	150	20.61	
Subjs. Within Groups Error	4029.15	150	26.86	
<u>Within Subjects</u>				
Friendship Type	55.26	1	55.26	4.60*
Fr. Type Within Males	94.40	1	94.40	7.85**
Fr. Type Within Females	608.78	1	608.78	50.65***
Gender x Friendship Type	514.70	1	514.70	42.82***
Fr.Type x Subj. Within Groups Error	1803.09	150	12.02	

\*p<.05  
 \*\*p<.01  
 \*\*\*p<.001

### Negative Traits

For negative traits, there were no significant interaction effects. The analysis for main effects indicated no significant friendship type effect but there was an effect for subjects' gender,  $F(1,145)=7.47$ ,  $p<.01$ . Men rated their friendships, both same-sex and cross-sex, higher in negative traits than women rated their friendships. See Table 14.

Because competitiveness was the highest rated item in the negative traits and indicated a different pattern from the other traits, a separate ANOVA was run for competitiveness. See Table 15. For competitiveness, there was a significant interaction effect for friendship type within subjects' gender,  $F(1,151)=11.89$ ,  $p<.001$ . Tests indicated that gender as a simple main effect was not significant for either sex. Friendship type, however, did have a significant effect upon competitiveness for males,  $F(1,151)=30.63$ ,  $p<.001$ , but not for females.

Men rated their same-sex friendships as significantly more competitive than their cross-sex friendships. Other differences were non-significant but indicated a trend toward men's friendships being more competitive, regardless of friendship type, and women's same-sex friendships as being more competitive than their cross-sex friendships.

**Table 14**

Summary of ANOVA for Effects of Subjects' Gender and Friendship Type Upon NEGATIVE Traits

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects' Gender	951.22	1	951.22	7.47**
Subjects Within Groups Error	18,474.58	145	127.41	
<u>Within Subjects</u>				
Friendship Type	53.00	1	53.00	1.25
Gender x Friendship Type	59.87	1	59.87	1.42
Fr. Type x Subj. Within Groups Error	6125.78	145	42.25	

\*p<.05

\*\*p<.01

**Table 15**

Summary of ANOVA for Simple Main Effects of Subjects' Gender and Friendship Type Upon COMPETITIVENESS

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects Gender	25.20	1	25.20	5.51*
Gender Within Same	6.80	1	6.80	2.93
Within Cell Same Error	350.73	151	2.32	
Gender Within Cross	3.94	1	3.94	1.63
Within Cell Cross Error	364.11	151	2.41	
Subjects Within Groups Error	690.63	151	4.57	
<u>Within Subjects</u>				
Friendship Type	45.78	1	45.78	28.70***
Fr. Type Within Males	49.01	1	49.01	30.63***
Fr. Type Within Females	4.28	1	4.28	2.68
Gender x Friendship Type	18.96	1	18.96	11.89***
Fr.Type x Subj. Within Groups Error	240.87	151	1.60	

\*p <.05

\*\*p <.01

\*\*\*p <.001

Hypothesis 2 was partially confirmed.

1. Women experienced their cross-sex friendships as less positive, less intimate, less nurturing and of lower quality than their same-sex friendships. The portion of the hypothesis that stated that women would experience their cross-sex friendships as more enjoyable was not confirmed; results indicated the opposite. Same-sex friendships were significantly more enjoyable for women.

2. Men experienced their cross-sex friendships as more positive, more intimate, more nurturing and of higher quality than their same-sex friendships. The portion of the hypothesis that stated that men would experience their cross-sex friendships as more negative was not confirmed; results indicated the opposite. Same-sex friendships were more negative largely due to a greater amount of competitiveness.

### HYPOTHESIS 3

Cross-sex friendships will interact less frequently than same-sex friendships. This will be true for social, interest, sports and work-oriented interactions, though work-oriented interactions will show less difference between same-sex and cross-sex friendships than the other contexts.

The fifteen interaction contexts were coded into the following four areas; social, sports, interests (other than sports), and work-oriented. One item (having lunch together) was coded in both the social and the work-oriented areas. The grouping of the items was done on face value. Appendix D lists the individual items.

#### Means and Standard Deviations

On a scale of 1-7, the item mean for all same-sex interactions (M=3.78) was higher than for all cross-sex interactions (M=3.24). Work-oriented interactions, as hypothesized, indicated the least difference (Same-sex M=3.39, Cross-Sex M=3.06).

Men's same-sex friendships interacted most often in sports (M=4.16), least often in other interests (M=3.02). Women's same-sex friendships interacted most often in social contexts (M=4.43), least often in sports (M=2.53). Both sexes rated cross-sex friendships in similar ways, indicating they interacted most often in social contexts (M=3.72), least often in sports (M=2.45). The means and standard deviations for the measurements relating to hypothesis 3 are located in Tables 16-19 and Figure 3.

Table 16  
Means and Standard Deviations for SOCIAL INTERACTIONS by  
Subjects' Gender and Friendship Type

	<u>Same-Sex</u>		<u>Cross-Sex</u>	
	<u>Mean</u>	<u>S.D.</u>	<u>Mean</u>	<u>S.D.</u>
Male (N=56)	28.70	6.66	26.98	7.09
Female (N=93)	31.00	5.38	25.10	6.59

Range 7-49, Items 7

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Table 17  
Means and Standard Deviations for SPORTS INTERACTIONS by  
Subjects' Gender and Friendship Type

	<u>Same-Sex</u>		<u>Cross-Sex</u>	
	<u>Mean</u>	<u>S.D.</u>	<u>Mean</u>	<u>S.D.</u>
Male (N=58)	8.31	3.48	4.97	2.27
Female (N=95)	5.06	2.75	4.82	2.67

Range 2-14, Items 2

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Table 18  
Means and Standard Deviations for INTERESTS INTERACTIONS  
by Subjects' Gender and Friendship Type

	<u>Same-Sex</u>		<u>Cross-Sex</u>	
	<u>Mean</u>	<u>S.D.</u>	<u>Mean</u>	<u>S.D.</u>
Male (N=58)	9.05	3.29	9.14	3.83
Female (N=95)	11.57	3.17	8.26	3.30

Range 3-21, Items 3

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Table 19  
Means and Standard Deviations for WORK-ORIENTED  
INTERACTIONS by Subjects' Gender and Friendship Type

	<u>Same-Sex</u>		<u>Cross-Sex</u>	
	<u>Mean</u>	<u>S.D.</u>	<u>Mean</u>	<u>S.D.</u>
Male (N=58)	13.14	5.32	12.21	4.36
Female (N=92)	13.91	4.01	12.23	4.76

Range 4-28, Items 4

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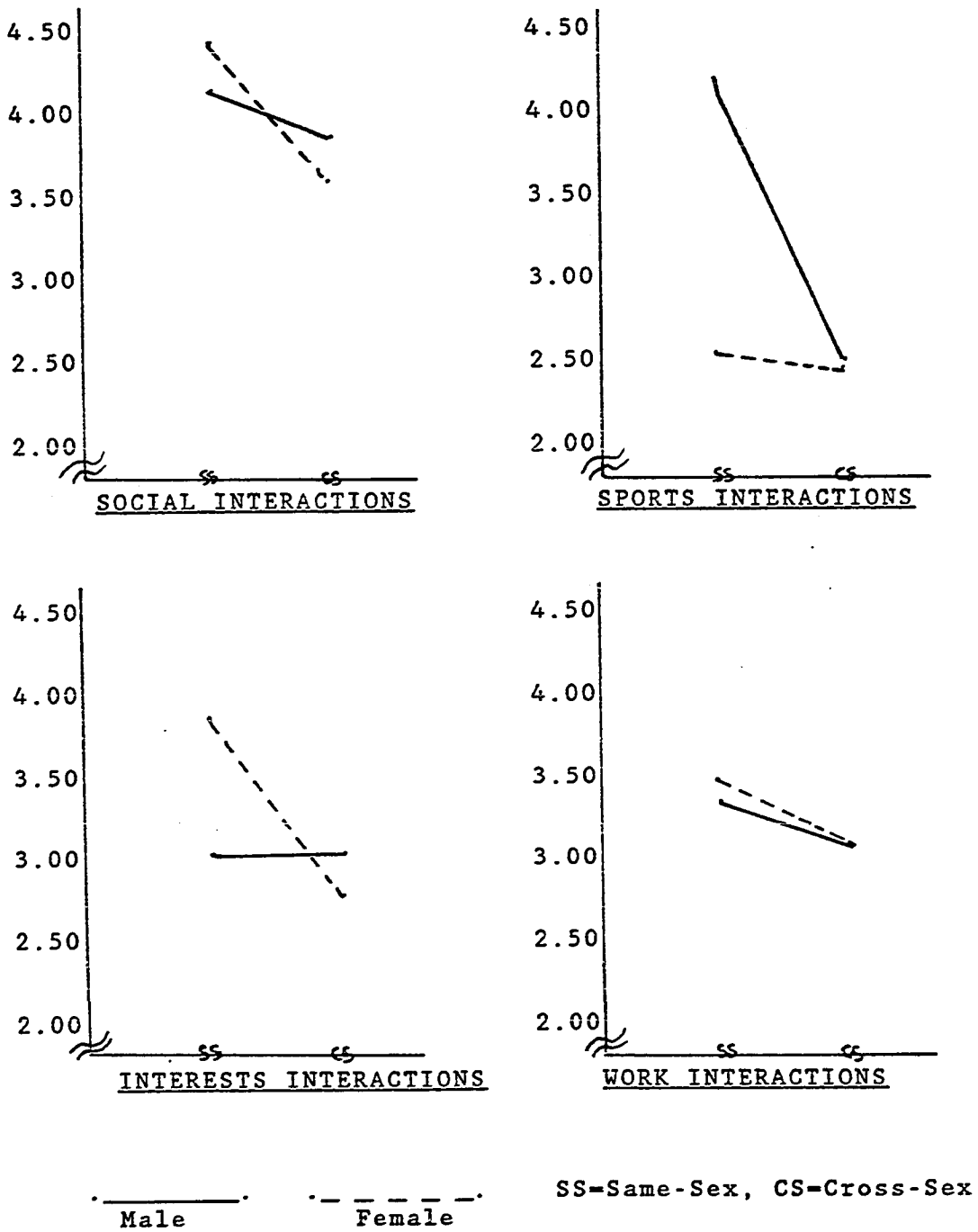


Figure 3. Item Means for Frequency of Interactions

### ANOVAS

A 2 (male vs. female) x 2 (same-sex vs. cross-sex) analysis of variance was done for each interaction context. The summary of the ANOVAs for the traits relating to hypothesis 3 are presented in Tables 20-23.

### Social Interactions

For frequency of social interactions, there was a significant interaction effect for friendship type within subjects' gender,  $F(1,147)=19.14$ ,  $p<.001$ . Tests of simple main effects indicated that gender had a significant effect upon frequency of social interactions for same-sex,  $F(1,148)=5.07$ ,  $p<.05$  but not for cross-sex friendships. Also friendship type had a significant effect for frequency of social interactions for males,  $F(1,147)=5.05$ ,  $p <.05$  and for females,  $F(1,147)= 01.04$ ,  $p<.001$ . See Table 20.

Women's same-sex friendships interacted more frequently in a social context than men's same-sex friendships. Both women and men interacted more frequently in a social context with their same-sex friends than with their cross-sex friends.

**Table 20**

**Summary of ANOVA for Simple Main Effects of Subjects' Gender and Friendship Type Upon Frequency of SOCIAL INTERACTIONS**

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects' Gender	3.06	1	3.06	.05
Gender Within Same	175.44	1	175.44	5.07*
Within Cell Same Error	5120.03	148	34.59	
Gender Within Cross	115.21	1	115.21	2.51
Within Cell Cross Error	6806.26	148	45.99	
Subjects Within Groups Error	9506.17	147	64.67	
<u>Within Subjects</u>				
Friendship Type	1014.10	1	1014.10	63.31***
Fr. Type Within Males	80.92	1	80.92	5.05*
Fr. Type Within Females	1618.67	1	1618.67	101.04***
Gender x Friendship Type	306.66	1	306.66	19.14***
Fr.Type x Subj. Within Groups Error	2534.78	147	16.02	

\*p<.05

\*\*p<.01

\*\*\*p<.001

### Sports Interactions

For sports interactions, there was a significant interaction effect for friendship type within subjects' gender,  $F(1,151)=46.64$ ,  $p<.001$ . Tests of simple main effects indicated that gender had a significant effect upon frequency of sports interactions for same-sex,  $F(1,151)=40.93$ ,  $p<.001$  but not for cross-sex friendships. Also friendship type had a significant effect for frequency of sports interactions for males,  $F(1,151)=85.93$ ,  $p<.001$  but not for females. See Table 21.

Men's same-sex friendships interacted more frequently in a sports context than women's same-sex friendships. Men also interacted more frequently in a sports context with their same-sex friends than with their cross-sex friends.

**Table 21**  
**Summary of ANOVA for Simple Main Effects of Subjects' Gender and**  
**Friendship Type Upon Frequency of SPORTS INTERACTIONS**

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects' Gender				
Gender Within Same	207.13	1	207.13	17.33***
Within Cell Same Error	379.73	1	379.73	40.93***
Gender Within Cross	1400.03	151	9.27	
Within Cell Cross Error	.75	1	.75	.18
Subjects Within Groups Error	1804.66	151	11.95	
<u>Within Subjects</u>				
Friendship Type	231.67	1	231.67	62.33***
Fr. Type Within Males	319.65	1	319.65	85.93***
Fr. Type Within Females	2.30	1	2.30	.62
Gender x Friendship Type	173.35	1	173.35	46.64***
Fr.Type x Subj. Within	561.27	151	3.72	
Groups Error				

\*p<.05  
 \*\*p<.01  
 \*\*\*p<.001

### Interest Interactions

For interest interactions other than sports, there was a significant interaction effect for friendship type within subjects' gender,  $F(1,151)=41.08$ ,  $p<.001$ . Tests of simple main effects indicated that gender had a significant effect upon frequency of interest interactions for same-sex,  $F(1,151)=22.10$ ,  $p<.001$ , but not for cross-sex friendships. Also friendship type had a significant effect for frequency of interest interactions for females,  $F(1,151)=102.63$ ,  $p<.001$  but not for males. See Table 22.

Women's same-sex friendships interacted more frequently in a context of shared interests than men's same-sex friendships. Women also interacted more frequently in a shared interest context with their same-sex friends than with their cross-sex friends.

### Work-Oriented Interactions

The ANOVA for work-oriented interactions was analyzed for main effects. The analysis indicated that there was no difference for subjects' gender and no interaction effect. There was, however, a significant difference for friendship type,  $F(1,148)=12.42$ ,  $p<.001$ . Both women and men interacted more frequently in work-oriented contexts with their same-sex friends than with their cross-sex friends. See Table 23.

**Table 22**

Summary of ANOVA for Simple Main Effects of Subjects' Gender and Friendship Type Upon Frequency of INTERESTS INTERACTIONS.

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects' Gender	48.54	1	48.54	2.75
Gender Within Same	228.10	1	228.10	22.10***
Within Cell Same Error	1558.15	151	10.32	
Gender Within Cross	27.56	1	27.56	2.23
Within Cell Cross Error	1865.32	151	12.35	
Subjects Within Groups Error	2662.11	151	17.63	
<u>Within Subjects</u>				
Friendship Type	186.59	1	186.59	37.01***
Fr. Type Within Males	.29	1	.29	.06
Fr. Type Within Females	517.28	1	517.28	102.63***
Gender x Friendship Type	207.11	1	207.11	41.08***
Fr.Type x Subj. Within Groups Error	761.36	151	5.04	

\*p<.05, \*\*p<.01, \*\*\*p<.001

**Table 23**

Summary of ANOVA for Effects of Subjects' Gender and Friendship Type Upon WORK-ORIENTED Interactions

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects' Gender	11.28	1	11.28	.35
Subjects Within Groups Error	4759.13	148	32.16	
<u>Within Subjects</u>				
Friendship Type	121.71	1	121.71	12.42***
Subjects Gender x Fr. Type	10.11	1	10.11	1.03
Fr. Type x Subj. Within Groups Error	1450.79	148	9.80	

\*p<.05, \*\*p<.01, \*\*\*p<.001

Hypothesis 3 was confirmed. Cross-sex friendships overall had less frequent interactions than same-sex friendships. Work-oriented interactions indicated less difference between same-sex and cross-sex friendships than the other contexts.

#### HYPOTHESIS 4

1. Women will obtain more career enrichment from their cross-sex friendships and more personal enrichment from their same-sex friendships.
2. Men will obtain more personal enrichment from their cross-sex friendships and more career enrichment from their same-sex friendships.
3. Both sexes will obtain more enriching knowledge of the other-sex from their cross-sex friendships.

A factor analysis on this scale led to the establishment of 3 factors termed "Personal Enrichment", "Career Enrichment" and "Other-Person Perspective".

#### Means and Standard Deviations

The means and standard deviations of the three factors are located in Tables 24-26. See also Figure 4. For Personal Enrichment (Factor 1) and Enrichment of Other-Person Perspective (Factor 3), the respective means were highest for women's same-sex friendships (Item Ms =6.00, 5.37) and lowest for men's same-sex friendships (Item Ms=5.28, 4.59). Cross-sex ratings from men's and

women's perspectives were similiar, (Women's Item Ms=5.42, 5.17; Men's Item Ms=5.45, 5.32). For Career Enrichment (Factor 3), the means for all four groups were very close (Ms range 4.67 to 4.42).

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Table 24  
Means and Standard Deviations for "PERSONAL ENRICHMENT"  
by Subjects' Gender and Friendship Type

<u>Factor 1</u>	<u>Same-Sex</u>		<u>Cross-Sex</u>	
	<u>Mean</u>	<u>S.D.</u>	<u>Mean</u>	<u>S.D.</u>
Male (N=56)	52.84	9.24	54.48	9.48
Female (N= 87)	60.03	7.85	54.29	8.97

Range 10-70, Items 10

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Table 25  
Means and Standard Deviations for "CAREER ENRICHMENT" by  
Subjects' Gender and Friendship Type

Factor 2

	<u>Same-Sex</u>		<u>Cross-Sex</u>	
	<u>Mean</u>	<u>S.D.</u>	<u>Mean</u>	<u>S.D.</u>
Male (N=55)	13.89	4.10	13.25	3.88
Female (N=95)	13.97	4.21	14.00	4.56

Range 3-21, Items 3

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Table 26  
Means and Standard Deviations for "ENRICHMENT OF  
OTHER-PERSON PERSPECTIVE" by Subjects' Gender and  
Friendship Type

Factor 3

	<u>Same-Sex</u>		<u>Cross-Sex</u>	
	<u>Mean</u>	<u>S.D.</u>	<u>Mean</u>	<u>S.D.</u>
Male (N=55)	18.36	4.39	21.29	4.54
Female (N=87)	21.46	4.61	20.69	5.21

Range 4-28, Items 4

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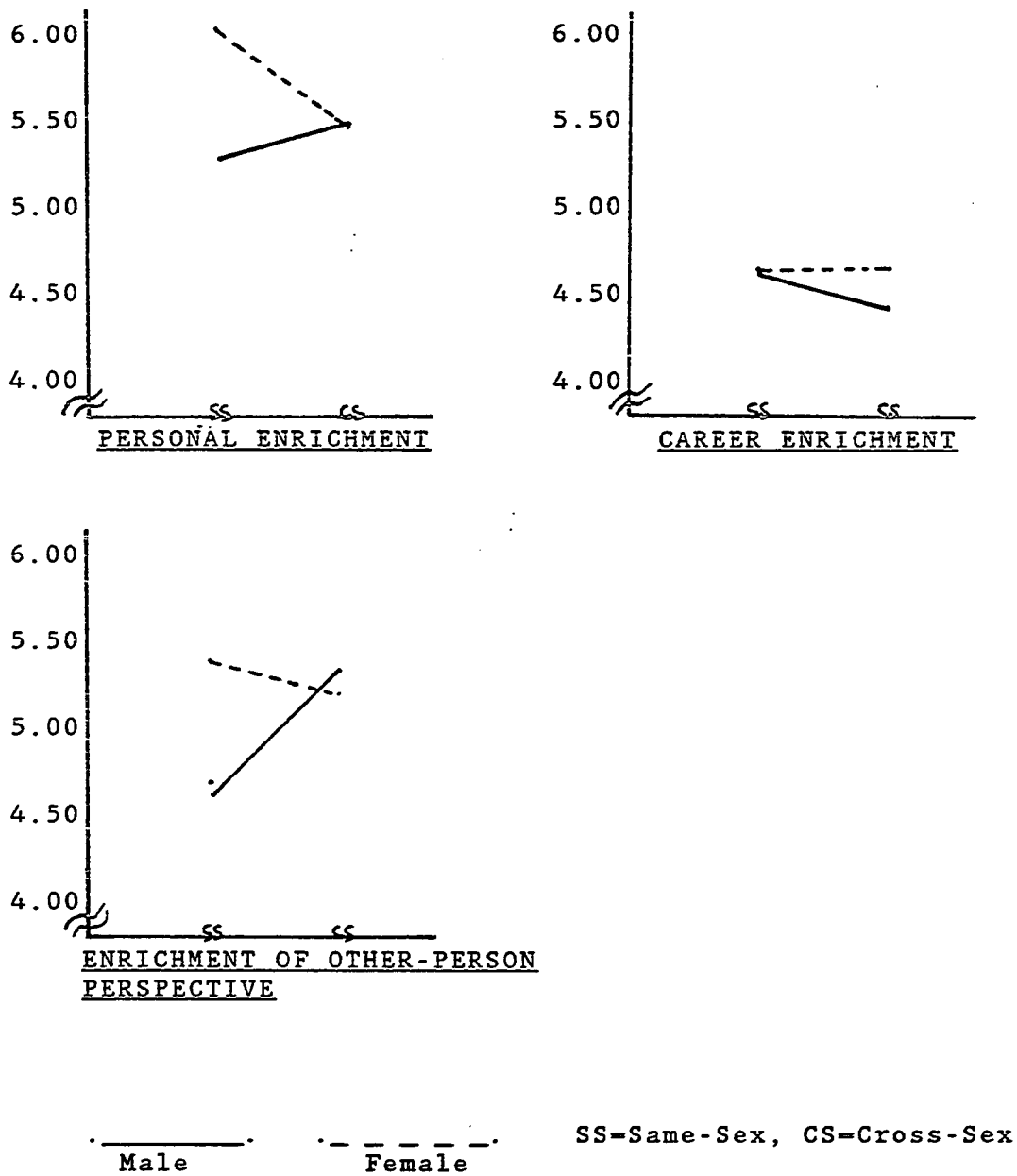


Figure 4. Item Means for Advantages of Friendships

### ANOVAS

A 2 (male vs. female) x 2 (same-sex vs. cross-sex) analysis of variance was run on all three factors. The summary of the ANOVAs which relate to hypothesis 4 are presented in Tables 27-29.

#### Personal Enrichment

The ANOVA for Personal Enrichment indicated a significant interaction effect for friendship type within subjects' gender,  $F(1,141)=26.02$ ,  $p<.001$ . Tests of simple main effects indicated that gender had a significant effect upon personal enrichment for same-sex friendships,  $F(1,142)=24.50$ ,  $p<.001$  but not for cross-sex friendships. Also friendship type had a significant effect on personal enrichment for females,  $F(1,141)=40.08$ ,  $p<.001$  but not for males. See Table 27.

Women's same-sex friendships brought them more personal enrichment than men's same-sex friendships. Women also obtained more personal enrichment from their same-sex friends than their cross-sex friends, while for men there was no difference in friendship type.

#### Career Enrichment

The ANOVA for Career Enrichment was insignificant for interaction effects and main effects for subjects' gender and friendship type. See Table 28.

**Table 27**

Summary of ANOVA for Simple Main Effects of Subjects' Gender and Friendship Type Upon "PERSONAL ENRICHMENT"

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects' Gender	834.81	1	834.81	7.00**
Gender Within Same	1732.57	1	1732.57	24.50***
Within Cell Same Error	10,041.37	142	70.71	
Gender Within Cross Error	.01	1	.01	.01
Within Cell Cross Error	12,032.23	143	84.14	
Subjects Within Groups Error	16,816.60	141	119.27	
<u>Within Subjects</u>				
Friendship Type	286.95	1	286.95	8.03**
Fr. Type Within Males	77.16	1	77.16	2.16
Fr. Type Within Females	1433.22	1	1433.22	40.08***
Gender x Friendship Type	930.31	1	930.31	26.02***
Fr.Type x Subj. Within Groups Error	5041.65	141	35.76	

\*p<.05, \*\*p<.01, \*\*\*p<.001

**Table 28**

Summary of ANOVA for Effects of Subjects' Gender and Friendship Type Upon CAREER ENRICHMENT

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects' Gender	11.80	1	11.80	.42
Subjects Within Groups Error	4185.87	148	28.28	
<u>Within Subjects</u>				
Friendship Type	6.37	1	6.37	.82
Subjects Gen. x Fr. Type	7.77	1	7.77	1.00
Fr. Type x Subj. Within Groups Error	1154.82	148	7.80	

Other-Person Perspective

The ANOVA for Enrichment of Other-Person Perspective indicated that there was a significant interaction effect for friendship type within subjects' gender,  $F(1,140) = 25.46$ ,  $p < .001$ . Tests of simple main effects indicated that gender had a significant effect upon Enrichment of Other-Person Perspective for same-sex,  $F(1,142) = 15.32$ ,  $p < .001$  but not for cross-sex friendships. Also friendship type had a significant effect for males,  $F(1,140) = 26.27$ ,  $p < .001$  but not for females. See Table 29.

Women's same-sex friendships brought them more Enrichment of Other-Person Perspective than men's same-sex friendships. For women, friendship type had no significant effect, whereas men's cross-sex friendships brought them more Enrichment of Other-Person Perspective than their same-sex friendships.

Within Factor 3 is one item that related to "Getting Another Perspective about the Other-Sex". For this item, cross-sex means (men 5.53, women 5.57) were higher than same-sex means (men 4.04, women 4.51).

**Table 29**  
**Summary of ANOVA for Simple Main Effects of Subjects' Gender and**  
**Friendship Type Upon Enrichment of OTHER-PERSON PERSPECTIVE.**

Source of Variation	SS	df	MS	F
<u>Between Subjects</u>				
Subjects' Gender	104.87	1	104.87	2.91
Gender Within Same	312.01	1	312.01	15.32***
Within Cell Same Error	2891.96	142	20.37	
Gender Within Cross	9.28	1	9.28	.38
Within Cell Cross Error	3464.03	143	24.22	
Subjects Within Groups Error	5051.75	140	36.08	
<u>Within Subjects</u>				
Friendship Type	78.40	1	78.40	8.67**
Fr. Type Within Males	237.70	1	237.70	26.27***
Fr. Type Within Females	26.47	1	26.47	2.92
Gender x Friendship Type	230.33	1	230.33	25.46***
Fr.Type x Subj. Within Groups Error	1266.56	140	9.05	

\*p<.05  
 \*\*p<.01  
 \*\*\*p<.001

Hypothesis 4 was partially confirmed. As was hypothesized, women obtained more Personal Enrichment from their same-sex friendships, whereas men obtained more Personal Enrichment from their cross-sex friendships. The portion of the hypothesis that dealt with Career Enrichment was not confirmed; there were no significant differences in friendship type for Career Enrichment. The third part of this hypothesis was confirmed in that cross-sex friendships did provide a more enriched perspective of the other-sex, as measured by one item in the scale. Factor 3, which was a more complex factor derived from the factor analysis was significant for men. Men received more enrichment of the Other-Person Perspective from cross-sex friends. For women there was no significant difference in friendship type for Factor 3.

#### ADDITIONAL QUANTITATIVE DATA

This section presents the results of additional data that do not directly relate to the hypotheses.

##### Sex and Friendships

How did people respond to sexual tensions in cross-sex friendships? Were there major differences between men and women in this area?

The data from this section comes from a 5 point rating scale. The percentages noted indicate those who responded "sometimes, often or always" to each question based upon their experiences, past and present. Starred responses indicate significant differences at the .05 level. Both sexes, men (68%) and women (62%), experienced sexual tensions and feelings in their cross-sex friendships. Flirting and sexual teasing were significantly more often a part of cross-sex friendships for men (76%\*) than for women (50%\*).

Both sexes (84% of the men and 88% of the women), generally kept their friendship and sexual involvement separate. Friendship and sex mixed more often for men than for women, both with a sexual partner becoming a friend, (men 80%\*, women 64%\*), and a friend becoming a sexual partner (men 66%\*, women 46%\*). Men (62%\*) also felt significantly more often than women (50%\*) that sex added deeper feelings and closeness to friendships.

However, a greater number of both men (74%) and women (82%) reported that sexual involvement complicated their friendships in a way that they disliked.

As indicated in the above findings, some cross-sex friendships clearly have a sexual component to them, however this does not mean that all cross-sex friendships do. Many responded (62% of the men, 60% of the women) that cross-sex friendships are (sometimes/often/ or always) the same for them as same-sex friendships.

How long does it take to become a friend?

How long do people generally know someone before they consider him/her a friend? Responses for men and women were significantly different in only the category of over a year. 14% of both men and women responded 0-1 month, (32% men, 26% women) responded 1+ month to 6 months, (41% men, 38% women) responded 6+ months to a year, and (13%\* men, 23%\* women) responded over 1 year.

How do people socialize with their friends?

Previous studies have stated that women tend to socialize with their same-sex friendships more as dyads while men socialize more in groups. Is this true for this sample population, and how do cross-sex friendships generally socialize?

With same-sex friendships, there is a significant difference between men and women's patterns. As other

studies have shown, socializing as a dyad is more frequent for women (60%\*) than for men (38%\*). Socializing as couples (29%\* men, 14%\* women) and in groups (17%\* men, 4%\* women) is more frequent for men than for women. Socializing with another friend was not significantly different for the sexes, 16% men, 22% women.

Cross-sex friendships showed no significant difference between men and women's responses. Cross-sex friends mostly socialize as a dyad, (men 47%, women 46%). Less frequently they socialize as couples (men 19%, women 21%), in groups (men 21%, women 18%) and with another friend (men 13%, women 15%).

#### Friendships and Marital Status

Several studies quoted in the research section stated that people tend to be friends with others who are of the same marital status as them. Is this true for this sample population? Participants responded to a 5 point scale ranging from "all friends" being of the same marital status to "none". These findings were collapsed to 3 categories. Results showed that though most friends were of the same marital status, many were not. See Table 30.

Table 30  
**Comparison of One's Own Marital Status to Friend's Status**

<u>Women</u>	<u>Mostly Same</u>	<u>Average</u>	<u>Mostly Different</u>
SS	50%	17%	32%
CS	47%	9%	43%
<u>Men</u>			
SS	64%	10%	25%
CS	43%	11%	26%

Friendships at Work

Does the work context provide opportunities for people to develop friendships? If so, are these friendships close friendships or casual?

The range for the quantity of friendships developed at work was very wide, from 0 to 80. The cluster of responses, however, were in the 0-10 range for friendships in general, 0-5 range for close friendships. Median averages are reported for each friendship category in Table 31. Women developed more same-sex friendships at work than cross-sex friendships, whereas for men there was no significant difference in friendship type.

Table 31  
**Median Amount of Friendships Through Work**

	<u>Men SS</u>	<u>Men CS</u>	<u>Women SS</u>	<u>Women CS</u>
Friendships	5.5	5	8	2
Close Friendships	1	1	1	0-1

### Similarity of Friends

According to the literature, friends tend to choose people who are similiar to themselves as friends. Is this also true for cross-sex friendships? Are cross-sex friendships equal status relationships or do they maintain the traditional pattern of male-dominant, female-submissive differences?

Subjects compared themselves to their friends on 14 items using a 1-5 rating scale. The results indicated that people did tend to have as friends others who were similiar to them in demographic and psychological characteristics. Differences between friends tended to be moderate rather than extreme. When differences were experienced, people tended to view themselves in a more positive light than they viewed their friends.

### RESULTS FROM THE OPEN-ENDED QUESTIONS

Participants responded to four open-ended questions about their friendships before they responded to the evaluative rating scales. This data was approached qualitatively.

For each of the four questions a content analysis was performed. The themes were coded into categories which were then rank ordered as percentages of the total.

Nine positive friendship themes emerged for friendships. They are Sharing, Intimacy, Trust, Closeness, Support, Enjoyment, Caring, Acceptance, Positive Competition. Four additional themes emerged that related to cross-sex friendships. They are Other Sex's Perspective, Intellectually Enhancing, Ego-boosting, Sexual Excitement. Table 32 gives a more elaborate description of these categories.

Six negative friendship themes emerged from the "Dislike about Friendships" question. They are Competition, Superficiality, Lack of Time/Distance, Overpossessive, Feeling Misunderstood, Undependable. Five additional themes emerged that related to cross-sex friendships. They are Sexual Tension, Patronizing/Sexism, Fewer Shared Interactions, Uncomfortable, Low Commitment to Friendship (compared to romantic involvement). Table 33 gives a more elaborate description of these categories.

As the responses were coded, it was noted that certain words were repeatedly used. Those words were counted for usage and then rank-ordered for frequency of use by gender. In some categories, men and women tended to choose different words to describe their friendships. The analysis of these words offered additional information about how the sexes experienced their friendships.

TABLE 32

## CODED POSITIVE THEMES TO OPEN-ENDED QUESTIONS

- CODE 1- SHARING, camaraderie, companionship, doing things together, sharing interests, activities, ideas
- CODE 2- INTIMACY, sharing feelings, honesty, empathy, listening with understanding
- CODE 3- TRUST, loyalty, belief in the relationship that one won't be betrayed
- CODE 4- CLOSENESS, warmth, emotional bond, affection, love
- CODE 5- SUPPORT, count on, depend on, rely on, supportive when the chips are down
- CODE 6- ENJOYMENT, having fun, good times, enjoy being with, easy to be with, relaxed, comfortable, spontaneous
- CODE 7- CARING, sensitive, giving, kind, thoughtful, considerate, positive characteristics of friend
- CODE 8- ACCEPTANCE, feeling appreciated, respected, affirmed, growth encouraging and enhancing
- CODE 9- COMPETITION (positive), sports, games, challenging oneself
- CODE 10- OTHER-SEX'S PERSPECTIVE, broadening one's viewpoint, new ideas and outlooks
- CODE 11- INTELLECTUALLY ENHANCING, stimulating, challenging, career enhancing
- CODE 12- EGO-BOOSTING, dynamic, specialness, spark, spice
- CODE 13- SEXUAL EXCITEMENT, flirting, romance, sexual energy

TABLE 33

## CODED NEGATIVE THEMES TO OPEN-ENDED QUESTIONS

- CODE 14- COMPETITION, jealousy, interfering with trust
- CODE 15- SUPERFICIALITY, less depth and vitality, not honest with feelings, boring, trivial, not intimate
- CODE 16- LACK OF TIME, other commitments, distance barriers
- CODE 17- OVERPOSSESSIVE, demanding, overidentification, draining, too intimate
- CODE 18- FEELING MISUNDERSTOOD, feeling unappreciated, friend is critical, pushy, judgmental, selfish, inflexible
- CODE 19- UNDEPENDABLE, unreliable
- CODE 20- SEXUAL TENSION, discomfort, romantic or sexual energies interfering with the friendship
- CODE 21- PATRONIZING, sexist, not treated as equal
- CODE 22- FEWER SHARED INTERACTIONS, because of the sex difference, restricted by society or mates
- CODE 23- UNCOMFORTABLE, guarded, less spontaneity
- CODE 24- LESS COMMITMENT to friendship compared to romantic involvement
- CODE 25- NOTHING, no dislikes

What is a Friend?

The first open-ended question asked people to complete the sentence "A friend is someone \_\_\_\_\_". Responses were coded according to the thematic content and then rank-ordered. The results are located in Table 34.

Women and men reported similiar themes (no significant differences) to this question. The percentages reported pertain to women first, men second. Intimacy (22%, 19%) and trust (16%, 18%) were the most frequently mentioned themes for both sexes. Support (13%, 16%), sharing (12%, 16%), acceptance (12%, 8%) and caring (9%, 10%) were mentioned by at least 10% of the sample.

This question provoked ideas about friendships in its ideal form, whereas the three following questions provided information about friendships as they are actually experienced in people's lives. In the abstract, men and women used similiar concepts when they described friendship.

The specific words that people used in their open-ended responses were counted to determine which words were chosen most frequently by each sex. For the question above the words "SHARE" and "TRUST" were used more than twice as frequently as any other words by both sexes. We cannot be sure that these words mean the same

**TABLE 34**  
**RANK-ORDERED THEMES AND PERCENTAGES TO**  
**"A FRIEND IS SOMEONE"**

<u>WOMEN</u>		<u>MEN</u>	
Intimacy	22%	Intimacy	19%
Trust	16%	Trust	18%
Support	13%	Sharing	16%
Acceptance	12%	Support	16%
Sharing	12%	Caring	10%
Closeness	9%	Acceptance	8%
Caring	9%	Closeness	7%
Enjoyment	8%	Enjoyment	7%

**TABLE 35**  
**RANK-ORDERED THEMES TO**  
**"DIFFERENCES BETWEEN SAME-SEX AND CROSS-SEX FRIENDSHIPS"**

WOMEN'S RESPONSES

<u>Same-Sex</u>		<u>Cross-Sex</u>	
More Intimacy	34%	Sexual Excitement	13%
More Sharing	11%	Other-Sex Perspective	9%

MEN'S RESPONSES

<u>Same-Sex</u>		<u>Cross-Sex</u>	
More Sharing	18%	More Intimacy	19%
More Competitive	8%	Sexual Excitement	11%
		Other-Sex Perspective	6%

things to men and women, but we do know that both sexes chose similiar words to describe friendship as an ideal.

#### Differences Between Same-Sex and Cross-Sex Friendships

What differences did people acknowledge in their same-sex and cross-sex friendships? The second open-ended question addressed this issue. Responses were coded by thematic content and then rank-ordered. The results are presented in Table 35.

The most frequent responses about differences in friendship type for women was that their same-sex friendships were more intimate (34%) and that they shared more commonalities and experiences (11%). Women's cross-sex friendships were reported by 13% as having sexual excitement or tension, and by 9% as providing a perspective of the other sex.

The most frequent response about differences in friendship type for men was that their same-sex friendships involved more sharing of activities and interests (18%), and more competition (8%). Cross-sex friendships were reported by 19%\* of the men and 0%\* of the women to provide more intimacy; 11% of the men and 13% of the women reported sexual excitement or tension; and 6% of the men and 9% of the women reported obtaining a perspective of the other-sex.

### Friendship Likes

What did people in this sample like about their friendships? Did they like different things about same-sex and cross-sex friendships?

The third open-ended question addressed this issue. Responses were coded according to the original 13 themes located in Table 32 and then collapsed into 6 categories. They were collapsed for two reasons. One, several categories were mentioned by less than 5% of the respondents and two, as respondents elaborated on their responses it became clear that some categories overlapped and were difficult to reliably code as separate.

The new collapsed categories are

1. SHARING - sharing, enjoyment, positive competition, intellectually enhancing. (Codes 1,6,9,11)
2. INTIMACY - communicating intimately, emotional bond (Codes 2,4)
3. CARING - caring, acceptance (Codes 7,8)
4. TRUST = trust, support, count on (Codes 3,5)
5. OTHER SEX PERSPECTIVE (Code 10)
6. SEXUAL TENSION - excitement, ego-boosting (Codes 12,13)

The percentages noted are for women first, men second, for the open-ended question, "What do you like about your friendships?" Starred responses indicate significance differences between women and men's responses at the .05 level. The percentages reported pertain to women first, men second. Comparing same-sex friendships, the analysis indicated Sharing/Enjoyment was the highest response (50%\*, 74%\*) followed by Intimacy/Closeness (28%\*, 14%\*), Caring/Acceptance (9%, 5%) and Trust/Support (9%, 4%). The sharing theme was mentioned significantly more frequently by men while intimacy/closeness was mentioned more frequently by women.

Differences were noted between the sexes in the words they used to describe their sharing. Describing same-sex friendships, women frequently used 'Understand', 'Experiences' 'Feelings' 'Commonalities'. Men frequently used the words, 'Interests', 'Common', 'Camaraderie', 'Problems' and 'Sports'. Women described their same-sex friendships much more often in terms of understanding similiar experiences and feelings while men described their same-sex friendships more in terms of enjoying common interests and the spirit and camaraderie of a group of men.

For cross-sex friendships, Cross-sex Perspective (31%, 25%) and Sharing/Enjoyment (27%, 28%) were highly rated by both sexes, followed by Intimacy/Closeness (15%, 18%), Sexual Excitement (6%, 7%) and Caring/Acceptance (5%, 17%). The only significant difference between the sexes was in the Caring/Acceptance response, men noting this theme more often.

Comparing women's responses to same-sex and cross-sex friendships, significant differences appear for Sharing/Enjoyment (SS 50%, CS 27%) and for Intimacy/Closeness (SS 29%, CS 15%). Comparing men's responses to same-sex and cross-sex friendships, significant differences appear for Sharing/Enjoyment (SS 74%, CS 28%) and Caring/Acceptance (SS 5%, CS 17%).

Differences were noted between the sexes in the words they used to describe their cross-sex friendships. Women frequently used the words 'Different', 'Viewpoint' and 'Fun', while men used the words 'Different', 'Perspectives' and 'Feelings'. Women more often described their cross-sex friendships in ways that connoted fun times, humorous interactions, and a lively quality while men more often described their cross-sex friendships as more caring and involved in sharing feelings.

**TABLE 36**  
**RANK-ORDERED THEMES AND PERCENTAGES TO**  
**"LIKE ABOUT FRIENDSHIPS"**

WOMEN

<u>Same-Sex</u>		<u>Cross-Sex</u>	
Sharing/Enjoyment	50%	Cross-sex Perspective	31%
Intimacy/Closeness	28%	Sharing/Enjoyment	27%
Caring/Acceptance	9%	Intimacy/Closeness	15%
Trust/Support	9%	SexualExcitement	6%
		Caring/Acceptance	5%

MEN

<u>Same-Sex</u>		<u>Cross-Sex</u>	
Sharing/Enjoyment	74%	Sharing/Enjoyment	28%
Intimacy/Closeness	14%	Cross-sex perspective	25%
Caring/Acceptance	5%	Intimacy/Closeness	18%
Trust/Support	4%	Caring/Acceptance	17%
		Sexual excitement	7%

### Friendship Dislikes

Though friendships are generally viewed as positive, most relationships have negative aspects. What did people in this sample dislike about their friendships and were the negative qualities different for same-sex and cross-sex friendships?

The fourth open-ended question addressed this issue. Responses were coded by thematic content and then rank-ordered. The results are presented in Table 37.

The percentages noted are for women first, men second for the open-ended question, "What do you dislike about your friendships?" Starred items indicate significance differences between women and men's responses at the .05 level. For same-sex friendships, 16% of the women and 25% of the men said they didn't dislike anything about their friendships. Both sexes indicated competition was a primary dislike (22%, 25%). Other friendship difficulties were coded as Superficiality (21%\*, 11%\*) Lack of Time (11%, 11%), Lack of Commitment (compared to romantic involvement) (10%\*, 0%\*), Feeling Misunderstood (9%, 14%), Too Possessive (9%\*, 0%\*).

Women's competitive feeling with same-sex friendships was focused most often on competition for men or competition with friend's family (husband and children).

Ten percent of the women also mentioned being upset that friends had a low commitment to friendship once a romantic involvement entered their lives.

Though women reported more in-depth, intimate relationships with their same-sex friends than men did with theirs, still more women than men thought their same-sex friendships (21%, 11%) and their cross-sex friendships, (20%, 8%) were too superficial. They stressed the importance of intimacy in a friendship. Interestingly, 9% of women (and 0% men) viewed their friendships to be too possessive. Perhaps, as Gilligan has stated, connection and intimacy is such a big issue for women, that differences in expectations in those areas have a tendency to create resentments.

Both sexes reported significantly more negative competition with same-sex friends than cross-sex friends; for men SS 22%, CS 0%, for women SS 25%, CS 2%. Men's competitiveness with other men is more pervasive and not focused on the other-sex, as it is with women's same-sex competitiveness. Another difference between the sexes was that men's competition was viewed as both positive (i.e. sports, games) and negative. Competition became problematic for some men's friendships when it overflowed into inappropriate areas, creating a competitive atmosphere that impeded trust and intimacy.

Also, men never expressed competition as jealousy, whereas a substantial number of women did.

Men rated their same-sex friendships as higher in negative traits than women rated theirs, yet 25% of the men (compared to 16% of the women) stated they did not dislike anything about their same-sex friendships. This data seems contradictory. Could it be that men expect or want less from their same-sex friendships? Gilligan's work emphasized the importance of men's autonomy and independence. Perhaps men do not want same-sex friendships that are closer or more intimate. Further research might investigate this area.

For cross-sex friendships, 22% of men and women stated that they did not dislike anything about their friendships. The most frequently mentioned problems for cross-sex friendships (women's %s first, then men's) were Sexual Tensions (20%, 28%), followed by Superficiality (20%\*, 8%\*), Feeling Misunderstood (10%, 16%), Patronizing/Sexist (9%\*, 0%\*) and Fewer Shared Interactions (9%, 9%).

More men mentioned disliking the sexual tension in a friendship than women did, which reverses the trend of an earlier question. The biggest differences between the sexes were in the Superficiality category; more women than men rated their cross-sex friendships as superficial and only women responded that their cross-sex friendships were patronizing or sexist.

Women seemed to be more at ease with intimacy from their same-sex friendships and used that experience of intimacy as a 'norm' when evaluating their cross-sex friendships. Men, on the other hand, had less intimacy in their same-sex friendships, thus their expectations for intimacy were less and they appeared to be more pleased with the intimacy in their cross-sex friendships.

**TABLE 37**  
**RANK-ORDERED THEMES AND THEIR PERCENTAGES TO**  
**"DISLIKE ABOUT SAME-SEX FRIENDSHIPS".**

WOMEN

<u>Same-Sex</u>		<u>Cross-Sex</u>	
Competition	22%	Nothing	22%
Superficiality	21%	Sexual Tensions	20%
Nothing	16%	Superficiality	20%
Lack of Time	11%	Misunderstood	10%
Lack of Commitment	10%	Patronizing/Sexist	9%
Misunderstood	9%	Fewer Interactions	9%
Overpossessive	9%		

MEN

<u>Same-Sex</u>		<u>Cross-Sex</u>	
Competition	25%	Sexual Tensions	28%
Nothing	25%	Nothing	22%
Misunderstood	14%	Misunderstood	16%
Superficiality	11%	Fewer Interactions	9%
Lack of Time	11%	Superficiality	8%

QUALITATIVE FINDINGS OF THE OPEN-ENDED QUESTIONS

This section provides sample responses from the open-ended questions. Examples were chosen that indicate the most prevalent themes.

Women's Same-Sex Friendships

Same-sex friendships for women provided intimacy, nurturance and support. These friendships were often based on commonalities of women's experiences.

"I find them very interesting since they are interested in some unique things and I feel they REALLY listen to the things I have to share".

"They give me complete support in time of need and a sense of absolute understanding without a judgmental attitude".

"I like the common experiences and identity which result in nearly 'instant' recognition, responsivity and closeness in communication".

"We can share common experiences plus we can be serious or silly or we can go shopping and have lunch or just hang out together. There's a kind of knowing, tenderness and understanding."

"They are equals, we can almost always understand one another without deep explanations because we share a commonness in our sexuality and gender."

What women disliked about same-sex friendships were competitiveness, jealousy and triviality and too much of a good thing, too much sharing, closeness, talking.

"Competition for men"

"The abandonment of friends once a woman finds a mate."

"Sometimes jealousy and gossip exists".

"Women talk too much and act too little to resolve conflicts".

"Women tend to go into GREAT details about stories and situations they are sharing and this can be tiresome at times."

"Sometimes familiarity breeds contempt. Sometimes when you are too close or crawl too tight into each other's lives, you find each other's faults and sometimes they get to be too aggravating."

#### Women's Cross-Sex Friendships

These quotes indicate aspects of cross-sex friendships that provide something special for women that differs from their same-sex friendships.

"I like discovering and learning how men think and operate, observing the competitive and goal oriented mind."

"The warmth of a "big-brother" feeling that men exhibit in my friendship with them."

"The feeling of being considered equally valuable as an individual to the same-sex friends the male may have."

"Joking, bantering, swapping stories but not on as intimate a level as same-sex friends."

"My same-sex friends are taken very seriously and actually serve a purpose in my life, whereas friends of the opposite sex are just for fun."

These quotes are similar to the findings in the "Advantages of Friendships Scale". In this scale, the top four advantages of cross-sex friendships for women are:

1. Having interesting activities or discussions.  
(Ranked 6th by men for cross-sex friendships)
2. Offering me new ideas or perspectives.  
(Ranked 9th by men for cross-sex friendships)
3. Getting another perspective about the other-sex.  
(Ranked 11th by men for cross-sex friendships)
4. Helping me feel good about myself.  
(Ranked 3rd by men for cross-sex friendships)

The major problems that women experienced in their cross-sex friendships were sexual tension, superficiality and feeling misunderstood.

"Boundary crossing into romance".

"The occasional sexual overtones that creates tension in the friendship."

"They never get to be really close friends".

"Men need to analyze problems and seem uncomfortable discussing feelings".

"At times, they have difficulty understanding how something unimportant to them can be very important to somebody else (me!)."

Men help in ways they want to, not necessarily with what is needed

"Gap between male and female sensitivities".

### Men's Same-Sex Friendships

Same-sex friendships were often group-oriented and focused around shared interests and activities.

"Same interests, play ball together, go to sporting events, play cards, etc."

"The sense of camaraderie, of belonging as to a club".

"Get togethers or sitting around just talking about nothing, joking around".

"The bluntness and honesty, also the competition that is common among good friends."

"The ability to share distinctly male activities, sports etc. or a shoptalk kind of lunch or cocktails."

Some male same-sex friendships indicated sharing 'feelings', 'intimacy' and 'honesty', but while the words were similar to women's, the evaluative ratings and additional comments indicated that competitiveness often interfered with intimacy.

Like "Being able to discuss intimate problems with a life long friend."

Dislike "Competitiveness"

Like "We can compare feelings about topics such as divorce, fathering, women, career."

Dislike "The barrier to expressing feelings, one-upmanship, competitiveness."

Like "Feeling of relaxation when with these people, no phoniness."

Dislike "I have to be on guard as to what I say."

Like "Can share more openly about attitudes and difficulties with women."

Dislike "When things become needlessly competitive, beyond sport."

Other sample responses were:

"Can't be as close as I'd like."

"Lack of depth and intimacy".

"Distance and business keep me from spending too much time".

#### Men's Cross-Sex Friendships

Cross-sex friendships were rated as more positive by men than same-sex friendships on all areas measured. Responses stressed the supportiveness and intimacy of a female friend.

"There is more trust and comfort in my cross-sex relationships".

"I like that my cross-sex friends give me a chance to be fully supportive without being competitive".

"It is easier to share deep feelings with a female. They seem to relate better."

"Women friends are special. They have such a talent for friendships. Also I just plain like the feminine."

"Ability to be more open, relaxed, more oneself."

These quotes are similiar to the findings in the Advantages of Friendship Scale. In this scale, the top four advantages for men stressed receiving and giving nurturance. The only advantage that both sexes rated high was "Helping me feel good about myself".

1. Being able to talk about almost anything.  
(Ranked 10th by women for cross-sex friendships)
2. Comforting me when I'm feeling down or lonely.  
(Ranked 10th by women for cross-sex friendships)
3. Helping me feel good about myself.  
(Ranked 4th by women for cross-sex friendships)
4. Having an opportunity to give to someone in a nuturing way.  
(Ranked 9th by women for cross-sex friendships)

The major drawback of cross-sex friendships for men was sexual tension, not feeling understood and not understanding women.

"I dislike the sexual undercurrent that stops you from being too close".

"I dislike a vague undercurrent of expectations that the relationship may be something more than platonic".

"The sexual innuendo caused by third parties".

"Women tend to often mistake friendliness as a sexual move".

"Women cannot see things from a man's point of view".

"Women can become too possessive."

"Women can become too trivial or boring."

## CHAPTER 6

CONCLUSION

Men and women in this sample population experienced their same-sex friendships in different ways, thus, it is not unexpected that in some ways their cross-sex friendships were also experienced differently. Just as there are two separate versions of marriages - "his" and "hers" - within the same marriage, so it is that cross-sex friendships have different perspectives and realities for "him" and "her".

This section reviews the significant findings of the four different types of friendship dyads (the female-female, male-male, female-male and male-female), and examines their relationship to one another.

These findings are limited to this sample population which is homogeneous in that they are all highly educated and employed in professional or managerial-type positions. The sample is heterogeneous, however, in regard to their ages, marital statuses, geographical locations and work environments.

SUMMARY OF MAJOR FINDINGS

1. The sexes are much closer in their idealism about friendship than they are in their experiences of friendships. When defining friendship, both sexes in this sample population view trust and sharing as the most important qualities.
2. In this sample population, women had an average of 1-2 close cross-sex, 3-5 close same-sex friendships, men had 3-5 close cross-sex and same-sex friendships. Close friendships from work averaged 1 for all friendship categories.
3. These cross-sex friendships tended to be equal status relationships that were intrinsically satisfying and maintained for other than romantic or sexual reasons. They generally did not continue the traditional power disparity (male-dominant, female-submissive) between the sexes.
4. In all interaction contexts, same-sex friendships interacted more frequently than cross-sex friendships, though work-oriented interactions showed less of a difference for same-sex and cross-sex friendships than the other contexts.

5. For overall quality of friendships plus intimacy, nurturance, and enjoyment, results indicated highest ratings for women's same-sex friendships, lowest ratings for men's same-sex friendships and cross-sex friendships rated in-between.
6. Cross-sex friendships were experienced as more nurturing by men than by women.
7. Men's same-sex friendships were more competitive than other types of friendships.
8. Advantages of Friendships were generally patterned in similar ways to the quality of friendships. For Personal Enrichment and Enrichment of Other-Person Perspective, women's same-sex friendships rated highest, men's same-sex friendships rated lowest and cross-sex friendships rated in-between. Career Enrichment indicated no significant differences, thus women did not benefit from their cross-sex friendships in that area, as was hypothesized.
9. Both sexes obtained an enriched knowledge of the other-sex through their cross-sex friendships.

## CHAPTER 7

DISCUSSIONTHE MYTHOLOGY AND REALITY OF FRIENDSHIPS

For most of history, it was men's friendships that were the model of what friendship should be; bravery, loyalty, duty and heroism. Women were considered incapable of true friendship because they didn't possess those qualities.

Over the last decade, the qualities of intimacy, caring, sharing, and trust have been the model of what friendship is all about and previous research, as well as this study, indicates that women excel in those areas. It is important, however, that research avoids prescribing what friendships are the 'true' type of friendship that people should adhere to.

The challenge of friendships, according to this sample, is to form a relationship with another person that is based on trust, sharing and caring. It is interesting and important that though the experience of men and women's friendships generally differ, the idealism of their friendships is remarkably similar.

Friends have been romanticized in story, song and film as people whom you can absolutely trust, whom you can share your life with (good and bad times) and who

deeply care about you with the caring reciprocated.

This ideal is not easy to translate into the reality of creating and maintaining a friendship, especially for cross-sex friendships. According to Alfred Schutz, a Viennese phenomenologist. "Whatever I know about your conscious life is based on my knowledge of my own lived experiences. Thus, I am always interpreting your lived experiences from my own standpoint" (p.106).

Schutz's belief is that people have no alternative but to arrange another's experiences within their own meaning-context. One can learn about alternative perspectives, values and belief systems, but one can never experience the other's life as it is to that person. No wonder close relationships are difficult to maintain.

Friendship as an ideal envisions a relationship in which friends truly know, understand and connect with each other throughout life's journey. Friendship, in reality, is comprised of intermittent connections and always experienced through one's own personal interpretive system. The connection is invariably more difficult when one's life experiences are dissimilar, as in cross-sex friendships.

### RELATIONSHIP TO OTHER RESEARCH

This study confirmed some of the major research findings reported earlier in this report that dealt with gender differences in friendships.

Hacker's results that cross-sex friendships are less intimate not because of the gender difference but because the dyad contains a male and men show less intimacy is corroborated with this study. Many studies (Gilligan, Bell, Reisman) indicated that women base their friendships on intimacy, caring and nurturing while men's friendships are based on shared interests and activities. This research confirms that trend as well.

A recent article in Psychology Today on love relationships intimates that when women don't get the intimacy they crave in a relationship with a man, they try to find it with other women. This research study, as well as others cited earlier, indicated that women's same-sex friendships develop a norm of closeness and sharing which is independent of male love relationships. Thus it is doubtful that women turn to same-sex friends in disappointment, but more likely that they develop same-sex friendships first, expect similar or greater intimacy and sharing in their relationships with men (friends and lovers) and are often disappointed.

Davis' earlier study on cross-sex friendships reported no major differences between close same-sex and cross-sex friendships. In a more recent study, they did find cross-sex friendships slightly less intimate, stable and mutually supportive but at the same level of enjoyment, trust, respect, acceptance and spontaneity. In this study, which used many of the same items as Davis', only enjoyment was reported at the same level for same-sex and cross-sex friendships. (See Appendix B). All other items reported lower means for cross-sex friendships with the exception of "feeling excited with" (an item that Davis only used for love relationships) which was higher for cross-sex friendships.

Wright's study on the value of friendships found that women rated their male friends as low on "voluntary interdependence" (the amount of interaction), "utility value", (helping friend meet needs or reach personal goals,) and "emotional expression" (expressing positive emotions about the relationship). Women rated women friends particularly high (even higher than spouses) on "self-affirmation value" (facilitating the expression of highly valued self attributes.)

Though there was a tendency for men to rate their male friends as lower than their female friends on "ego support", "emotional expression" and "security value",

there were no significant differences between same and other-sex friendships for men.

Wright's research is supported by the findings in this study. The differences between same-sex and cross-sex friendships were greater for women than for men. Also, women's same-sex friendships were found to have considerably more "Personal Enrichment" value (which included many of the traits of self-affirmation, ego-support, utility value and emotional expression). Another finding which indicated the same trend as Wright's, was that women interacted more with their same-sex friends than men did with theirs (except in a sports context).

Interaction attraction research indicated that people are attracted to one another based on proximity, similarity and value. This research indicated that men and women who work together in equal status roles have the necessary attractions that enable friendships to develop. If this sample population were compared to one in which women had more traditional roles (non-working women), we would expect to find far fewer cross-sex friendships.

The research on Women and Achievement/Affiliation indicated that women view social skills as a form of achievement and strive for excellence in their close relationships. The high ratings that the women in this sample population gave to their same-sex friendships support this belief.

#### Nurturance Issues

Several studies have found greater reciprocal support in the friendships of women than of men (Lowenthal, Gilligan, Reisman). This research confirms that trend.

In this study, from men's perspective, cross-sex friendships tended to be a two-way nurturing relationship; they are nurtured and they offer nurturing to women friends. Yet, curiously enough, most women feel more nurtured by their women than their men friends. Cross-sex friendships for women tend to be less supportive than their same-sex friends, emotionally and practically.

The data indicated that women look more to other women rather than men for understanding, nurturing and practical assistance. Even in career areas, where it was supposed that men might provide more of a career advantage, the results did not indicate that this is a trend. Perhaps this could explain the phenomenal growth of women's professional and support networks over the

last decade. In many work situations, even those in which women are well represented, women have felt a need for a women's network to address their issues and help pave the path for women in a way that meets their needs.

It may be that cross-sex friendships trigger men's need to nurture, but it does not mean that women wish to be nurtured in the way that men nurture. Perhaps, men's nurturing indicates to women that they will be putting themselves in a vulnerable or inferior position. This could be an interesting topic for future research.

#### Sexual Issues

How people respond to gender differences in cross-sex friendships varies a great deal depending on the person and the relationship. In some relationships, gender does not make a difference, while in others, the difference may be part of the attraction or the distraction.

A friendship with a person of the other-sex does not mean that sexual involvement will occur or even that sexual attraction is part of the appeal. Bell stated that when men and women lived in different worlds, they involved themselves with each other almost exclusively for romantic or sexual reasons. In today's world, however, men and women interact in many different ways, including work-oriented interactions.

The people in this study generally kept their sexual involvement and friendship separate. According to Davis & Todd's research comparing love and friendships, people interpret the characteristics of a relationship depending on how it is defined (love or friend). Different types of relationships provoke differing expectations, needs and desires, thus it seems wise that most people maintain their cross-sex friendships without sexual involvement.

#### FUTURE RESEARCH

This study was initiated because of the author's interest in adult cross-sex friendships. We live in a world in which men and women's lives are no longer separate; their interests, education, skills and experiences are intertwined. Cross-sex friendships have a tremendous potential to enable people to achieve a fuller, wider and more complete expression of their natures.

It is hoped that this research will be a first step toward a more comprehensive understanding of male-female relationships in contemporary society. The following suggestions for future research are made in this regard.

1. An extension of this research to other sample populations to assess the influence of age, marital status, coupled friendships, ethnicity, race and social class.

2. Research on the communication-conflict dynamics of male-female friendships. Structured interactions in a lab setting could measure patterns of communication between different type of friendships. Content of messages and non-verbal communication could be measured for encoding and decoding accuracy and understanding.

3. Study of the influence of cross-sex friendships on individual's personalities and on marriages. The following questions are of interest.

Are people's sex-typed characteristics influenced by cross-sex friendships? (Jung's theory posited that as people mature, they tend to develop more of the characteristics of the other-sex. Do cross-sex friendships influence this development?)

How do people maintain healthy marriages and good cross-sex friendships? What norms might develop that would enable a relationship with a person of the other-sex to be non-threatening to the marital dyad?

4. Study of cross-sex friendships from the theoretical perspective of intergroup relations, as cross-sex friendships embody not only the relationship of individuals but also of representatives of social categories. Questions that emerge from this approach are:

Are friendships between the sexes similar to friendships between people of different racial, ethnic or religious groups?

Do cross-sex friendships result in reduced prejudice, stereotypes and antagonism toward the other-sex?

5. Further research on male same-sex friendships. Men's same-sex friendships have been viewed in this and other studies as less intimate and less positive than women's same-sex friendships. Perhaps the characteristics measured have favored female friendships. An in-depth study of healthy and strong male same-sex friendships should enable research to describe the essence of male friendships in more positive terms.

APPENDIX A  
FRIENDSHIP QUESTIONNAIRE



YOUR FRIENDSHIPS

13. How do you define "A FRIEND"? There are no right or wrong responses, whatever you think is O.K. In the space below, finish the following sentence.

"A FRIEND IS SOMEONE \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

16-21

14. About how many people do you think of as \_\_\_\_\_ (Do NOT include spouses or romantic/sexual partners)

- A. CLOSE FRIENDS - WHO ARE OF THE SAME SEX?  
 a. 0 b. 1-2 c. 3-5 d. 6-10 e. 11-20 f. 20+
- B. CLOSE FRIENDS - WHO ARE OF THE OTHER SEX?  
 a. 0 b. 1-2 c. 3-5 d. 6-10 e. 11-20 f. 20+
- C. CASUAL FRIENDS - WHO ARE OF THE SAME SEX?  
 (not acquaintances or relatives)  
 a. 0 b. 1-2 c. 3-5 d. 6-10 e. 11-20 f. 21-30  
 g. 31-50 h. 50-75 i. more than 75
- D. CASUAL FRIENDS - WHO ARE OF THE OTHER SEX?  
 (not acquaintances or relatives)  
 a. 0 b. 1-2 c. 3-5 d. 6-10 e. 11-20 f. 21-30  
 g. 31-50 h. 50-75 i. more than 75

22-25

15. About how many of your friends do you know because of YOUR WORK OR CAREER? (i.e. co-workers, colleagues, competitors)

- A. SAME-SEX \_\_\_\_\_ How many of these are CLOSE FRIENDS? \_\_\_\_\_ 26-29
- B. OTHER-SEX \_\_\_\_\_ How many of these are CLOSE FRIENDS? \_\_\_\_\_ 30-33

16. How many of your friends are of the SAME MARITAL STATUS as you?

- A. SAME-SEX a. all b. most c. same d. a few e. none
- B. OTHER-SEX a. all b. most c. same d. a few e. none

17. A. Rate the overall QUALITY of your SAME-SEX friendships?

1 = poor 7 = excellent  
 1 2 3 4 5 6 7

B. Rate the overall QUALITY of your OTHER-SEX friendships?

1 = poor 7 = excellent  
 1 2 3 4 5 6 7

37

PAGE 2 - PLEASE TURN TO NEXT PAGE FOR PAGE 3.

**TO BE ANSWERED BY THOSE WHO DON'T HAVE CROSS-SEX (MEN-WOMEN) FRIENDSHIPS**

**IF YOU DO HAVE CROSS-SEX FRIENDSHIPS, CONTINUE ON TO PAGE 4.**

18. We are interested in understanding why some people do not have friendships with people of the other sex. Please indicate your DEGREE OF AGREEMENT with each statement by CIRCLING the appropriate number. Then continue the survey, answering all questions that pertain to SAME-SEX friendships.

STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE
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A. I have no time for men-women friendships.	1	2	3	4	5	38
B. I see no need for men-women friendships.	1	2	3	4	5	
C. I am shy and it's hard for me to make friends.	1	2	3	4	5	
D. I don't know how to develop men-women friendships.	1	2	3	4	5	
E. People of the other-sex have different interests/needs from me.	1	2	3	4	5	
F. Men-women friendships are too problematic.	1	2	3	4	5	
G. I do not know people of the other sex who are interested in being friends.	1	2	3	4	5	
H. Men-women relationships are sexual for me, not just friendships.	1	2	3	4	5	
I. My spouse/partner would be threatened.	1	2	3	4	5	
J. The spouse/partner of a potential friend would be threatened.	1	2	3	4	5	
K. Other (specify) _____	1	2	3	4	5	
_____						

DIFFERENCES BETWEEN SAME-SEX AND CROSS-SEX FRIENDSHIPS

In this survey, we use the terms CROSS-SEX and OTHER-SEX interchangeably to mean MEN-WOMEN FRIENDSHIPS that are NOT relationships that are primarily romantic, sexual or love-oriented. Thus, do NOT include in your answers husband-wife relationships or boy friend-girl friend relationships.

Some of the questions will ask you to generalize about your friendships. Though we recognize that individual relationships vary, we ask you to think of TYPICAL FRIENDS that you have and answer the questions accordingly.

19. In your experiences, what important DIFFERENCES exist between SAME-SEX friendships and CROSS-SEX (men-women) friendships?

49-54

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20. A. What do you LIKE MOST about your SAME-SEX friendships?

55-60

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B. What do you LIKE MOST about your CROSS-SEX friendships?

61-66

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21. People often experience problems or difficulties with their friendships.

A. What do you DISLIKE about your SAME-SEX friendships?

67-72

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---

B. What do you DISLIKE about your CROSS-SEX friendships?

73-78

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79, 81  
80, 1

PAGE 4 - PLEASE TURN TO NEXT PAGE FOR PAGE 5

**A SPECIFIC FRIENDSHIP**

22 A. Now think about a particular person who is a friend of yours. Choose someone of the SAME-SEX WHO MEANS A LOT TO YOU and COMPARE YOURSELF to that friend in the following ways.

MUCH LESS	LESS	ABOUT THE SAME	MORE	MUCH MORE
-----------	------	----------------	------	-----------

A. Intelligent	1	2	3	4	5	4
B. Emotionally Supportive	1	2	3	4	5	
C. Supportive with Ideas	1	2	3	4	5	
D. Social	1	2	3	4	5	
E. Older	1	2	3	4	5	
F. Formally Educated	1	2	3	4	5	
G. Occupational Status	1	2	3	4	5	
H. Income	1	2	3	4	5	
I. Competitive	1	2	3	4	5	
J. Assertive	1	2	3	4	5	
K. Ambitious	1	2	3	4	5	
L. Family Oriented	1	2	3	4	5	
M. People Oriented	1	2	3	4	5	
N. Work Oriented	1	2	3	4	5	17

B. Now choose someone of the OTHER-SEX WHO MEANS A LOT TO YOU and COMPARE YOURSELF to that friend in the following ways.

A. Intelligent	1	2	3	4	5	18
B. Emotionally Supportive	1	2	3	4	5	
C. Supportive with Ideas	1	2	3	4	5	
D. Social	1	2	3	4	5	
E. Older	1	2	3	4	5	
F. Formally Educated	1	2	3	4	5	
G. Occupational Status	1	2	3	4	5	
H. Income	1	2	3	4	5	
I. Competitive	1	2	3	4	5	
J. Assertive	1	2	3	4	5	
K. Ambitious	1	2	3	4	5	
L. Family Oriented	1	2	3	4	5	
M. People Oriented	1	2	3	4	5	
N. Work Oriented	1	2	3	4	5	31c

PAGE 5 -PLEASE TURN PAGE OVER FOR PAGE 6.

**CHARACTERISTICS OF FRIENDSHIPS**

23. Below are feelings and characteristics that are associated with friendships. On a 1-7 scale, rate how you experience them in your relationships with friends.

<---1---2---3---4---5---6---7--->

LOW

HIGH

	SAME-SEX FRIENDS	CROSS-SEX FRIENDS	
A. Feel close to	A. _____	_____	32-33
B. Feel understood	_____	_____	
C. Feel respected	_____	_____	
D. Feel needed	D. _____	_____	44-45
E. Feel accepted	_____	_____	
F. Feel excited with	_____	_____	
G. Feel spontaneous with	G. _____	_____	
H. Feel trust in (safe with)	_____	_____	56-57
I. Feel enjoyment with	_____	_____	
J. Feel nurtured by	J. _____	_____	
K. Feel important with	_____	_____	66-67
L. Able to confide in	_____	_____	
M. Feel competitive with	M. _____	_____	
N. Feel distant from	_____	_____	74-78, B1 80, 2
O. Feel drained by	O. _____	_____	
P. Feel taken advantage of	_____	_____	
Q. Feel annoyed with	_____	_____	66-67
R. Feel criticized by	R. _____	_____	
S. Feel disappointed with	_____	_____	
T. Feel money conflicts with	_____	_____	66-67
U. Feel time conflicts with	_____	_____	

PAGE 6 - PLEASE TURN TO NEXT PAGE FOR PAGE 7.

SEX AND FRIENDSHIPS

24. People have different thoughts about how sex and friendship mix. From YOUR experiences, respond to the following statements concerning MEN-WOMEN FRIENDSHIPS.

NEVER	SELDOM	SOMETIMES	OFTEN	ALWAYS
-------	--------	-----------	-------	--------

A. They are the same for me as same-sex friendships.	1	2	3	4	5	4
B. I feel sexual tensions and feelings.	1	2	3	4	5	
C. I like flirting and sexual teasing.	1	2	3	4	5	
D. Sexual partners can become my friends.	1	2	3	4	5	
E. Friends can become my sexual partners.	1	2	3	4	5	
F. I keep friendship and sex separate.	1	2	3	4	5	
G. Casual sex and friendships are O.K. for me.	1	2	3	4	5	
H. Having a sexual relationship adds deeper feelings and closeness to friendships.	1	2	3	4	5	
I. Having a sexual relationship complicates friendships in a way I dislike.	1	2	3	4	5	

12

PAGE 7 - PLEASE TURN PAGE OVER FOR PAGE 8



**ADVANTAGES OF FRIENDSHIPS**

28. There are many **ADVANTAGES** and **BENEFITS** to having friendships that may differ with different types of friendships. Use the 1-7 scale below to rate the benefits that you receive from your **SAME-SEX** friendships and **CROSS-SEX** friendships.

<---1---2---3---4---5---6---7--->

LOW

HIGH

	<u>SAME-SEX</u> <u>FRIENDS</u>	<u>CROSS-SEX</u> <u>FRIENDS</u>	
A. Being able to talk about almost anything	A. _____ _____	_____	47-48
B. Helping me feel good about myself	_____	_____	
C. Offering me new ideas or perspectives	_____	_____	
D. Noticing and appreciating my abilities or skills	D. _____	_____	
E. Having interesting activities or discussions	_____	_____	
F. Encouraging and supporting me to reach my goals	_____	_____	
G. Comforting me when I'm feeling down or lonely	G. _____	_____	59-60
H. Having someone who will be there when needed	_____	_____	
I. Enriching experiences through sharing	_____	_____	
J. Offering useful career-oriented information	J. _____	_____	
K. Helping me with career contacts	_____	_____	
L. Giving me useful feedback about myself	_____	_____	
M. Getting to really know another person well	M. _____	_____	71-72
N. Getting a better sense of who I am	_____	_____	
O. Getting another perspective about the other sex	_____	_____	
P. Having an opportunity to give to someone in a nurturing way	_____	_____	77-78
			79, 81 80, 3

You are now completed with the survey. We thank you for your cooperation.

Please use the additional space on this page for any comments you may wish to add about cross-sex friendships.

Use the envelope provided to return your survey. Do not include the cover letter with your questionnaire. If the envelope is missing, the return address is

Linda Sapašin  
Relationship Institute  
19 Cloverfield Road  
Valley Stream, N.Y. 11581

COMMENTS

## APPENDIX B

MEANS OF POSITIVE FRIENDSHIP ITEMS

<u>INTIMACY</u>	<u>SAME-SEX M</u>	<u>CROSS-SEX M</u>
1. Feel respected	6.2	6.0
2. Feel accepted	6.1	5.8
3. Feel close to	5.7	5.1
4. Feel understood	5.7	5.2
5. Feel important with	5.6	5.5
 <u>ENJOYMENT</u>		
1. Feel enjoyment with	5.9	5.9
2. Feel spontaneous with	5.9	5.4
3. Feel excited with	5.1	5.4
 <u>NURTURANCE</u>		
1. Able to confide in	5.9	5.2
2. Feel safe with	5.8	5.5
3. Feel nurtured by	5.1	4.8
4. Feel needed	5.0	4.7

## APPENDIX C

MEANS OF NEGATIVE FRIENDSHIP ITEMS

	<u>SAME-SEX M</u>	<u>CROSS-SEX M</u>
1. Feel competitive with	3.5	2.8
2. Feel time conflicts with	3.1	2.9
3. Feel annoyed with	2.4	2.4
4. Feel drained by	2.4	2.3
5. Feel distant from	2.4	2.7
6. Feel disappointed with	2.3	2.5
7. Feel criticized by	2.0	2.0
8. Feel taken advantage of	2.0	2.3
9. Feel money conflicts with	1.9	1.8

## APPENDIX D

MEANS OF INTERACTION CONTEXT ITEMSSOCIAL CONTEXTS

	<u>SS MEAN</u>	<u>CS MEAN</u>
1. Talking on the phone together	5.2	4.5
2. Visiting each other at home	4.8	3.8
3. Socializing at parties/socials	4.7	4.5
4. Having dinner together	4.2	3.6
5. Having lunch together	4.2	3.6
6. Having drinks together	3.8	3.4
7. Spending vacations/holidays together	3.4	2.8

SPORTS CONTEXTS

1. Participating in sports	3.4	2.6
2. Watching sports together	2.8	2.3

INTERESTS CONTEXTS

1. Attending a movie/theatre/museum	4.2	3.6
2. Shopping together	3.3	2.3
3. Playing games/cards/hobbies	3.2	2.7

WORK-ORIENTED CONTEXTS

1. Having lunch together	4.2	2.6
2. Talking about personal matters at work	3.9	3.4
3. Talking at professional/business meetings	3.1	3.0
4. Being at conventions together	2.5	2.3

## APPENDIX E

FACTOR LOADINGS OF ADVANTAGES OF FRIENDSHIPS ITEMS

<u>FACTOR 1 - PERSONAL ENRICHMENT</u>	Factor Loadings
1. Helping me feel good about myself	.79
2. Comforting me when I'm feelin down or lonely	.77
3. Noticing and appreciating my abilities or skills	.71
4. Being able to talk about almost anything	.69
5. Having someone who will be there when needed	.68
6. Having interesting activities or discussions	.67
7. Encouraging and supporting me to reach my goals	.66
8. Offering me new ideas or perspectives	.64
9. Enriching experiences through sharing	.64
10. Getting to really know another person well	.61

FACTOR 2 - CAREER ENRICHMENT

1. Helping me with career contacts	.88
2. Offering useful career-oriented information	.87
3. Giving me useful feedback about myself	.57

FACTOR 3 - ENRICHMENT OF OTHER-PERSON PERSPECTIVE

1. Getting another perspective about the other-sex	.81
2. Getting a better sense of who I am	.68
3. Having an opportunity to give to someone in a nurturing way	.68
4. Getting to really know another person well	.47

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