Rationale

Family communication patterns within one’s family of origin impact the communication patterns that an adolescent uses as an adult, specifically self-disclosure (Amato, 1990). Individuals from concept-oriented families are more likely to self-disclose within interpersonal relationships due to encouraged open and free communication (Huang 1999). Practicing self-disclosure has positive effects, such as helping the overall well-being of an individual emotionally, psychologically and physically, as well as fostering intimacy and effective communication within personal relationships (Langan-Fox & Magai 2009). Positive relationships with co-workers are associated with more participative decision-making, more economic stability, and more organization commitment to product quality (Cayanus, 2009).

Although research shows that family communication patterns effect self-disclosure within personal relationships, it has not been looked at in the context of organizations and employee-to-employee communication. Since self-disclosure has been associated with such positive results, it is an attribute to be desired and created within the workplace. Examining the potential impact of family communication patterns on self-disclosure will help determine how to foster more self-disclosure within the workplace, thus improving organizations.

Family Communication Patterns

- Socio-Oriented: value harmony among family members and encourage children to not question authority
- Concept-Oriented: value open discussion among family members and encourage children to speak their mind

Method

- Convenience Sampling: Facebook Event & E-mail to students and faculty
- 253 Usable Survey Responses out of 305 responses
- Family Communication Patterns Scale by McLeod, Atkin, and Chaffee (1972)
  - Socio-oriented scale is reliable; (M=11.99, SD=3.27, α =.77)
  - Concept-oriented scale is reliable; (M=14.05, SD=3.32, α =.78)
- Sample Question
  - How often did your parents ask for your opinion when the family was discussing something?
- Revised Self-Disclosure Scale by Wheeless and Grotz (1976)
  - Self-Disclosure scale is reliable; (M=10.00, SD=3.32, α =.76)
  - Sample Question
  - On the whole, my disclosures about myself are more positive than negative.

Results

RQ1: Is one’s family communication pattern in family of origin related to:

a) amount of self-disclosure in employee-to-employee communication?

There is a significant relationship between amount of self-disclosure and socio orientation (p<.005, r=-.17)

Results show that those who grew up in a socio-oriented family do not disclose as much as those who grew up in a concept-oriented families.

b) intended self-disclosure in employee-to-employee communication?

There is a significant and positive relationship between socio-oriented families and self-disclosure (p<.001, r = .22)

The relationship between concept-oriented families and self-disclosure neared significance (p=.058, r=-.12)

c) valence of self-disclosure in employee-to-employee communication?

There is a relationship between socio-oriented families and valence of self-disclosure (p<.05, r=-.14)

Results show that those who grew up in a socio-oriented family disclose more negative information than those who grew up in a concept-oriented family.

Table 1: Family Communication Patterns and Self-disclosure

<table>
<thead>
<tr>
<th>Variable</th>
<th>Socio</th>
<th>Concept</th>
<th>Intended Disclosure</th>
<th>Amount</th>
<th>Valence</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pearson Correlation</td>
<td>Sig. (2-tailed)</td>
<td>Pearson Correlation</td>
<td>Sig. (2-tailed)</td>
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<td>Socio</td>
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<td></td>
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<td>.000</td>
<td>.006</td>
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<tr>
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<td>.042</td>
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<td>Valence</td>
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<td>.031</td>
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</tbody>
</table>

N=253

**. Correlation is significant at the 0.01 level (2-tailed).
* . Correlation is significant at the 0.05 level (2-tailed).

Implications

- Results inform parents as to which family communication patterns cultivates effective communication styles.
- In order for people to obtain employment in today’s economy, it is essential for individuals to be aware of the beneficial factors, such as self-disclosure, contributing to their potential employment.

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