

# FRIENDSHIP AND ROMANTIC LOVE





## WHAT IS LOVE?

- **Eros:** Romantic love
- **Philia:** Deep friendship
- **Agape:** Love for everyone
- **Pragma:** Love based on convenience
- **Philautia:** Love of self

“

To love is to  
will the good  
of the other.

Thomas Aquinas,  
1225-1274

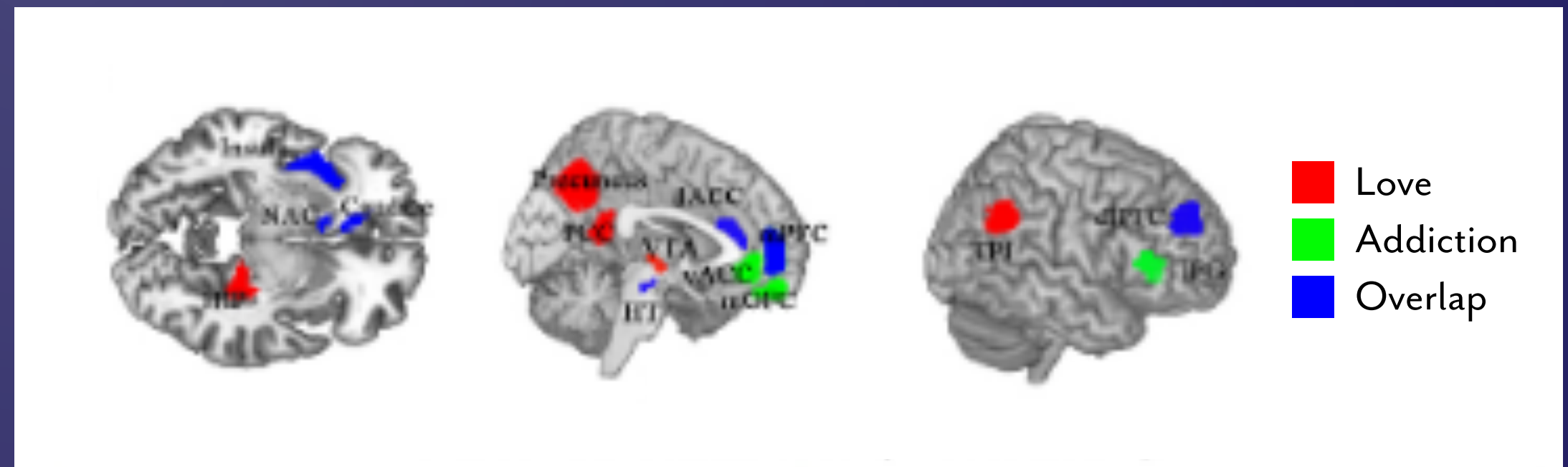




# YOUR BRAIN IN LOVE

## Testosterone and Estrogen:

- Physical attraction
- Dopamine and Norepinephrine: Anticipation and euphoria
- Serotonin (decreases): Infatuation
- Oxytocin: Attachment and jealousy
- Falling in love resembles drug addiction
- Unusual activity in pleasure and pain regions
- Ventral tegmental area, nucleus accumbens, caudate, insula, **dorsal anterior cingulate cortex**, dorsolateral prefrontal cortex



Zou, Zhiling, Hongwen Song, Yuting Zhang, and Xiaochu Zhang. "Romantic love vs. drug addiction may inspire a new treatment for addiction." *Frontiers in Psychology* 7 (2016);

Wu, Katherine. "Love, Actually: The science behind lust, attraction, and companionship." *Harvard University Science in the News Blog* (2017);

Fisher, Helen E. "Lust, attraction, and attachment in mammalian reproduction." *Human Nature* 9, no. 1 (1998): 23-52.

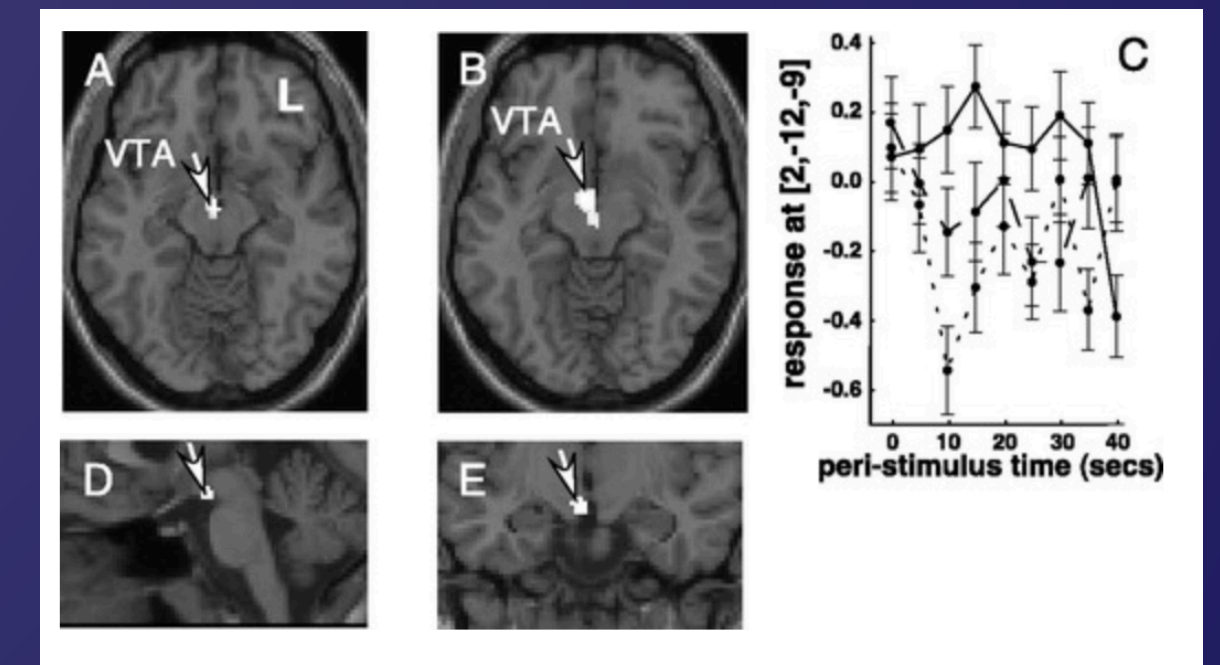
# PASSION VS. FRIENDSHIP IN ROMANCE

- **Passion is Exciting, But...**

- Jealousy
  - Rumination
  - “Surveillance behaviors”
- Can be seen “hijacking” the brain on scans
- “Destiny beliefs” about soul mates or love being meant to be predict low forgiveness when paired with attachment anxiety

- **Companionate Love**

- Stable affection
  - Mutual understanding
  - Commitment
- “The well-being benefits of marriage are much greater for those who also regard their spouse as their best friend.”





## COMPLEMENTARITY, NOT COMPATIBILITY, PREDICTS COMPANIONATE LOVE

- Couples that succeed tend to complement each others' personalities
- When we imagine an ideal partner, they resemble us... but our actual partners are more complementary
- We subconsciously seek difference in the major histocompatibility complex (MHC) for greater immunological health in our offspring





# RELATIONSHIPS AT WORK

## Platonic

- 90% of people have friends from work
- 70% of employees say friendship at work is the most important element to a happy work life
- 58% would turn down a higher-paying job if it meant losing friendships
- People with a “best friend at work” 2x more likely to be very happy with their job

## Romantic

- 57% of people have had a romantic relationship that started at work
- 10-20% of spouses meet at work
- 31% of people who date a co-worker wind up getting married
- 25% of romantic relationships at work involve an already-married co-worker
  - Neurochemical cascade starts over long hours, work travel, and non-work activities
  - Phenomenon of “work spouses”

**These patterns are under pressure from modern workplaces trends and norms**

“16 percent of people met their spouse at work.” Insider, February 12, 2016; “Finding love at work is more acceptable than ever.” *Workplace Issues (blog)*, Vault, February 11, 2015;

“Office romance hits 10-year low, according to CareerBuilder’s Annual Valentine’s Day Survey.” CareerBuilder press release, February 1, 2018;

Schawbel, Dan, “Why work friendships are critical for long-term happiness.” *CNBC Work*, November 13, 2018.



# REAL FRIENDS VS. DEAL FRIENDS



- **Three levels of friendship**
  - Friendships of utility: Based on mutual gain
  - Friendships of pleasure: Based on admiration
  - Perfect friendship known as Atelic or useless: Based on a mutual love for a third thing
    - Only these bring deep happiness
- **Many leaders only wind up with the first type**
  - And this leads to loneliness

**Do you have enough useless friends?**



# LONELY LEADERS: TOO MANY DEAL FRIENDS

- “Leadership... is necessarily isolating in that it separates leaders from others.”
- 52% of CEOs frequently feel lonely
- Why are leaders lonely?
  - Grinding hours of work + workaholism
  - Friendship avoidance by bosses and employees
  - Differential treatment by former friends
  - Objectification (by others and ourselves): The Provider; The Denier; #1
- Loneliest professions (HBR)
  - Lawyers
  - Doctors
  - Scientists
- Dangers of loneliness
  - Depression
  - Stress
  - Inappropriate relationships



# ATTACHMENT STYLES

