Inclusive Social Fitness:
From Quiet Rage
to Quiet Revolution

Lynne Henderson
Stanford University
and Shyness Institute
Overview

Inclusive social fitness includes all temperaments

Background:

Social Fitness Theory: An Evolutionary Metaphor
Social Fitness Practice: Training at the Clinic
The role of the clinic in research

Shyness: a coping mechanism or well-anchored moral stance?
How is the moral value expressed?
Have we ignored its adaptive features?

From Quiet Rage to Quiet Revolution: Implications, Redefining manhood in our culture
Social Fitness Model

Social Fitness is an evolutionary metaphor that refers to solving adaptational challenges.

Social Fitness addresses both needs for communion or emotional connection and needs for agency or competence.

Like physical fitness, Social Fitness involves frequent social exercise.

Adaptive thinking patterns and emotion regulation are important components of social fitness.

Extreme and chronic shyness is a non-optimal state of social fitness.
The Experience of Shyness

**SAD FIXs**

- **S**elf - Blame and Shame
- **A**voidance
- **D**istress
- **F**ear of Negative Evaluation
- **I** Must, but I Can't!
- **X**-posure: Fear of both Failure & Success
- **S**elf - Sabotage
Bad Brain Day

THE
Rhymes With Orange
CHECKLIST
to
FEELING PATHETIC

WINNER!

CHOSE SOMEONE, AND COMPARE YOURSELF UNFAVORABLY TO THEM.

EXAMINE YOUR FACE CLOSELY IN THE MIRROR. NOTE ALL FLAWS.

RELIVE EMBARRASSING/AWFUL MOMENTS THAT OCCURRED YEARS AGO.

You look great!

Don’t patronize me.

Disregard all compliments, especially from people who (supposedly) love you.

Resign yourself to believing that from now on, this is how you will always feel.

FOREVER

© 2005, Henderson

April 15, 2005

# 5
Infinity Plus

<table>
<thead>
<tr>
<th>Fight/Flight</th>
<th>Shame/self-blame</th>
<th>Anger/other-blame</th>
</tr>
</thead>
<tbody>
<tr>
<td>fear</td>
<td>shame</td>
<td>anger</td>
</tr>
<tr>
<td>negative predictions</td>
<td>self-blame</td>
<td>other-blame</td>
</tr>
<tr>
<td>Approach</td>
<td>Avoidance</td>
<td>Resentment</td>
</tr>
</tbody>
</table>
INWARD FOCUS Moderates Self-blame

NEGATIVE EMOTION with INWARD FOCUS is associated with more self-blame and shame

NEUTRAL MOOD with INWARD FOCUS is associated with seeing oneself as others do

CHRONIC SHYNESS with DISPOSITIONAL INWARD FOCUS is associated with dispositional-shame
Shyness Clinic Clients

The average age of our clients is 34, and 64% of them are male.

They are in the top five percent of the population in shyness and 93% meet criteria for social anxiety disorder.

They tend to be chronically mildly depressed, extremely concerned about negative evaluation, experience more shame than others, and blame themselves.
## Shyness and Self-blame in a High School Sample

<table>
<thead>
<tr>
<th></th>
<th>Self-blame</th>
<th>Non-self-blame</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Shy (n = 34)</td>
<td>Non-shy (n = 11)</td>
</tr>
<tr>
<td>Social Anxiety</td>
<td>M .69&lt;sup&gt;a&lt;/sup&gt;</td>
<td>-.55&lt;sup&gt;c&lt;/sup&gt;</td>
</tr>
<tr>
<td></td>
<td>SD .85</td>
<td>.62</td>
</tr>
<tr>
<td></td>
<td>M -.05&lt;sup&gt;b&lt;/sup&gt;</td>
<td>-.84&lt;sup&gt;c&lt;/sup&gt;</td>
</tr>
<tr>
<td></td>
<td>SD .80</td>
<td>.73</td>
</tr>
<tr>
<td>Fear Neg Eval</td>
<td>M .66&lt;sup&gt;a&lt;/sup&gt;</td>
<td>-.40&lt;sup&gt;bc&lt;/sup&gt;</td>
</tr>
<tr>
<td></td>
<td>SD .66</td>
<td>1.02</td>
</tr>
<tr>
<td></td>
<td>M -.02&lt;sup&gt;b&lt;/sup&gt;</td>
<td>-.80&lt;sup&gt;c&lt;/sup&gt;</td>
</tr>
<tr>
<td></td>
<td>SD .91</td>
<td>.85</td>
</tr>
</tbody>
</table>

Note: M and SD: standardized; p < .05
Students Reduced Self-blame and Shame in Eight Sessions

For negative outcomes in their three most challenging situations:

- Internal, stable and global attributions ↓
- Self-blame and state shame ↓
- Social anxiety ↓ social avoidance and distress ↓
- Trait shame ↓ depression ↓
Results

**Self-blame**

Interaction Bar Plot for Own self-blame
Effect: Category for Own self-blame

Cell Mean

FAILBLA/pre
FAILBLA/post

29 cases were omitted due to missing values.

**State-shame**

Interaction Bar Plot for State shame
Effect: Category for State shame

Cell Mean

PFQ/pre
PFQ/post

28 cases were omitted due to missing values.
Results

Internal

Global

Stable

Interaction Bar Plot for Own internal failure
Effect: Category for Own internal failure

Interaction Bar Plot for Own global failure
Effect: Category for Own global failure

Interaction Bar Plot for Own stable failure
Effect: Category for Own stable failure

29 cases were omitted due to missing values.
Shame and Anger in Shyness:

Shy clients blame others as well as themselves
(Henderson, 1992)

View others as dangerous, rejecting and unreliable.

Blaming others has negative consequences
(Tennen and Affleck, 1990).
Blaming Others and Empathy: High School Sample

- Perspective-taking is associated with adaptive interpersonal functioning.
- Empathic concern for others is associated with shyness.
- Blaming others was the ONLY significant negative predictor of perspective taking and empathic concern in high school students.
Shame and Anger in Shyness: Clinic Sample

- Shame predicts self-defeating behavior, passive aggression.

- Shame is correlated with resentment and antisocial attitudes.

- Clients with Avoidant Personality Disorder are more shame-prone, higher in negative thoughts about others.

- Clients with Avoidant Personality Disorder are more likely to externalize blame.
# Thoughts and Beliefs about Others: Stanford Students

To what extent do you relate to each of these statements?
Please make a rating on a 7 point scale from 1 (not at all) to 7 (very much).

<table>
<thead>
<tr>
<th></th>
<th>Shy</th>
<th>Non-shy</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.5</td>
<td>2.3</td>
<td>2.3</td>
</tr>
<tr>
<td>3.3</td>
<td>1.6</td>
<td>1.6</td>
</tr>
<tr>
<td>4.6</td>
<td>2.1</td>
<td>2.1</td>
</tr>
<tr>
<td>3.5</td>
<td>1.5</td>
<td>1.5</td>
</tr>
<tr>
<td>3.2</td>
<td>1.8</td>
<td>1.8</td>
</tr>
<tr>
<td>2.9</td>
<td>1.7</td>
<td>1.7</td>
</tr>
</tbody>
</table>

- People will be rejecting and hurtful if I let them close to me.
- People do not relate to my problems.
- I must not let people know too much about me because they will misuse the information.
- People are more powerful than I am and will take advantage of me.
- If people see my discomfort they will feel contempt for me.
- People will make fun of me and ridicule me.
Social Fitness Training
Treatment Results

Shyness/depression are in the normal range.

Avoidance, self-blame, and shame are reduced.

Negative thoughts about others and suppressed anger are decreased and self-assertion and self-expression increase.

Clients reduce anxiety levels on the average of 32% in situations they have practiced.

A follow-up study of 44 clients indicated that they were, on average, maintaining their gains for up to five years post training.
Clinical Practice and Research

Clinical Practice
- design
- treatment
- measure

Research
- reflect
- test
- question
- theory

Reflect, question, test, and reflect, question, test...
Research and Practice: Integrated

Clinical Practice

Research

design reflect

treatment test analyze question

measure theory
Progress at Pacific and New Projects

Graduate students help facilitate and volunteer in group role plays.

First Public Education Class designed by PGSP Graduate Student and Shyness Clinic volunteer staff/research assistant

Relived emotion task experiment to begin spring quarter as part of Shyness Clinic Initial evaluation

Two to three new interventions planned using trainees’ original ideas in the context of the Social Fitness Model targeting underserved populations.
Research Vision

Is shyness more than a fear of negative evaluation?

Do the shy have different moral values?

Do the shy value attending to others?

Do they care less about dominating others?
http://www.sunsmiles.org/
Shy college students higher in communal values than non-shy students
Speaker’s Comfort Level

**Non-evaluation**

<table>
<thead>
<tr>
<th>Non-Shy Listeners</th>
<th>Shy Listeners</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.8</td>
<td>4.4</td>
</tr>
<tr>
<td>4.2</td>
<td>4.4</td>
</tr>
<tr>
<td>4.4</td>
<td>4.4</td>
</tr>
</tbody>
</table>

**Evaluation**

<table>
<thead>
<tr>
<th>Non-Shy Listeners</th>
<th>Shy Listeners</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.6</td>
<td>3.4</td>
</tr>
<tr>
<td>4.0</td>
<td>3.6</td>
</tr>
<tr>
<td>4.4</td>
<td>3.8</td>
</tr>
</tbody>
</table>

© 2005, Henderson
April 15, 2005
# 25
Speaker’s Difficulty

- Difficulty

<table>
<thead>
<tr>
<th></th>
<th>Non-Shy Listeners</th>
<th>Shy Listeners</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.9</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.2</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Non-evaluation
- Evaluation
Are Shy People Less Promotion-focused?
And More Prevention-focused? Equally Adaptive
Is Self-doubt and self-criticism necessarily harmful?

Negative aspects of the self-concept may be essential for optimal functioning (Markus, 2000; Kwan et al., 2004)
Individualism Gone Awry?

Does shyness become a clinical problem because our society currently disavows and rejects sensitivity and cooperative and collaborative vs. dominant or aggressive behavior?

Shyness, particularly in males, is negatively stereotyped in the U.S.

When someone is less competitive and more concerned about others’ evaluations, look at their motives and values as well as their behavior.
Is Dominance the Only Value We Endorse?
Is this the Only Value We Want to Live By?
Are the Shy Exceptional Leaders?

Shy individuals may also be our reluctant, socially responsible leaders of the future.

Jim Collins (From Good to Great) called people like this level five leaders. They successfully guided companies through times of intense change and challenge.

Courage means we do things in spite of being afraid.

I do not see many behavioral deficits in the Clinic. When people are accepted for themselves they demonstrate skilled social behavior.
Sexual Selection in Primates
New and comparative perspectives

edited by Peter Kappeler and Carel van Schaik
Tournament Species
(Sociobiology, Sapolsky)

Males advertise good genes

No child care

Males have higher levels of promiscuity

Female primates exercise choice through stolen copulation
Siamese fighting fish
*don’t court females who saw them lose fight.*
Losing can be a problem
**Pair-bonding Species** *(Sapolsky, 2004)*

Mate for life
Both want mates with good parenting skills
Males identical to females

Both do everything: parent the offspring, defend the nest, forage for food.

In Humans lots of sex to cement pair bond.

Bems’ research with humans showed that the more education you had the more likely you were to be androgynous, that is, to display both masculine and feminine traits. Are those that are androgynous our pairbonders?
Humans

A mix of tournament and pairbonding species

David Buss studied 20,000 people from around the world. Asked what traits they looked for in partners.

Men wanted younger women of child bearing age, secondary sex characteristics (physical attractiveness)

Women wanted older men who were financially successful and had resources. (Rank access model)

However, the top pick was someone who was kind.
Are Shy Males Pairbonders?

Are highly dominant males a tournament species?

Are shy males a pairbonding species?

Shyness is a basic human emotion, a blend of fear and interest, even awe. Perhaps we need to respect it.

FEMALES EXERCISE CHOICE
The Prison Study showed us that we can make anyone shy, anxious and symptomatic, even terrified. Studies of terrorism and torture have made that point horrifically.

The Shyness Clinic has shown me that shyness can be reduced, and that even the most socially avoidant, given the right conditions, will show us what they know.

Some people see shyness as an individual disease. I see it as a societally constructed problem. It is our problem. When human vulnerability is denied, people go underground, don’t participate, and we lose valuable human resources.
A World that Values Shyness

This is our jigsaw classroom. Each different temperament has something to offer. We need to listen.

In a democracy we need to know what people think.

People feel shy when their social identities are threatened for any reason, race, sexual orientation, gender status, and temperament.

It is our responsibility as much as theirs to see that they participate.
Natural vs. Cultural Selection

Rate of Change

Genes  Culture
Vision: A Shy Revolution

Clinicians see shyness as a disease, a belief encouraged by drug companies. I see a culture in trouble.

We need to focus on and nurture the strengths of those who are shy, starting in childhood in schools and families. We need to focus on their strengths in therapy.

We cannot afford to lose their participation in our democracy.

America is now known as one of the biggest bullies on the block. Terrorism and torture show us that everyone is vulnerable, and any of us can be bullies.

My midnight fear............
Remember……..

The future depends on what we do in the present.
Mahatma Gandhi

Try not to become a man of success but a man of value.
Albert Einstein