



“Quiet Strength and Bold Energy” Unraveling Psychological Dynamics of Friendship among Mismatched Personalities

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ABSTRACT

Among all human relationships, friendship is the most significant one and plays a profound role in our life. The core aim of the study was to explore the fascinating picture of human connection of interpersonal closeness among the friends having mismatched personalities; and further, how these introvert-extrovert friends mold each other to reach the harmony, quality and flexibility in their friendship. The study utilized exploratory qualitative research to examine the intricate nature of uneven human interaction. Sample was recruited on the basis of personality type screening and acquaintance pairs. Screening was done on a sample of 7 mismatched pairs of friends through 11 items Myers Briggs Type Indicator from which only 5 pairs reached at the cut off score. Further, the sample was confined to 3 pairs since data was reached at saturation point. The obtained data was transcribed and codes were extracted using content analysis (Humble, 2015; Lapan et al., 2012). The results revealed 5 themes majorly; interpersonal interactions, emotional approach, altruism, friendship envy, and rejection sensitivity. Current study concluded that Introverts and Extroverts make great friends, with the key to their friendship lying in mutual understanding and genuine affection for each other. The current study benefits in understanding complex human behavior in different relationships.

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1. Introduction

A connection between two or more individuals, as well as the associated state, is defined as a relationship (Wathen, 2013). The interactions and behaviors that transpire between two or more individuals or groups constitute relationships, as elucidated by (Dietrich et al., 2017). Friendship, as Settersten Jr and Thogmartin (2018) notes, is the most prevalent form of peer relations, with a majority of individuals engaging in peer relationships with both same and opposite genders concerning across the spectrum of personalities. Friendship is most important relation in people's lives and a common personal experience. Friendship is children have to begin with involvement of libertarian connections. Friendship is characterized by a dyadic relationship includes an arrangement of astuteness between two people known to each other. It is recognized by both individuals of the relationship and is characterized by a bond or tie of responded affection. In social orders, companionships are one of the slightest endorsed near connections, with no formal obligations or lawful commitments to one another (Allen, Gray, Baumeister, & Leary, 2022). According to Degges-White and Borzumato-Gainey (2011), there are four center sorts of friendship: colleague, companion, near companion and best companion. The level of friendship extends as the level of correspondence and common regard and warmth develop. Friendships to begin with encounter of libertarian connections. In

family connections, guardians eventually have more specialist. With friends, in any case, choice making and control are anticipated to be more equally disseminated. In impact, these libertarian connections give the fundamental openings for learning the give-and-take required for compelling social intelligence. Such encounters instruct children how to have commonly fulfilling encounters, how to share, and how to resolve clashes (Asendorpf, Penke, & Back, 2011).

However, intense intimacy and frequent conflicts impact certain personality traits including neuroticism, extraversion, appropriateness, and honesty, making the relationship between personality and friendship dynamic, complex, and corresponding. However, close friendships present unique opportunities for developing personality and fortifying dispositional inclinations. Research suggests that friends with complementary dispositions—like two tall extraverts—tend to reinforce each other's similar dispositional inclinations, whereas friends with dissimilar personalities—like a thinking person and an extravert—seem to have different patterns of personality settlement. Furthermore, relationships that are sufficiently stable and long-lasting can have an impact on personality traits (Asendorpf & Motti-Stefanidi, 2018). Therefore, this may have its roots in the most obvious difference between extraverts and contemplatives, namely, the more grounded affiliate inclinations of extraverts, which are expressed in their desire for companionship in wonderful and pleasant situations as well as in their general desire to relate to outsiders. In unfamiliar situations, extraverted people make modern friends more quickly and often in unusual ways (Altmann, 2020). Friendships of extraverted individuals appear to be of tall quality, and they include less frailty, more passionate closeness, more self-disclosures, more profound discussions Wilson, Dann, and Nickisch (2015), and way better struggle administration.

Furthermore, highly extraverted people are more likely to have nocking relations Wagner et al. (2015), as their social networks tend to be larger and their interactions with others are generally more favourable. Extraverts with superior interpersonal skills may be able to help themselves form more satisfying relationships and more agreeable interactions (Wilson et al., 2015). Those who are introverted Because of its inherent warmth, friendliness, and inviting nature, suitability has been linked to an enormously beneficial impact on interpersonal connections. Even while not all thinkers confirm this association, pleasant people are more focused on others and valued more (Back et al., 2011). They are less grumpy, irritable, aggressive, cunning, suspicious, manipulative, and egotistical, and as a result, they are friendlier. They are also more communal: kind, polite, modest, and appreciative (Wortman & Wood, 2011). Over the course of the last thirty-five years, there has been a progressive conceptualization of identity dynamics within the context of social connections. This has included the Social Relations Show Kenny and Malloy (1988), interactionism Ender (1983), and most recently, the identity and social connections, or PERSOC approach (Back et al., 2011). By emphasising performing artist, situational (or accomplice), and dyadic forms at the behavioural and perceptual levels, this approach incorporates previous models. The types of inquiries that have dominated identity inquiries in social contexts demonstrate this growing progress. Early emphasis was placed on the idea that certain identities imposed a certain behavioural pressure or constraint (Murray, 2008).

These unidirectional considers of identity were at that point broadened to consolidate the corresponding drive of miens in energetic intelligent, with dispositional practices now and then yielding and sometime pushing back. Researchers have looked at how people with various personalities interact with those who have similar personalities as well as whether people in close relationships are sensitive to the personalities of those around them (Thorne, Shapiro, Cardilla, Korobov, & Nelson, 2009). However, the researchers exhort others to keep looking at how personality, interpersonal dynamics, and friendship satisfaction interact across a range of populations. Contemplative person Directs to making companions & being more social. The relationship between a self-observer and an extroverted companion can be exceptionally advantageous. Both will be each other's directing light and bolster system. In terms of socializing and behavior, the both keep each other in check. An outgoing individual can go over the edge with having fun when going out. On the other hand, a self-observer is inclined to gazing at the ground all the time (Asendorpf et al., 2011). Therefore, it's crucial to comprehend introverts and extroverts and how they feel about other people and their friends because they are both terrific friends in their own ways. If some are able understand their

ways of expressing care and love in friendship, will simply enjoy being with them One's health, emotions, and sense of belonging are all positively impacted by them (Bishop & Kavak, 2023).

2. Literature Review

Studies of previous literature found a significant gap between theories of friendship among different and opposite personalities along with concepts of complex relationship formation, demonstrating that the latter tend to disregard personality function while the former tend to ignore the influence of the environment. The previous studies examined the metaphors relating to friendship development in a situation where each friend's personality was known. Dyads with at least one introvert performed a wider range of on-stage antics, such as study talk, calming, and joking. In dyads between introverts and extraverts, the extravert typically started and concluded these episodes. This discrepancy seems to be due to the fact that friendships with at least one introvert have a stronger propensity to use the recording scenario as a conversational resource (Apostolou & Vetsa, 2023). Contradictory theories have paid little regard to variations in different perceptions of the same relationship and have seen relationship creation as either a long process or as an instant development (Tshimula, Chikhaoui, & Wang, 2022). Previous studies on story and metaphor have concentrated on the relationships between language use and actor personality (Fast & Funder, 2008; Mehl et al., 2006). In an earlier study, 59 same-sex, white, college-age dyads (57% female) had their friends interview them, and the friends' responses were used to identify and code conceptual metaphors related to relationship formation. In terms of extraversion against introversion, friends were extreme and either quite similar to one another or highly different. Friends partnered with an introvert used more journey-organism metaphors, which indicated a gradual transition into friendship, whereas friends coupled with an extravert used more force-impact metaphors, which expressed an explosive "friends-at-first-sight" encounter, according to an actor-partner study. Extraverts and female friends employed more joint-proximity metaphors that stressed the emergence of closeness, regardless of the personality type of their partner (Nelson, Thorne, & Shapiro, 2011).

Similar findings were reported in earlier studies Patterson and Smith (2010); Riggio, Eaton, and Funder (2020); Thorne, Korobov, and Morgan (2007), which suggested that introverted partners' reflective style and verbal reticence were perceived as harder to find, which made the development of the relationship stand out more. Making friends with an introvert felt like a slow-moving journey, while making friends with an extravert felt like a quick, high-impact event (Enyart, 2018). Conversely, extraverts' social assertiveness stems from collectivism rather than social assertion—the idea that a person's experiences are open to discussion in public. Studies conducted on individual words or sentences Nelson and Thorne (2012), surveys revealing introverts share memories with fewer people and less comfortably than extraverts, and daily experience samples revealing introverts share memories with each other less frequently have all suggested that introverts project a stronger sense of being part of a unique and exclusive world (Pasupathi, McLean, Weeks, & Hynes, 2021). It's important to note, however, that the exclusive-inclusive divide could seem to resonate with other disparities related to our conceptions of introversion and extraversion. The latter theories, on the other hand, were developed to account for variations that had more to do with socio-cultural values than with innate traits. Per a plethora of prior research and put forth hypotheses, introverts are characterised by a sense of exclusivity that is more reluctance to come out and let people in, even those who may be close friends (Pavlou, Benson, & Hadwin, 2016). On the other hand, an earlier study by Ramirez Jr, Sunnafrank, and Goei (2010) discovered that people can view an enjoyable and interesting interaction with an extraverted partner who grins as having instant value. It is important to emphasise that, unlike personal relationships, allusions to high-drive fellowships did not approach such unanticipated benefits as being difficult to regulate. Although friendships with extraverted partners may be more prone to blow apart when things go wrong than friendships with introverted couples, risk in high-force relationships may be more important to sexual than platonic relationships. However, the actor's gender was also connected to the usage of metaphors, not just the partner's personality (Avalos, 2023).

Studies of past literature have concluded that there is a substantial difference between theories of friendship and personality usage and notions of relationship development. The former tend to emphasise the influence of the environment, whereas the latter tend to

overlook personality function. Overall, by interpreting an individual's personality interplay of introversion and extraversion that led to unique patterns of communal closeness, coping, and satisfaction between friends, the exquisite dynamics in this current research fill an important gap in the literature on personality and friendship.

2.1. Purpose of Study

The purpose of the study is to focus on understanding the dynamics of friendship between mixed personality traits. The current topic is chosen to learn that the friendship is beyond homogenous characteristics and personality metaphors and considered to be the most important relationship of everyone life. Their relationships deteriorate and differences arise, what difficulties do they face when their relationships go bad and what effect on their mental health. In particular, this study held to know the level of interpersonal closeness of friendship among those friends who have different personalities and also explored that how friends in mixed dyad merge their personalities to reach the fullest satisfaction of friendship and find how much they are flexible toward each other. The current study aimed to discover the psychological impact of different personalities or how much they psychologically resistant and flexible toward each other.

2.2. Objectives of the Study

- To explore the interpersonal interaction and depth of communication among mismatched personality friends.
- To reconnoiter that how friends with divergent personality traits accommodate dispositional roles to achieve elevated satisfaction levels in their friendships.
- To find out the extent and duration of resistance and flexibility between friends with mismatched personalities

2.3. Research Questions

1. What is the level of interpersonal interaction and depth of communication among mismatched personality friends?
2. How friends with divergent personality traits accommodate dispositional roles to achieve elevated satisfaction levels in their friendships?
3. In which extent and duration the mismatched personality friends showed flexibility and resistance?

3. Method

The current study is obtained to understand the psychological dynamics of friendship among pair of introvert and extrovert personalities.

3.1. Research Design

The qualitative research design was used to explore the dynamics of friendship with respect to affection, resistance and flexibility among mismatched personalities. The study utilized exploratory qualitative research to examine the intricate nature of uneven human interaction. Data was collected through in-depth interviews with the pair of friends in which the open-ended questions were asked by participants to get deeper insights. The collected data was analyzed using the Strauss and Corbin method of Content Analysis (Lapan et al., 2012).

3.2. Sample Size and Sampling Strategy

Initially, a sample of 07 pairs (pairs included an introvert friend with an extrovert friend) were included in the study. Sample was recruited on the basis of personality type screening and acquaintance pairs. Purposive sampling technique was used to recruit participant in the study. Before collecting the data from the participants, screening was done on a sample of 7 mismatched pairs of friends through 11 items Myers Briggs Type Indicator for exploring their personality types and to confirm the target pairs of mismatched personalities. The MBTI scale is force choice items (1= introverted direction) and (2= extroverted direction). The participants who make 9 points on E category are extrovert and on other hand, participants who make 9 points on I category are introvert. The internal consistency of scale was acceptable ($\alpha = .84$). 07 pairs of friends were administered this questionnaire and after scoring, 05 friends' pair who score 9 or more than it on E and I indicator of questionnaire identified as mismatched friendship pairs were selected for

interview. Further, the sample was confined to 3 pairs since data was reached at saturation point.

3.3. Participants Characteristics

The study included the introvert and extrovert pairs of friends to find out the authentic results of research. These participants were friends for at least six months. The study had a restriction of recruiting pairs in which one friend must fulfil the criteria of extrovert personality and other of introvert personality. The included participants in this research were of young adults age ranges between 18-35 years.

3.4. Procedures

In entirety, information was gathered through semi-structured interviews involving three pairs of mismatched friends i.e. introvert-extrovert, conducted within a room while maintaining confidentiality and privacy. The participants' responses to six questions along with probing questions were recorded audio-wise. The interviews, carried out in Urdu language, lasted approximately 30 minutes each. During the interviews, 15 minutes were allocated for each pair of friends to express their thoughts individually. The initial three questions pertained to interpersonal conversation and interactions among the mismatched pairs, the fourth question delved into the disposition of their personalities in response to events, and the final two questions focused on exploring the dynamics of flexibility and resistance within their relationships. The participants in the research were assured by privacy and anonymity.

3.5. Data Transcription

The data collected from all participants were systematically transcribed under the instruction of APA transcription manual and guidelines of (Humble, Dalton, & Li, 2015). The data into full written text according to the original recorder responses get from participants. As this study qualitative in nature, so Content Analysis technique was used to analyze this data.

3.6. Ethical Consideration

The participants received a comprehensive briefing regarding the study's scope and nature during the interview session. Their voluntary involvement was emphasized, and measures to ensure anonymity and confidentiality, including the concealment of names and identities, were implemented. Participants were thoroughly informed about the study's purpose, benefits, risks, and funding before making a decision to join or decline. Explicit permission was obtained for audio tape recording during the research. All possible forms of harm, encompassing physical, social, and psychological aspects, were minimized to the utmost extent. It is affirmed that this research is devoid of research misconduct and faithfully represents the obtained results.

3.6.1. Trustworthiness and Credibility

By documenting, systematizing, and revealing the analysis methods, data analysis has been carried out in a precise and consistent way. The study was conducted to explore the interpersonal closeness and level of satisfaction among two different personalities being friend and to understand the friendship dynamics among mismatched personalities. The data was collected through interview technique and was recorded with proper consent of participants for further analysis. After recording enough data, it was analyze using thematic analysis in which proper codes were selected and themes were constructed (Lincoln & Guba, 2004).

4. Findings and Discussion

The obtained data were transcribed by consulting transcription manual (Humble, 2015). Data were analyzed manually by using content analysis (Lapan et al., 2012).

4.1. Emerging Themes

Interview was conducted and followed five themes were emerged. These themes are the results of interview and consulting proceeding literature.

Themes are following;

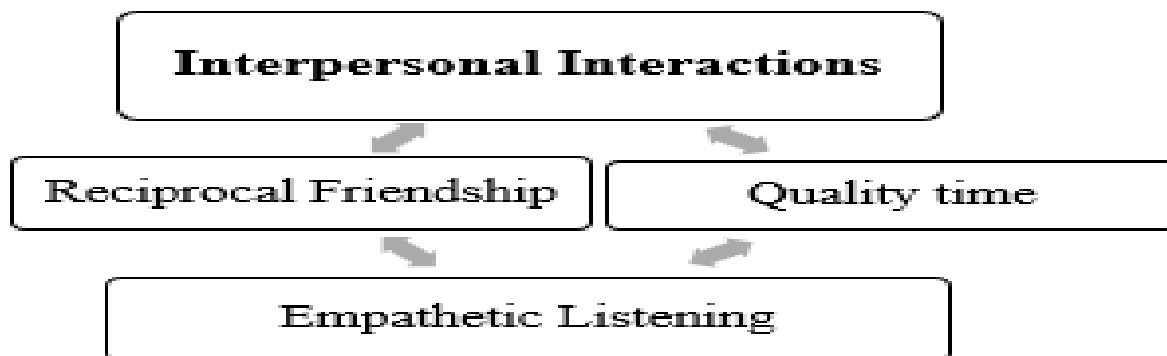
- Interpersonal Interactions
- Emotional approach
- Altruism

- Friendship Envy
- Rejection sensitivity

4.2. Theme-1 Interpersonal Interactions

One of the most significant social ties in the world is a friendship, which is influenced by interpersonal interactions and each other's life. Those who choose to become friends can grow to be even closer than family members. Having friends reduces stress, enhances self-worth, raises serotonin, and encourages an active lifestyle (Levi-Belz, 2019).

Figure 1



4.2.1. Reciprocal Friendship

In many scientific investigations of friendship networks, reciprocity is implicitly assumed, despite the special qualities and significance of reciprocal friendships. In their analysis, these studies either label two individuals as friends of each other or as not being friends. One of the respondents in the study said;

"Yes. Much more. Now it's quite a habit. My friend is also influencing my decisions. Like if I take something, I ask for it. Wear the earrings with the dress. Everything. They are also asking what the food is." (P2: G:R.E:41)

Other respondent said;

"Yes. I get the realisation that I can mold myself according to my surroundings rapidly." (P2: G: R.E:22)

Friends act as primary confidants, motivators, and activity partners in life. Friendship bring them to the mall to go shopping, call them during fights with partners, and they cheer on every post which make on social media (Vaquera & Kao, 2008).

4.2.2. Quality Time

When you spend quality time with someone, you're showing them that you value their friendship, that you care about them profoundly, and that you're interested in spending time with them without interruptions or distractions. The respondents of study said that they mostly spent time together by talking, discussing and enjoying things together. They do different activities also to kill their boring time and also have a lot of fun (Demir & Weitekamp, 2007). The stated responses by the participants were consistent with the phenomenon.

"We also like talking to each other and enjoy our company together" one respondent said. This is how our time passes". (P1: G:R.E:16)

Spending time with friends can even help you cope with stress. As Harvard happiness expert, Gilbert, Pelham, and Krull (1988) explains: We are happy when we have friends, and almost all the other things we believe will make us happy are really just left-over. In spite of the fact that money cannot buy happiness, spending time with the people you love is always a smart investment (Pittman & Richmond, 2008).

4.2.3. Empathetic Listening

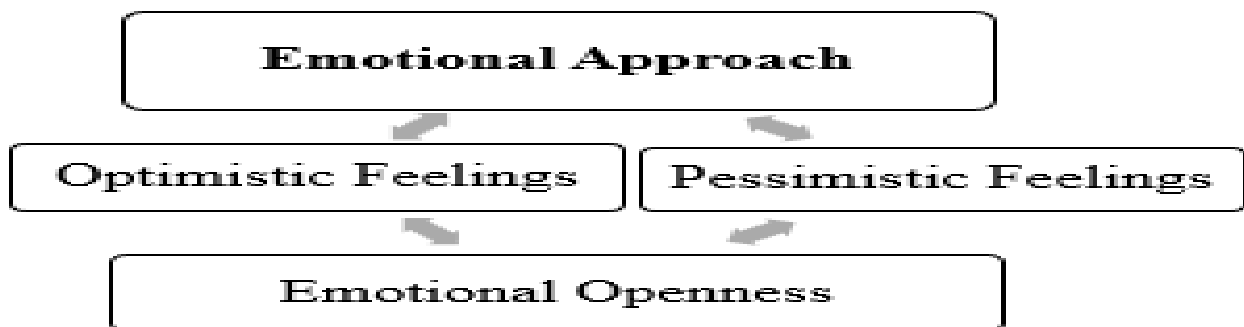
By using an organised approach to hearing and questioning, known as emphatic listening, you can improve and build connections by having a deeper comprehension of what is

being said, both intellectually and emotionally. Compared to extroverts, introverts are generally better listeners and take into account the opinions, ideas, and suggestions of others. Additionally, introverts enjoy learning and have strong internal motivation to succeed, which makes them open to the opinions and thoughts of others (Smith & Rose, 2011). One respondent said; "She talks more and I listen more." (P1: G: R.I:23) while other respondent said; "I am speaking and she is listening." (P2: G: R.I:36)

4.3. Theme-2 Emotional Approach

Friendship is an emotion in itself. Some of the emotions that characterize friendship include love, admiration, confidence, hope, security, affinities, self-esteem, life satisfaction, well-being, and empathy.

Figure 2



4.3.1. Emotional Openness

Introverts friends prefer to reserve are less likely to speak up at meetings if there isn't a break in the conversation, prefer written communication. On other hand, extroverts like to collaborate and think out loud and also have emotions outbursts.

On respondent said; "She is cool but very angry." (P1: G: R.I:46) while other said; "yes, it's good. Listens well and explains well. The bad thing about him is that he gets angry a lot. When angry, it becomes difficult to control yourself." (P2: G: R.I:37)

Another participant responded that "Yes, she was very excited and enjoying the company of herself, so I was also supporting her." (P:3:G:R.I:53)

According to a recent research, friendships' support does more than that. Our brains may "look on the bright side" or perceive the issue differently than they might if we attempted to solve it on our own (Berry, 2000; Tangney et al., 2007).

4.3.2. Optimistic Feelings

The respondent said they motivate and encourage each other in case of need and also help to remove their mistakes and also help to learn good things and modifying behavior. Sometime one friend makes compromise on their mood and emotion in order to make another friend happy. Respondents stated that "Yes, she was very excited and enjoying herself, so I was also fully supporting her" (P:3:G:R.I:53)

Novel study suggested that support from friends does more than that. It can help our brains see the problem in a new way or "look on the bright side" better than if we tried to deal with it alone (Geers, Reilley, & Dember, 1998; Wang et al., 2022).

4.3.3. Pessimistic Feelings

Friends also experience negative emotions, like fighting, disagreement, and miss understanding (Shimizu, Nakashima, & Morinaga, 2019). As one respondent said, "The respondent does not disagree. But sometimes due to some other reason the mood of both gets off, for a couple of days." (P2:G:R.I:53) while another said;

"A responsive conversation is happening but not like this. Neither are souls. It was just a matter of work. It was necessary." (P3:G:R.I:48) According to the respondents, they have

arguments but they don't make it into a fight. They compromise and try to understand and manage these extremes situations.

4.4. Theme-3 Altruism

Friendship as a form of altruism in which the person is indeed concerned for the interests of his friends, but this concern also involves a particular reference to his own interests. The respondents gave variety of responses according to their variance in personality. Some respondents said they never disposition and compromise their personality and behavior for sake of their miss matched friend and other said they can compromise according to situation and their friend's enjoyment needs (Zheng, Pan, & Sun, 2019). As stated by the responses;

"Sometimes it happens. Sometimes, if one of them is not in mood, the other also becomes silent. So we also get a little complacent. That he is not in the mood. It also has a small effect on the environment. And others also go down." (P1:G:R:E:64)

Research on the reciprocal influence of personalities has generally focused on individuals who have never met before rather than those who have had regular interactions in the past (Sadler & Woody, 2003; Thorne et al., 2009). While seeing strangers can reveal the immediate impact of personality similarities and differences, interviewing friends can reveal how they manage and potentially adjust to each other's dispositional differences. This led to the breakthrough study's investigation of the vast range of friendship behaviours purportedly employed by close friends who were exceptionally extraverted or introverted and who also shared a wide range of values.

4.5. Themes-4 Friendship Envy

Most of introvert friends have very sad and angry response about their extrovert friends for making new friends and ignoring them in front of strangers. Introvert friend feel jealousy, get angry and become more silent in case of their extrovert friend making them ignored (Krems, Williams, Aktipis, & Kenrick, 2021). One of the respondents said she feel very jealous when her friend ignored her for stranger and she got angry on her extrovert friend while some respondents said their extrovert friend will fully care about the emotion of their introvert friend even when they are with other people. They tried to engage their introvert's friend into discussion also in order to remove her boringness (Kieffer, 2020).

"Feel very bad. The severe one puts a sack. Anger also comes and I even speak a little, meaning not screaming, but in jest." (P1:G:R:I:54)

Various factors can lead to jealousy in friendships, but the majority of the time, it's because the jealous companion lacks confidence, self-esteem, or feels in some other way threatened (Dykstra, Willoughby, & Evans, 2020). However, it is merely a feeling that coexists with all the others. As a result, you might occasionally feel jealous just as you might occasionally feel hurt, annoyed, or angry at your peers.

4.6. Theme-5 Rejection Sensitivity

An overreaction to waiting coupled with rejection fear, readiness to perceive, and rejection is known as rejection sensitivity. Individuals who experience rejection exhibit a high degree of sensitivity to rejection and, hence, anticipate rejection in all relationships. Disagreements can sometimes be easily settled, and doing so can improve and deepen your connection. Sometimes, minor disputes can become into major ones, and handling them can take a lot of work (Özen, Sümer, & Demir, 2011). According to respondents when they have conflict, they tried to resolve it by keep silent and never talk on the extreme's topics again. Sometime they have serious disagreement or arguments which lead them to emotionally down and they never talk happily with each other for two or three days. The respondent does not disagree and stated that. "But sometimes due to some other reason the mood of both gets off. For a couple of days." (P1:G:R:E:54). The respondents said they have strong beliefs on each other in friendship which also help us to resolve our little fights and disagreement as stated; "We believe. If they look at each other, they agree. They would have believed themselves." (P2:G:R:I:54). As a result, one of the most crucial conditions for a healthy friendship is the capacity for trust and confidence because genuine friendship entails being able to rely on one another (Bowker, Thomas, Norman, & Spencer, 2011).

5. Conclusion

In summary, the study's outcomes substantiate a heightened level of satisfaction and interpersonal interactions in friendships between introverts and extroverts. Their relationship fosters confidence, mutual trust, and enjoyable moments, as they prefer spending significant time together. The influence they wield on each other's lives is predominantly positive, contributing to the development and sustenance of motivation, emotional well-being, happiness, peace, and life satisfaction. Despite occasional negative experiences, such as mood swings or differing behaviors, their strong belief in each other enables effective resolution. Extroverts exhibit care for their friends, prioritizing their safety and happiness akin to introverts. Ultimately, this study underscores that Introverts and Extroverts make exceptional friends, emphasizing the importance of understanding their unique qualities and affectionate inclinations toward others. Recognizing the differing approaches of introverts and extroverts to friendship is crucial, where introverts value one-on-one interactions, while extroverts fulfill their social needs in group settings. In instances where introverts form connections with extroverts, their bond becomes notably close and deeply interconnected.

5.1. Limitations

While this research establishes a fundamental framework, there is potential for expansion by conducting in-depth investigations on each theme highlighted in the study. Limitations include the geographical constraint, focusing solely on Bahawalpur city, omitting other cities in Pakistan. Additionally, the study is confined to adult female best friends with a minimum duration of six months spent together.

5.2. Recommendations

Drawing upon insights from prior research, the recommendations presented here stem from the examination of data analysis, interpretation, and results. While the current research focuses on female friends' pairs, it is suggested that future studies explore male friends' pairs for a comprehensive understanding. Furthermore, the research recommends investigating the distinctions between mismatched male-female friendship pairs and matched friendship pairs to enrich the dataset in a more nuanced manner.

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