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POOR FAMILIES EFFICIENT MANAGEMENT: ANALYSIS OF SOCIO-RELATIONAL SKILLS APPLICATION IN RESOLVING SON-FATHER CONFLICTS

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ABSTRACT

This qualitative study is conducted with objective of determining the application of socio-relational skills to son-father conflicts that occur in poor's families, for their efficient management, in the routine course of affairs. The study is conducted in District Kohat of Islamic Republic of Pakistan. An enduring and sustainable family is a great blessing of Allah Almighty. The Allah Almighty's Last and Final Prophet - Holy Prophet Muhammad Peace Be Upon Him promotes the prevalence of a strong family institution, for the greater socioeconomic welfare of human society. In addition, Allah Almighty and Muhammad Peace Be Upon Him advise parents for a standardized upbringing of children; parents are expected to be kind and expressing love for their children, while children are expected to be respectful and compliant to one's parents InshaAllah. Total 18 female respondents were qualitatively interviewed from the community of District Kohat. These females were belonging to economically poor families, and were the sisters of the male family members - who have father, and such poor family significantly experienced the conflicts between son and father at home. Study found that at such poor families where conflicts prevail between son and father, are mostly of arguments and exchange of harsh words, not of quarreling or of being becoming physical. Furthermore, such poor families used socio-relational skills for resolution of their conflicts, and these skills application has made positive impacts with respect to restoration of peace and efficient management of families. Therefore, it is recommended that socio-relational skills, inter-communication, and harmonious relationship be promoted among family members, and especially between sons and father InshaAllah.

Keywords: Economic, Family, Management, Poor, Socio-relational skills

Introduction

Defining a Human Family

A family, is a constellation of persons that gathers because of relations and marriage bonds, blood relations, adoption of someone, comprising one house and relationing with one another in their concerned social statuses, mainly comprising of parents, children, siblings, and spouses (Brown & Brown, 2014). The objective of the family is to endure well-being of its members, and of community; especially, families provide structure, predictableness, and safeguard as individuals socialize and mature for participating in society (Collins, Jordan, & Coleman, 2019). Historically, majority societies customize family basically for attachment, nurturance, association, socialization, and education. Family linkage is a particular trait of a family's relations, and it also aids as a source of parental and family's warmth, closeness, support, and receptivity. Such family trait can be visualized whenever a family endure emotional connection of one another through development of mutual rituals, celebrations, and traditions

of family (Manzi & Brambilla, 2014). Among basic family functions, involves provision of an outline for production and reproduction of people biologically, and socially. Such phenomenon can occur through sharing of material commodities (for example foodstuff); provision and reception of nurture and care (nurturance affiliation); jural rights and obligations, as well as, moral and sentimental ties (Murdock, 1950; Rivière, 1987; Russon, 2003; Schneider, 1984).

Conflicts within a Family, Especially Between Son(s) and Father, and its Causes

The conflict occurs in individuals' day-to-day lives. However, conflicts are the generational processes that are often aggravated. The conflicts can not be avoided in domestic and international relations. Divecha (2020) shares that probably, it is beyond reality with respect to expecting that a relationship will be remaining harmonized every time; intermittent interruptions and differences are a reality of life which may support a family in growing and moving ahead, absorbing change. Goldenberg (2017) reveals that astonishingly, mostly families exert resilience; having the ability of withstanding and recovering from serious conflicts among members of a family, and fast retrieval to routine patterns of interaction. Sori, Hecker, and Bachenberg (2016) informed that reiterating conflict occurrences, can be harmful for members of a family, particularly for children, adversely impacting their physical and mental health.

In families, conflicts between parents and their children are common. It involves difference in perspective, values, wishes and desires between two generations which create tension and difficulties in relationship. Conflict can occur due to different reasons like, differences in lifestyles, beliefs, demands, and over individual freedom. Parents often create a controlled environment for creating safety and stability for their children, while children have their own opinions and want to explore the world around them through their own perspectives, which affect their relationship with their parents. Family conflicts arise due to communication gap, lacking to understand, and due to misjudging each other. The children, as well as parents, usually do have varying experiences and anticipations with respect to personal growth. Lacking of flexibility, and understanding, conflict can arise between children and parents (Hanh, 2023).

In a family, every individual wants acceptance and recognition of his/her ideas and arguments, hence sometime parents demand more recognition as compared with their children because they are the elder generation, this situation can also cause problems (conflicts) between parents and their children (Sattar et al., 2023). Research findings explored that the parents belonging to economically poor families face many difficulties, and as a result they experience more stress, consequently raising their inclination of adopting strict parenting practices undermining relationships among parents and children (Ho et al., 2022). The conflict within a

family is the active resentment among its members; such conflicts can be physical, verbal, psychological, and or financial. A conflict can be among a couple or among children and parents, or can be among siblings (Bowlby, 1982). Additionally, it is known that few of phases the families go through can result in conflicts among its members, for example, when a girl come to new home after marriage, after their baby's birth, birth of more child(ren), a child(ren) becoming young person(s), and youth are going to be transformed as adults. All such phases can cause variant potential conflicts and stresses (Eisenberg, Zhou & Koller, 2001). Additionally, Davies and Cummings (1994) stated that the conflicts among parents and children's adjustment are interlinked. The children having disturbed household conditions can be much exposed to emotional uncertainty. The children learn from parents with respect to art of living within family and outside of their homes, if children continuously hear awful comments from father against mother or from mother against father, their relations can be impacted with their parents adversely.

Ngai et al. (2013) found that parent-child relationship is key in life; during childhood the children are at a greater risk to develop behavioral and mental issues, particularly the underprivileged one, those who are without significant parental attention. Similarly, another cause of conflict between son and father is 'differences'. Personality differences, differences in expressing opinion, differences in career options available to the child, difference in dressing and choice of friends, difference in a set bed time, type of Television/Video programme to watch, difference in outing and parties, choice of school and religious beliefs among others. The children's relationship with their parents is getting complicated during the period of adolescence. The children demand independence while parents try to balance between their own expectations, and their child's demands. Such changes can produce more recurrent and forceful conflicts between children and parents, which will, as a result, cause problem behaviour among children (Ergin, 2022). Ho et al. (2022) found that majority (poor) participants shared that they experience stress as their child(ren) grow up and start making comparing themselves with their class fellows. The children want parents to buy certain objects, similar to their class fellows.

Socio-Relational Skills and its Application to Conflict Resolution Between Son(s) and Father

Acquiring of productive skills with respect to conflict resolution at earlier stages of lifespan can support children with respect to cultivating in them empathy, self-regulation, and problem-solving capabilities serving them through their lifespan. Conflict is necessary fragment of lifespan, as with the passage of time children grew up and intermingle with others, they for sure face disagreements and conflicts. Teachers and parents play a key role in exhibiting resolution of conflict and socializing children with

specific approaches of working through problems. While socializing children through the process, society can set their direction for accomplishment in circumnavigating conflicting prospect conditions independently. As, a father shapes more egalitarian of family's conflict management style, all family members will be more probable of experiencing secure and with comfort. Such style shapes a condition of honesty and openness, which families socialize to help one another during conflicts, instead of attacking or using put downs against each other (Tiret, 2012). Father can provision safe affiliation, opportunities, and sensitive play in society which help children's emotional and social learning. Father is key for children's social skills' development, their ties with friends and peers, their capabilities of resolving conflicts, and their capabilities of concentration. Father is a key provisionary for his children of social openings within the mainstream society. In short, he is a means to children's enduring success, and resilience at family and at outer community (Parke, 2018).

When conflicts arise, these can be resolved positively through conflict resolution training for all involved parties (Santrock & Roehrig, 2024). Conflict is inevitable part of all relationships, it may cause major discord between two people, or can cause simply petty ignition that has built up over time. The emotional awareness is one of the main skills for conflict resolution. It is the key to understanding oneself and others' feelings and emotions. If an individual is not aware about his/her feeling and the reason of that specific feeling, he would not be able to communicate effectively and can not be resolving disagreements. Emotional awareness, consciousness, and capability of managing one's feelings suitably, are the foundations of a process of communication which help in resolution of conflicts. When conflict and disagreement arise in a relationship, counseling may help to lighten up and restore a sense of connection. In other words, counseling makes them able to take right decisions that will help them in making proper adjustment. Sutton (2021) informed that it is not possible that we can avoid all types and forms of conflicts every time, hence we can try to make the environment of a family reducing undue friction, controlling misunderstandings and rifts to grow, and we can attempt to grow and move forward. Our communiqué, in which whatever we pronounce and the way we pronounce it - does remain key and can advance over passage of time through practice and an enhanced consciousness of each other's needs. The family members can do acquire techniques and skills of improving resilience, self-regulation, and coping strategies of strengthening inner structures.

There are many skills which can resolve conflict and these skills are: skills of effective communication, attentive listening, patience and positive discussion, learning impartiality, avoiding criticism of positive attitude, and ignoring negative remarks of others. Socio-relational skills mean to communicate effectively and

positively, always startup conversation with something positive, expressing appreciation and focusing on problem solving and taking responsibility for thoughts and feelings (Gottman & Declaire, 2002; Gottman & Silver, 1999). Tucker (2022) share that the socio-relational skills comprise of the ability of persons with respect to self-advocating and effective communication and for evolving productive and healthy relations, shaping and sustaining deferential friendship. Social skills include a person's ability of communicating effectively, building vigorous relationships, and becoming able of resolving conflicts of interpersonal nature. Conflict resolution is the process of managing clashes effectively, and improvement of relationship without doubts and misunderstandings (Jones & Randy, 2003).

Material and Methods

The research is conducted while using qualitative methodology for analyzing the phenomenon under study. In order to get extended details on experience of respondents' from economically poor families with respect to socio-relational skills application analysis for son-father conflict resolution, for efficient management of families, researchers have applied qualitative method. This method helped in gathering primary data based on respondents' perceptions, feelings, and experiences, with respect to knowing that to what degree the socio-relational skills play role in son-father's conflict resolution, for efficient management of families, as it was the core objective of the study.

Population of the Study

This study focused on Kohat District (which comprise of Tehsil Kohat, Tehsil Lachi, and Tehsil Gumbat). Kohat District was selected for study because collection of primary data was easier for researchers. The norms, values, and culture of this area were known to the researchers.

Sampling Process

In qualitative research, non-probability sampling technique is usually applied to select potential participants for in-depth analysis of phenomenon under study. In the present study, samples were taken from population according to the objectives of the research. Non-probability sampling method is mostly used in qualitative studies, therefore in order to reach the participants, the non-probability sampling method was applied. Realistically, the research applied expedient sampling method for the researchers to approach and select samples and then took primary data from the participants. The primary data was collected through an interview guide. The participants from economically poor families were accessed at their homes. Total 18 female respondents were qualitatively interviewed from the community of District Kohat, while selecting 6 respondents from each three Tehsils of District Kohat, i.e. Tehsil Kohat, Tehsil Lachi, and Tehsil Gumbat. These females from economically poor families were the sisters of the male family members - who have father, and only such poor

families were selected who have significantly experienced the conflicts between son and father at home.

Research Instrument and Data Analysis

An interview guide was developed for qualitative data collection. The interview guide contained open-ended questions, for taking in-depth information from the female respondents. Data analysis is the process of systematically collecting, organizing, analyzing, and interpreting data in scientific manner. A qualitative thematic data analysis was made by the researchers to learn about participants' perspectives on the study phenomenon.

Ethical Considerations

The researchers assured all conceivable ethical deliberations with respect to research's sensitivity. Ethical deliberation in the current research comprise of known participation, privacy and norm of participants' safety. The qualitative interviews were held in a custom which (included questions) may not impair spirits of any participant. Afterwards, the participants were guaranteed that the primary data taken from them will be utilized purely for academic and professional purposes assuring participants confidentiality and non-harm InshaAllah. And as a compliance, the primary data is included and described in the research's text with unrecognizability in order to evade any portrayal of private info of respondents.

Results and Discussion: Thematic Data Analysis

Theme-I: Prevalence of Son-Father Conflict and its Causes

The respondents from economically poor families shared that conflicts do occur at their homes, hence with less frequency. The respondents shared that conflicts occur, hence such conflicts are based on arguments, and usually physical rows are not occurred Alhamdulillah. The respondents shared that the one of the cause of such conflicts is that father is blamed for considering sons' unequally responsible for household expenses; this is an economic cause. The family's poverty and their inability to bear household expenditures serve as a key cause for such family conflicts, which hurdles in efficient management of families. Respondents shared that, in case, some difference is occurred among brothers, then father sometimes treat them varyingly. In usual cases, sons do not talk directly with their father, many times they share their issues with their mother(s) or sister(s). Another cause of son-father conflict according to the respondents is communication gap, sons mostly share their wishes, needs, and problems, with their mothers, they feel less comfortable to share these with their father openly. All of their wishes, due to poverty, can not be fulfilled by their father.

The respondents shared that in their homes son-father conflicts do occur but with less frequency. Sometime, sons and father disagree with one another on sons' life matters such as education. For example, sons want to get education in private institutes hence father cannot afford high fee/cost of

private institutes due to poverty, so sons misperceive that their father do not love them or do not want to spend money on their desired education place, so they feel frustrated, argue, or use harsh words with their father. Another reason of sons' arguments with father is over matter of marriage, sometimes sons want to get married with their classmates or females of their choice, hence their father wants them to get married within their family (i.e. with uncle's daughter or with some other female relative). Herein, a factor of marriage expenditures and cost is involved. The respondents shared about the sons' views that sometime they consider their father as authoritative attempting to do all of their family members' life decisions by himself, without consulting other family members. Other than these, sometime when sons come to home late night, the father get angry on them and this causes conflict or stress between them. The father do it for the efficient management of home affairs. The respondents also shared that when any conflict arises between sons and father, it makes their home environment disturbed.

The respondents also shared that their father is cooperative, hence one of the other reason in their family of father and sons' conflicts were the generational gaps. Young generation have their own point of view about the world around them, and they usually expect more facilities from parents, which parents (father) is generally unable to afford. While the father expects their sons to act and live economical life like their father, the way a father talked to elders, the way father reacts in varying situations, while sons usually acts like they see their age fellows, and this all creates conflicts. Such conflicts badly affect their home environment.

Theme-II: Socio-relational Skills and its Application to Son-Father Conflicts Resolution

Almost all respondents shared that they know about socio-relational skills. According to them the socio-relational skills mean to communicate positively and share one's problems with one another. By the respondents, the socio-relational skills are understood as the ability of someone to resolve differences through positive communication, while accepting each other's point of view on issues of conflict. In majority respondents' families, the socio-relational skills were used for resolving their family issues, and this works positively and effectively. Usually, when father talks to his sons politely and tells them that he sometime uses harsh words or become angry; he does it for their better future and safety, and that is also due to his poor economic condition, then the sons understand father's point of view, and realize about their own mistakes and inappropriate behaviour. Respondents shared that through socio-relational skills, son-father conflicts can be resolved or minimized.

The respondents shared that the socio-relational skills are used in their homes for conflict resolution, however sometime it takes time because when sons and their father get angry, they less

try to understand each other, and they do not listen each other that time. Hence, after sometime when they become relax, the mother and sisters talk to both son and father, make them realize about their mistakes. The family females persuade them so that they should think about their improper behaviour and harsh words, as a result most of the time they both realize the situation, understand, and start talking with one another and resolve their problem i.e. the conflict. Some respondents shared that the sons mostly remain comfortable while sharing their problems with father. When any issue arises between sons and father, they sit together and communicate with each other, this communication most of the time resolve the issues of conflict, hence sometime leads to generation of more arguments.

The respondents shared that when son father conflict arise, then they solve that conflict through application of socio-relational skills, and mother play a vital role in conflict resolution between them, she talks to them politely and both of them realize about their harsh unwanted behaviour. When the sons apologize their father, the father response them positively and they solve their issues in a good manner. According to the respondents, sons and father communication is mostly honest and formal. Father always teach his sons how to react in any situation and how to handle his own and family issues, in a particular economic condition rationally. Father mend his sons' behaviour by talking with them positively, listen their ideas and point of view, and the sons give good and positive response, and respect to their father when they feel safe and secure by their father. A father gives high level of socioeconomic support to his sons in every field of life, either in their education, professional career, mending their behavioural problems and or in resolving problems regarding their job, peers, and family issues etc., this all lead toward efficient management of a family.

The respondents share that socio-relational skills play a vital role in sons and father conflict resolution. Respondents share that father is usually cooperative, when he realizes that what his sons want to say or he think about any decision, he talk to his sons and manage their differences. The respondents also shared that when the sons realize about their misbehaviour with father, they apologize father, and the father accept it and teach his sons politely about how to react and respond to others when one faces some disagreement with them. Sons are more comfortable to share their problems with their mothers rather than father, in usual cases. The respondents shared that the father socializes sons through dialogue and through sharing of his life experiences. Respondents also shared that through application of socio-relational skills, father give best support to his sons economically, psychologically, emotionally, and socially. In case any issue or conflict arises between sons and father, and whenever sons attempt to initiate in resolving conflict, father give them good response.

Some respondents also shared that in their homes the father and sons communicate openly and honestly, they freely share their thoughts and try to understand each other. The father and sons usually do conversation regarding values, beliefs, relatives, family life, economic conditions; father also share with his sons about his life experiences. The respondents shared that father usually play determinant role in decision making because he is the head of the family. Father gives high support to his family, especially to his sons, and sons in almost all cases try to copy their father in majority aspects of their lives i.e. either psychological, emotional, economic, or social. Father is the responsible member of his family, and he gives psychosocial and economic support, and guidance to all his family members during normal course of life, and amid challenging times. The use of socio-relational skills can finish/end or minimize conflict between sons and father. If father explains the context of his anger, the sons can understand their father's strictness and will not feel frustrated, which brings good and positive impact with respect to their relationship. The respondents also shared that if any issue arises between sons and father at their home, the sons mostly initiate for apology and father forgives them, which affect positively for maintaining good, productive, sustainable enduring family environment.

Conclusion

Socio-relational skills are the ability of individuals to communicate effectively, accept the other person's beliefs and thoughts, and build healthy and productive mutual relationships. These skills are very effective for resolving son-father conflicts, in economically poor, as well as, in well off families. The researchers find that in Kohat District son-father conflicts do occur, but in less frequency. These conflicts bring tension and depression among family members because both the son and father are the dominating members of a family, and most of the decisions are taken by either father or (elder) son. According to the respondents, in addition to poverty, there are many causes of son-father conflicts. These causes include generational gap between them, poor economic condition, property distribution among their children, sons' excessive use of mobile phone, coming late night home, sons' studies and career selection, marriage issues etc. When any issue arises between son(s) and father, they try to solve it through communication. If any issue is not resolved through their mutual communication, the other family members who have good communication, convincing, listening, and counseling skills, do intervene and find a good solution for their conflict resolution.

Mostly, father is cooperative, very few are authoritative. In all cases, except a few, father is right – with respect to be a cause of son(s) and father's conflict. While, in all cases, except a few, son(s) is/are right – with respect to be a cause of son(s) and father's conflict. Father give support to his children economically, psychologically, emotionally, socially, and financially, which make

his son(s) psychosocially strong and capable of living their lives efficiently InshaAllah. Father do these sacrifices for the efficient management of his family. Mostly, people are aware of socio-relational skills, and they use these skills for problem solving, which make very pleasant impact on family's harmony and efficiency. Less number of sons remain comfortable to share their problems with their father, hence majority were comfortable and close to their mothers. Father socializes his sons through proper communication. They rarely punish their sons physically, they always give love and affection to their sons. If any issue comes between sons and father, sons do realize their mistakes and initiate for apologies and father give them good and positive response and accept their apologies. This ensure efficient management of a family's functioning.

Recommendations

- The father must educate his children about his economic condition, and poverty etc. While doing so and advising his son(s), the father should communicate softly and use friendly language while. The father shall be open to listen his son(s)' point of view and opinions. Father should build friendly and cooperative relation with his son(s). Whenever father communicates with his son(s), he must be democratic, polite, and positive.
- When father deals his son(s) regarding financial matters, property, children's studies, and choosing career, use of cell phone, marriage, and returning late night home etc., he must deal his son(s) judiciously. Parents should appreciate and celebrate their children's efforts and achievements; they should not compare their children with other children.
- In case, a conflict arises between son(s) and father - that must be resolved while applying socio-relational skills. The use of talks, convincing, communication, relationing, and counseling; and this can result in conflict resolution InshaAllah

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