

Self-Concept Clarity and Self-Disclosure and Their Relationship with Late Adolescents' Conflict Management Modes

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ABSTRACT

The main development task of the adolescent is the formation and maturation of self-concept clarity, which reaches its highest level of rank-order stability at the age of late adolescence. Self-concept clarity refers to the extent to which self-beliefs are clearly and confidently defines, internally consistent and stable over time. The process of maturation and puberty which prompting adolescent's attempts in forming new relationships, as well as increasing self-disclosure behavior between them. Self-disclosure is any message about the self that person communicates to others. On the other hand, the process of attaining autonomy during adolescence also increasing the frequency and intensity of conflict, which conflict management becomes important in this development period. Conflict management depicts an individual's behavior in dealing with a conflict situation. This research examines the relationship between self-concept clarity and self-disclosure with conflict management modes in late adolescence. Used by this research are the Self-Concept Clarity Scale, Revised Self-Disclosure Scale, and Thomas-Kilmann Conflict Mode Instrument in examining variables of the research. Involving 508 late adolescents with a conflicting situation with their significant others, and using multiple correlations are proven that self-concept clarity shows a positive significant correlation with the usage of collaborating and compromising modes particularly in a conflicting situation. Also shows that the dimension of self-disclosure, specifically intend to disclose, amount factor, honesty-accuracy, and control of general depth, are found to have a positive significant correlation with the preference of conflict management modes.

Keywords: *self-concept clarity, self-disclosure, conflict management modes, late adolescent*

1. INTRODUCTION

Statistics Indonesia [1], show an increasing number of adolescents in the past year. Steinberg [2] categorized an adolescent's developmental period into three phases, early, middle, and late adolescence. The adolescent development period in which the conception of clear self-concept is started to form and become the main development task for adolescents in this developmental period [3]. Also called self-concept clarity, which shows the extent to which the contents of an individual's self-concept (e.g., perceived personal attributes) are clearly and confidently defined, internally consistent, and temporally stable [4].

Self-concept clarity starts its formation at the age of early adolescence [5], and coming to its derivation of rank-order stability, at the age of middle adolescence [6]. Causing by temporary change and transitional period in adolescent life, causing them to redefine their self-concept. After their self-concept is redefined clearly, and become mature enough to accept new social roles, thereby generating the enhancement of self-concept clarity, which reach its rank-order stability peaks, at the age of late adolescence. By that,

making the late adolescent period become the most important and latent period in examining self-concept clarity [6].

Causing by maturation and puberty, adolescent also increasing their attempt in reaching their autonomy from their parents [7]. Following their attempt, adolescents start to form a new relationship outside the family setting, and by that, increasing self-disclosure behavior amongst adolescents [8]. Self-disclosure is defined as any message about the self that a person communicates to others, with the extant degree depending upon the perception of the message by those involved. Meanwhile, the process of self-disclosure is the process, of communication through self-disclosive messages [9]. Self-disclosure is the key element of adolescent development period. Using as the key formation and maintenance of the relationship, also as the solution given to adolescent's disputes and concern. Making the adolescent period the most latent developmental period on examining the stance of self-disclosure [10] [11]. Adolescent's attempts on their individuation, also causing conflict with their parents. Caused by different opinions and

perspectives relating to autonomy, and also arising conflict's frequency and intensity among adolescents [12]. Taken the form of disagreement, aversion, and argument, conflict is normal in all enduring relationships [13] [14]. With the increasing number and its intensity of conflict, also to be known as the adolescent rebellion period, making conflict management become an important skill to be acquired by adolescent [15]. Conflict management is any given response and action by individuals in a conflict situation. Based on two basic dimensions, namely assertiveness, and cooperativeness, conflict management is also categorized into five modes that are, competing, collaborating, compromising, avoiding, and accommodating [16]. Modes alone, depicting conscious or unconscious response patterns that have been done by two or more conflicting parties [17].

A higher level of self-concept clarity is known to be related to more adaptable conflict management [18]. Alongside previous findings [19], noticed that self-disclosure capable of predicting management of conflict situations in adult respondents, recognizing and understanding feelings, perceived inclination, and judgment of other parties in a conflict situation. Moreover, self-disclosure predicting future conflict caused by the same issues, as well as its management [20].

1.1. Our Contribution

This research presents some improvements based on self-concept clarity, self-disclosure, and conflict management theory, especially on the late adolescent population in Indonesia. Aims of this research are examining the correlation between self-concept clarity and self-disclosure with conflict management modes in late adolescents. Known as the adolescent rebellion period, where most conflict arising in contrast to other development periods, conflict management skills have become critical to comprehend. Likewise, where self-concept clarity becomes the main developmental task and the increasing amount of self-disclosure process, it is shown that improvements are feasible for empirical knowledge and deposition.

1.2. Paper Structure

This paper is organized as follows. Section 1 introduces the phenomenon underlying the research question and hypothesis. Section 2 introduces preliminary studies as well as theories that are essential in this research. Section 3 shows research methods, models, and participants based on the total number of populations. In section 4 are included research findings and discussion materials. At last, section 5 providing the research conclusion and direction for future research.

2. BACKGROUND

2.1. Self-Concept Clarity

Self-concept clarity, defined as an individual's belief about themselves which is clearly defined, internally consistent, and stable over time [4]. Also defined as, not having a conflicting belief about oneself, self-concept clarity depicting a consistent perspective about self from time to time. Being a part of self-concept, self-concept clarity including knowledge as well as evaluative components about themselves. Knowledge components are based on a specific characteristic of the individual, such as physical characteristics, roles, values, and personal goals. Meanwhile, the evaluative component of self-concept clarity defined as general evaluation about the self, encompassing self-efficacy and self-esteem [21]. Self-concept clarity focusing on the temporal stability of the self-beliefs and self-consistency, as well as focusing on general clarity itself, and the long-term goals of the individuals [4]. Specifically, self-concept clarity focusing on the organization of information about every aspect of oneself, and how individuals represent themselves in the context of social roles [22]. Along with, how different aspects of self-concept are accepted as a whole, and relatively stable over time [23].

2.2. Self-Disclosure

Self-disclosure might be defined as "any information about himself which person A communicates verbally to a Person B" [24]. Self-disclosure as well as the process of generating any information about oneself to others can vary based on the level of self-disclosure as well as the perception of the information receiver. The process of disclosing information can be done verbally [25] by oneself to others, as well as non-verbally through clothes or religious attributes [26]. Self-disclosure itself is a conscious behavior and having a purpose in it. It also happened when a person intending to disclose to other people consciously with ulterior motives beneath [27]. Based on those assumptions, self-disclosure into dimensions, namely (a) amount of disclosure would play a role in showing the frequency and duration of the disclosure process; (b) control of general depth shows how the individual is trying to control their depth of the message and self-perceived intimacy of the information-topic related; (c) honesty-accuracy which the individual perceives himself and is subsequently capable of verbalizing those perceptions; (d) intend to disclose is the intent or willingness of the individual to make self-revealing disclosure, and lastly; (e) positive and negative aspects which played the role as an evaluator of the disclosed information.

2.3. Conflict Management Modes

Conflict management modes are defined as actions taken by an individual in conflict settings. Conflict depicting which situations that causing concerns between two or more parties [16]. Process of conflict management including a series of event in conflicting setting, entail every activity, mental or every action taken by two or more conflicting parties. Meanwhile, the structure of conflict management entailed the boundaries between action taken by parties involving in conflict situations [28].

Modes alone depicting the responses patterns by two or more parties in conflict settings, consciously or unconsciously [30]. A person can act differently in any given conflict setting, based on two basic dimensions: (a) assertiveness, in which individuals attempt to satisfy the need and concern of oneself, and (b) cooperativeness, in which individuals attempt to fulfill the needs and concerns of others. Both of these dimensions are used to define five modes in conflict management, are (a) competing, where individual attempts to fulfill their own needs, being uncooperative, and power-oriented in managing conflict. People tried to fulfill their needs in any way possible, as well as getting the hold of their rights and opinions, whit the purpose of winning the conflict; (b) collaborating, with the high level of assertiveness and cooperativeness, this mode emphasizes working together with other parties in conflict to find the solution which fulfills and satisfying both needs and concerns. As well as the attempts in understanding and resolving issues underlying the conflict; (c) compromising, with a moderate level of assertiveness and cooperativeness, depicting the process of finding the solution which satisfies both needs, as well as finding middle ground on conflict issues; (d) avoiding, with individual attempts on withdrawing from a conflict situation, postponing an open discussion until further notice, as well not openly communicating their needs and concerns to other parties, and (e) accommodating, where individual are willing to giving up their needs and concerns to fulfill others. As well as depicting the component of self-sacrifice, taken the form of generosity, and conform other's needs [16] [30] [31].

3. METHODS

Non-experimental qualitative research and purposive sampling technique are used in this research. Multiple correlation techniques were applied in finding the correlation between self-concept clarity and self-disclosure with conflict management modes in late adolescents in this research. The characteristics of the respondent were those who happened to have a conflicting situation with their significant others (mother, father, siblings, peers, and romantic partner) with the age range of 18-21 years old or under the late adolescent category. Reached by the number of 508 participants, collected from October 19th – November 8th 2020, which consisted of 85,2% female and 14,8% of the rest are male. General description of respondent divided based on gender, age, the target of self-disclosing behavior, conflicting target, cause of conflict, as

well frequency of conflict modes used in a conflicting situation. Descriptions are shown in the table below.

Table 1 *General Description of Respondents*

Respondent Characteristics		N (508)	Percentage (%)
Gender	Male	75	14,8
	Female	433	85,2
Age	18	117	23
	19	97	19,1
	20	139	27,4
	21	155	30,5
Target of disclosure	Best friend	192	37,8
	Mother	117	23
	Romantic partner	96	18,9
Conflict target	Peers	148	29,1
	Father	100	19,7
	Romantic partner	78	15,4
Cause of conflict	Disagreement	55	10,8
	Misunderstanding	54	10,6
	Romance	34	6,7
Conflict Modes	Competing	25	4,9
	Collaborating	56	11
	Compromising	148	29,1
	Avoiding	129	25,4
	Accommodating	150	29,5

3.1. Measurement Reliability of Self-Concept Clarity Scale

The self-Concept Clarity Scale (SCCS) [4] was used in this research. Using a 5-point Likert scale and 12 items to measure the clarity of the self-concept. Reliability test results show an item-total correlation of more than .2 and thoroughly valid and reliable.

3.2. Measurement Reliability of Revised Self-Disclosure Scale

Revised Self-Disclosure Scale [9] using 7-point Likert scale, and consisting of 16 items defining 5 dimensions; (a) intent to disclose; (b) amount factor; (c) positive-negative factor; (d) honesty-accuracy; and (e) control of general depth. The reliability test result shows that only 13 out of 16 items total are valid and reliable, with an item-total correlation score of positive and negative factor dimension falls under.2 which conclude as not valid and reliable and not included in further test in this research.

3.3. Measurement Reliability of Thomas-Kilmann Conflict Mode Instrument

Thomas-Kilmann Mode Instrument [10] consisting of 30-pairs of forced-choice items, based on the theoretical reference of The Managerial Grid. This total of 60 items statement, underlying statistical distribution is said to be random, was paired with other conflict modes as much as

three times. With every item depicting one mode each, the total raw score is 12 for every mode. Item-total correlated which falls over .2 are found on 9 items on competing modes, 5 items on collaborating modes, 3 items on both compromising and avoiding modes, and 10 items on accommodating modes.

4. FINDINGS AND DISCUSSIONS

Descriptively found on this research are, late adolescent’s level of self-concept clarity is founded to be relatively low. Contrary to previous finding [32], self-concept clarity was found to be increased by age, and this low level is explained by other factors, such as increased level of anxiety and stress [33] [34], a transition period that might cause shifting process in many aspects of adolescent’s life [35], as well the high intensity of social media usage [36].

Much as the level of self-disclosure founded to be relatively high. Best friends (37.8%) are the most targeted subject in self-disclosure behavior, followed by mother (23%) and romantic partner (18.9%). Dissent (10.8%), misunderstanding (10.6%), and romance (6.7%) are the most common source of conflict. Peers (29.1%), fathers (19.7%), and romantic partners (15.4%) are founded to be the most often conflicting subject. Whilst accommodating modes (29.5%) are widely used in conflicting situations among late adolescents, followed by compromising modes (29.1%), avoiding modes (25.4%), collaborating modes (11%), and lastly competing modes (4.9%).

The hypothetical test used in this research is Pearson correlation analysis, as a result of normally distributed variables. The results showed that self-concept clarity was positively correlated with collaborating and compromising modes of conflict management modes. Both, indicated by $r = .227$ and $p = .000 < .05$. Supported by previous research, also found that there is no significant correlation between self-concept and accommodating modes, and concluded that passive action in conflict management can appear as the result of fulfilling other’s need, assumption of other’s need is more important than self, and respect and likeableness of other parties in conflict situation [37] [22].

No significant correlation was found either between self-concept clarity and avoiding modes based on the research’s result. In line with previous research that found, the late adolescent with a higher level of self-concept clarity was found to be more able in handling negative feedbacks which often emerge in a conflict situation. Therefore, adolescents are more capable of focusing and using their cognitive resources in active problem-solving activities, rather than conflict withdrawal [38] [39] [40].

Table 2 *Correlation Test Result between Self-Concept Clarity and Conflict Management Modes*

Modes	r	p
Competing	-.007	.883
Collaborating	.227**	.000
Compromising	.227**	.000
Avoiding	.042	.343
Accommodating	.025	.572

Descriptively found by this research, a quite high level of self-disclosure behavior among late adolescents. Explain by previous research [41], the increasing level of self-disclosure behavior is supported by the process of the cognitive and social development process that happened along the adolescent developmental period, as well as their perspective-taking skills, which help them to understand and interpret other people’s desire and needs.

Moreover, a correlation test was conducted between four out of five dimensions of self-disclosure and conflict management modes. Found by this research intends to disclose dimension was found not correlate any of conflict management modes. Often argued, trust is the antecedent to intent or conscious willingness to disclose [42]. Stated that individual will permit themselves to be known to others when he/she believes in the audiences, and where self-disclosure follows an attitude of love and trust [43]. Contrary to this finding, prior research found that trust and constructive conflict are tightly and positively related, which higher level of trust leads to more cooperative behaviors [44].

The result shows that the amount factor was found to be negatively significantly correlated to collaborating modes ($r = -0.154$, $p = 0.01$) and compromising (-0.093). Amount factor dimension that explaining the duration and frequency of disclosure, is found to be negatively correlated with collaborating and compromising modes. Explained by previous research shown that increasing amount of frequency in self-disclosure process, correlated with the depth of disclosure which represent the level of intimacy of disclosive information, and causing information that is disclosed to be less intimate and more peripheral [45] [46]. Also, the level of intimacy found to be affecting how individuals dealing with conflict, by means, high level of intimacy will be increasing the probability of individuals using cooperative behavior in a conflicting situation [47], depict as compromising and collaborating modes in this research.

Honesty-accuracy was found positively correlated with competing modes ($r = 0.098$) and negatively correlated with collaborating ($p = -0.189$) and compromising (-0.147), which both falls under the significance of 0.01. Complementing the previous research shows that increasing the level of honesty will cause a decreasing level of cooperativeness in university students. Explaining through the correlation, previously found that assertiveness, has also known as an individual’s capability in openly communicating their needs, and found to be linearly correlated with honesty [48]. Also found to be negatively correlated with collaborating modes, which previously found that honesty is decreasing the level of cooperativeness in conflicting situations among students [49].

Control of general depth, under the significant level of 0.05, was found to be positively correlated with competing modes ($p = 0.093$). Demonstrated by assertiveness theory [48], indicating that assertiveness encompassing the behavior of disclosing most intimate feelings whilst maintaining an individual’s right, which depicting the definition of control of general depth. Also found that significantly positively

correlated with accommodating modes ($p = 0.097$) and negatively correlated with avoiding modes ($p = -.094$). Describe by previous research, reciprocal self-disclosure may result in an increasing level of intimacy, which interpret as control of general depth in this research [27] [50]. Individuals with a higher level of intimacy in their relationship, accord priority to the open discussion rather than withdrawing from a conflict situation, where this explaining the negative correlation to avoiding modes.

Whilst, the same research also shown that intimacy level is positively correlated with more constructive problem-solving, and maintenance of conformity of relationship, which leads to the usage of accommodating modes in conflict situations [51] [52]. By which means, explaining this research's result are found to be negatively correlated with avoiding modes, and positively correlated with accommodating modes. Further results are shown in the table below.

Table 3 *Correlation Test Result between Self-Disclosure Dimension and Conflict Management Modes*

	Competing		Collaborating		Compromising		Avoiding		Accommodating	
	r	p	r	p	r	p	r	p	r	p
Intend to disclose	0.024	0.582	0.087	0.050	0.037	0.408	-0.019	0.661	0.048	0.284
Amount factor	-0.030	0.502	-.154**	0.00	-.093*	0.037	0.022	0.616	-0.019	0.662
Honesty-accuracy	.098*	0.028	-.189**	0.00	-.147**	0.001	-0.078	0.080	-0.017	0.698
Control of general depth	.093*	0.036	0.071	0.108	0.055	0.219	-.094*	0.034	.097*	0.028

Furthermore, additional correlational analysis was conducted based on demographic characteristics such, gender and age to the level of self-concept clarity, self-disclosure, and conflict management modes. Using the crosstabs method, the result shows that there is no significant difference in self-concept clarity level and self-disclosure based on gender, but it is significantly different on self-concept clarity level and self-disclosure based on age, indicated by Person's Chi-Square. On the other hand, found no significant difference in conflict management modes, based on gender and age.

5. CONCLUSIONS

Based on the results found in this research, shows that there was a significant and positive correlation between self-concept clarity and self-disclosure with conflict management modes in late adolescence. Based on correlation test, shows self-concept clarity significantly correlated limited on compromising and collaborating modes of conflict management, and having no significant correlation to competing, avoiding, accommodating modes. By this research are shown that a higher level of self-concept clarity is found to be correlated to more cooperative and proactive conflict management modes, which are shown as compromising and collaborating modes in this research.

Also shown, intend to disclose dimension are found not to be correlated to any conflict management modes, while the amount factor is negatively correlated with collaborating and compromising modes, and showed no correlation to other modes. Honesty-accuracy dimensions are found to have a positive significant correlation with competing modes and negatively correlated with collaborating and compromising. Lastly, control of general depth is shown to have a positive significant correlation to competing and accommodating modes, and negatively correlated with

avoiding modes. Concluded, the level of self-disclosure is found to be related to conflict management preference used, in the conflicting situation by the late adolescent.

5.1. Theoretical Suggestions

Further researchers are suggested to manage the gender ratio and age, to get more define and broader data on how demographic aspects, especially age which found to be related to variables, affecting research's respondents as a whole. Previously, stated that female adolescents feeling more petrify and fragile while facing a conflicting situation, whilst making female adolescents are more sensitive while expressing their emotions than their counterparts. Resulting in perception differentiation in dealing with conflicting situations, conflict management strategy, and evaluating other party's behavior.

As well, a quite high level of conflict found between mother and father with their adolescent is found to be quite high. Moreover, examining parenting style as well the intensity and duration of the conflict will also help in enriching the final data that will be collected, as well as taking into consideration putting intensity and duration of conflict as moderators.

5.2. Practical Suggestions

Shows by this research, a low level of self-concept clarity among adolescents. Expectantly for late adolescents to have a clearer self-concept, by knowing thyself, reflecting on past events and feelings, as well identifying weakness and strength to get more knowledge and evaluation about self. Parents and caregivers are expected in guiding adolescents alongside their developmental period, by showing support, actively listen, appreciating, and encouraging late adolescents, especially, in trying and mastering new things, and make themselves an advance. Community around

adolescents are expected to build a more constructive environment, in increasing their motivation in exploring new things, appreciating, and not forming any negative stereotype among adolescents, especially on self-disclosure behavior. Therefore, late adolescents are expected to have more clearer and stable self-concept, as well as maintaining their level of self-disclosure, which is already found to be at a tremendous level, thus leading to more cooperative conflict management.

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