



The Link between Attachment Style and Conflict Resolution Strategies in Romantic Relationships

Zulkifli Hasan¹, Tengku Ridzky¹, Ahmad Riau¹

¹Universitas Sumatera Utara

Corresponding Author: Zulkifli Hasan

Article Info

Article History:

Received April 01, 2025

Revised April 10, 2025

Accepted May 13, 2025

Keywords:

Attachment Style, Conflict Resolution, Romantic Relationships.

Abstract

In the current study, the connection between attachment styles and conflict resolution strategy in romantic relations is explored, and the results are placed in the context of the greater management literature. Although attachment theory has a long history of explaining individual variation in regulating emotions and interpersonal relations, little is known about how this theory applies to conflict management in organizational contexts. Based on a quantitative research design, a sample of adult participants was used to measure the levels of attachment orientations, including secure, anxious, and avoidant attachment, as well as the predictive relationship between these variables and constructive and destructive conflict management models. Inferential statistical tests; correlations, ANOVA and regression identified that secure attachment had positive relationship with integrative and constructive conflict strategy, while anxious attachment was positively related to escalation strategy and destructive strategy, and avoidant attachment was positively related to withdrawal strategy and disengagement strategy. Such results are not limited in intimate relationships but contribute to understanding how the dispositional orientations influence conflict management behaviors that individuals also apply to work-related situations. The results prove the relevance of recognizing attachment-sensitive tendencies in management, leadership and team work. To organizations, the research has practical implications: training and human resource development programs should target not only situational conflict antecedents, but also underlying dispositional orientations that affect behavior. Moreover, the research also demands reconstructing conflict competence as a process of psychological security and organizational arrangements that lead to trust and relation safety. The present study can be considered as an extension of the conflict management literature by providing a bridge between the psychological understanding and use in management. It highlights that the emotional structure of human relationships, which is based on attachment, continues to be the key to individual and organizational achievement.

Introduction

Romantic relationships represent one of the most significant forms of human connection, influencing individuals' emotional well-being, social functioning, and long-term life satisfaction. Central to the maintenance of such relationships is the ability of partners to navigate conflict effectively. Conflict is not inherently destructive; rather, it is an inevitable aspect of close relationships that, when managed constructively, can strengthen intimacy and mutual understanding. Conversely, when handled destructively, conflict may erode trust,

increase dissatisfaction, and ultimately contribute to relationship dissolution (Hood, 2024). Understanding the factors that shape conflict resolution strategies is therefore vital for both scholars and practitioners concerned with relational stability. Among these factors, attachment style has emerged as a robust predictor of how individuals' approach and manage conflict in romantic contexts (Sandua, 2024). Attachment theory posits that early interactions with caregivers create internal working models that guide expectations, emotions, and behaviors in adult romantic relationships (Chang et al., 2021). Adult attachment is typically conceptualized along dimensions of anxiety and avoidance, resulting in distinct styles: secure, anxious, and avoidant (Briggs, 2024). Securely attached individuals tend to trust their partners, seek support in times of stress, and regulate emotions effectively, which contributes to constructive approaches to conflict such as compromise, problem solving, and open communication (Youvan, 2024). By contrast, individuals with anxious attachment often exhibit heightened sensitivity to relational threats, fear of abandonment, and emotional volatility, which can manifest in conflict behaviors characterized by escalation, blame, or excessive reassurance seeking (Girme et al., 2021). Those with avoidant attachment typically value independence and emotional distance, often responding to conflict by withdrawing, minimizing the issue, or disengaging from communication altogether (Mishra & Allen, 2023).

Empirical evidence supports these distinctions. Secure attachment has consistently been associated with integrative and cooperative conflict resolution strategies that promote relationship satisfaction (Katz & Katz, 2022). In contrast, anxious attachment has been linked to destructive behaviors such as criticism, hostility, and coercion during disagreements (Overall et al., 2022). Avoidant individuals, on the other hand, often adopt withdrawal or avoidance strategies that suppress open dialogue and inhibit resolution (Cruz et al., 2022). Such maladaptive strategies are particularly damaging in long-term relationships, as unresolved conflicts can accumulate over time, undermining both partners' emotional security and relationship quality (Parada et al., 2021). The impact of attachment on conflict resolution also extends to relational satisfaction and stability. Research indicates that securely attached partners report higher satisfaction, better communication, and more stable relationships compared to insecurely attached partners (Zhang et al., 2022). Conversely, couples where one or both partners are anxiously or avoidantly attached tend to experience lower satisfaction, greater relational distress, and higher breakup rates (Vaillancourt et al., 2022). These findings underscore the importance of considering attachment style not merely as a background trait, but as a dynamic predictor of relational outcomes, particularly in the context of conflict management.

Conflict resolution strategies serve as a mediating mechanism through which attachment influences relationship outcomes. For example, secure individuals are more likely to engage in constructive discussions, which fosters greater intimacy and problem resolution, while insecure individuals are prone to maladaptive patterns such as demand-withdraw or mutual avoidance (Madigan et al., 2024). Over time, these behavioral tendencies shape the trajectory of the relationship, either reinforcing satisfaction or contributing to its decline. Thus, examining the link between attachment style and conflict resolution strategies is crucial to understanding the processes that underlie relational resilience and vulnerability. While much of the existing literature has focused on Western populations, recent studies emphasize the need to explore these dynamics in diverse cultural contexts, as cultural norms influence both attachment expression and conflict resolution preferences (Borawski et al., 2022). Collectivist cultures

may value harmony and indirect conflict management, which can interact with attachment tendencies in unique ways. This suggests that findings on attachment and conflict cannot be universally generalized without empirical verification across different settings. Despite growing interest, several gaps remain. Many prior studies have employed small sample sizes, qualitative observations, or clinical populations, limiting the generalizability of findings. Others have focused primarily on relational satisfaction without systematically analyzing the mediating role of specific conflict resolution strategies. By employing a quantitative approach with validated instruments, the present study contributes to filling this gap, providing empirical evidence on how attachment styles predict different conflict resolution strategies in romantic relationships.

Method

This study employed a quantitative, correlational research design to examine the relationship between attachment styles and conflict resolution strategies in romantic relationships. A correlational design was chosen because it enables the measurement of the degree and direction of association between variables without manipulation of conditions. In this case, the independent variable was attachment style, categorized into secure, anxious, and avoidant, while the dependent variable was the type of conflict resolution strategy used, measured across constructive, destructive, and avoidant approaches. The design provided a framework to assess not only the strength of association between these variables but also their predictive power. By adopting this approach, the study was able to generate empirical evidence on how attachment orientations influence relational conflict behavior, allowing statistical generalization to the broader population of individuals engaged in romantic relationships.

Population and Sample

The population of this research consisted of individuals currently engaged in committed romantic relationships of at least six months. This criterion was used to ensure that participants had sufficient relational history to encounter and report on patterns of conflict and its resolution. The sampling frame was drawn from adults between the ages of 18 and 40, representing a wide developmental range where romantic partnerships play a significant role in psychological and social adjustment. A purposive sampling technique was applied to recruit participants who met the inclusion criteria, while random distribution of the survey within this group minimized potential biases. The final sample consisted of 200 participants ($n = 200$), which met the minimum sample size requirement for correlational and regression analysis, ensuring adequate statistical power. The sample was balanced in terms of gender representation, with both male and female respondents included. Participants were recruited through online survey distribution and community outreach, providing both accessibility and diversity of responses.

Instruments

Data were collected through a structured self-report questionnaire comprising three sections: demographic information, attachment style, and conflict resolution strategies. Attachment style was measured using the Experiences in Close Relationships-Revised (ECR-R) questionnaire developed. The instrument includes two dimensions attachment anxiety and attachment avoidance which were used to classify participants into secure, anxious, and avoidant categories. Each item was rated on a 7-point Likert scale ranging from 1 (strongly disagree) to

7 (strongly agree). The ECR-R has demonstrated high reliability across diverse populations, with Cronbach's alpha values typically exceeding 0.85 for both dimensions. Conflict resolution strategies were measured using the Conflict Resolution Styles Inventory (CRSI) developed. This instrument assesses four primary strategies: positive problem solving, conflict engagement, withdrawal, and compliance. For the purposes of analysis, these strategies were categorized into constructive, destructive, and avoidant approaches. Items were rated on a 5-point Likert scale ranging from 1 (never) to 5 (always). The CRSI has been widely validated in romantic relationship research, with reliability coefficients above 0.80 reported in previous studies. Prior to distribution, the instrument underwent a pilot test with 30 respondents who were not included in the final sample. The pilot ensured clarity of items, assessed internal consistency, and confirmed the suitability of the instruments in the cultural context of the study.

Data Collection Procedure

The data collection process followed systematic steps to ensure reliability and ethical integrity. After securing ethical clearance from the appropriate institutional review board, recruitment messages were distributed through social media platforms, community groups, and personal networks. Participants were informed about the study's purpose, confidentiality provisions, and voluntary nature of participation. Informed consent was obtained electronically before participants accessed the questionnaire. The survey was administered through an online platform to maximize reach and convenience, particularly in light of participants' diverse locations. On average, completion of the questionnaire required 20–25 minutes. Data were automatically recorded and stored in a secure database accessible only to the researchers.

Data Analysis

Data analysis was carried out in several stages. First, descriptive statistics were generated to summarize demographic characteristics and provide mean scores, standard deviations, and frequency distributions for attachment styles and conflict resolution strategies. Next, Pearson product-moment correlation was conducted to examine the strength and direction of associations between attachment dimensions (anxiety and avoidance) and conflict resolution strategies. To test predictive relationships, multiple regression analysis was employed to determine the extent to which attachment styles predicted the use of constructive, destructive, and avoidant conflict strategies. This allowed for assessment of whether attachment styles accounted for significant variance in conflict resolution approaches beyond demographic controls. Additionally, ANOVA tests were used to compare differences in conflict resolution strategies across groups classified by attachment style. The level of statistical significance was set at $p < 0.05$. All analyses were conducted using the latest version of SPSS software.

Result and Discussion

The quantitative design and inferential statistical tests provided the foundation for identifying patterns between secure, anxious, and avoidant orientations and their corresponding conflict strategies. The analysis was expected to clarify not only the statistical significance of these relationships but also the practical meaning they hold for relational management and leadership studies. The following section presents the results of the inferential analyses, highlighting both the overall trends and the distinctive differences across attachment orientations.

Table 1. Correlation between Attachment Styles and Conflict Resolution Strategies

Variables	Constructive (r)	Destructive (r)	Avoidant (r)
Attachment Anxiety	-0.42	0.51	0.29
Attachment Avoidance	-0.35	0.27	0.56
Secure Attachment (reverse code)	0.48	-0.39	-0.41

Table 1 shows that attachment anxiety was negatively correlated with constructive strategies ($r = -0.42$, $p 0.001$) and positively correlated with destructive strategies ($r = 0.51$, $p 0.001$), suggesting that anxious individuals tend to escalate conflicts rather than resolve them productively. Attachment avoidance was also negatively associated with constructive strategies ($r = -0.35$, $p 0.001$) but strongly positively correlated with avoidant strategies ($r = 0.56$, $p < 0.01$), indicating a preference for withdrawal and disengagement during conflict. In contrast, secure attachment was strongly correlated with constructive strategies ($r = 0.48$, $p < 0.01$) and negatively correlated with destructive and avoidant strategies, confirming that secure individuals employ healthier approaches to conflict.

Table 2. Multiple Regression Analysis Predicting Conflict Resolution Strategies

Predictor	β	t	p
Attachment Anxiety	-0.31	-4.52	0.0001
Attachment Avoidance	-0.27	-3.98	0.0001
Secure Attachment	0.34	5.12	0.0001
$R^2 = 0.38$, $F(3,196) = 39.98$, $p 0.001$			

Model Predicting Destructive Conflict Resolution

Predictor	β	t	p
Attachment Anxiety	0.46	7.12	0.0001
Attachment Avoidance	0.19	2.91	0.004
Secure Attachment	-0.28	-4.37	0.0001
$R^2 = 0.42$, $F(3,196) = 47.49$, $p 0.0001$			

Regression analyses revealed that attachment styles significantly predicted conflict resolution strategies. For constructive conflict resolution, both anxiety ($\beta = -0.31$, $p 0.0001$) and avoidance ($\beta = -0.27$, $p 0.0001$) negatively predicted constructive strategies, while secure attachment positively predicted them ($\beta = 0.34$, $p 0.0001$). Together, these variables explained 38% of the variance in constructive strategies. For destructive strategies, attachment anxiety emerged as the strongest positive predictor ($\beta = 0.46$, $p 0.0001$), followed by avoidance ($\beta = 0.19$, $p = 0.004$), while secure attachment negatively predicted destructive approaches ($\beta = -0.28$, $p 0.0001$). This model explained 42% of the variance, highlighting the strong role of insecure attachment in predicting maladaptive conflict resolution.

Table 3. ANOVA Results: Differences in Conflict Resolution Strategies across Attachment Style Groups

Conflict Strategy	Secure (n = 85, M \pm SD)	Anxious (n = 65, M \pm SD)	Avoidant (n = 50, M \pm SD)	F (2,197)	p	Post Hoc (Tukey)
Constructive Strategies	4.12 \pm 0.65	3.25 \pm 0.72	2.98 \pm 0.81	32.14	0.0001	Secure > Anxious, Avoidant

Destructive Strategies	2.15 ± 0.71	3.78 ± 0.68	3.25 ± 0.74	45.89	0.0001	Anxious > Secure, Avoidant
Avoidant Strategies	2.01 ± 0.69	2.89 ± 0.72	3.92 ± 0.70	51.23	0.0001	Avoidant > Secure, Anxious

The ANOVA results indicated significant differences in conflict resolution strategies across attachment groups. Securely attached individuals reported the highest mean scores in constructive strategies ($M = 4.12$) compared to anxious ($M = 3.25$) and avoidant participants ($M = 2.98$), $F(2,197) = 32.14$, $p = 0.0001$. Conversely, anxiously attached individuals had the highest scores in destructive strategies ($M = 3.78$), followed by avoidant participants ($M = 3.25$), while secure individuals scored the lowest ($M = 2.15$), $F(2,197) = 45.89$, $p = 0.0001$. In terms of avoidant strategies, avoidant individuals reported significantly higher use ($M = 3.92$) than both anxious ($M = 2.89$) and secure participants ($M = 2.01$), $F(2,197) = 51.23$, $p = 0.0001$. Post hoc comparisons confirmed the significant group differences.

Attachment Orientations and the Dynamics of Conflict Management in Organizational and Relational Contexts

The findings of this study reaffirm the long-standing proposition that attachment orientations fundamentally shape how individuals manage conflict within romantic relationships. But the significance of these findings extends far beyond the psychological sphere; they illuminate crucial mechanisms that management scholars and practitioners must recognize when considering the relational underpinnings of organizational life. Relationships whether in personal or professional settings operate on the same human substrates of trust, regulation, and negotiation. Conflict, when navigated through constructive strategies, becomes a source of creativity, resilience, and growth; when mismanaged, it deteriorates the relational fabric that underpins cooperation and shared purpose (Nathan, 2024). Thus, examining romantic relationship conflict through the lens of attachment contributes to broader management knowledge by revealing how deep-seated interpersonal orientations manifest in everyday conflict behaviors, which inevitably spill over into work and organizational contexts (Malik, 2024). Conflict management theory within organizations often assumes rational actors negotiating interests. Yet, as research increasingly shows, affective and relational dimensions strongly influence conflict dynamics (Raines, 2023).

Attachment styles provide a psychological foundation for understanding why some individuals consistently adopt integrative strategies while others avoid or escalate disputes. Securely attached individuals' tendency to employ constructive strategies parallels findings in organizational behavior that link trust and psychological safety to open communication and effective collaboration (Fadel, 2024). Conversely, the avoidant tendency toward withdrawal resembles patterns of organizational silence, where employees disengage from addressing conflict, thereby stifling problem-solving and innovation (Neves, 2024). Similarly, anxiously attached individuals' destructive conflict behaviors mirror dysfunctional escalation in teams, where emotional reactivity undermines collective rationality. In this regard, the implications of our findings expand beyond couple dynamics into the management of human capital, group processes, and leadership strategies. One critical implication lies in the understanding of relational capital in management. Securely attached individuals, by virtue of their constructive conflict strategies, are more likely to build durable relational capital, a resource known to

enhance negotiation outcomes, team collaboration, and long-term partnership sustainability (Boothby et al., 2023). Anxious and avoidant individuals, however, may inadvertently erode relational capital, either by escalating disputes or by withdrawing from necessary dialogue. This finding aligns with studies showing that leaders who manage conflict constructively foster organizational trust and long-term performance, whereas destructive or avoidant conflict management correlates with turnover, disengagement, and weakened team cohesion (Accamma et al., 2024). By grounding these relational mechanisms in attachment theory, this study offers management scholarship a deeper psychological anchor for explaining why relational capital succeeds or fails across contexts. The study speaks directly to leadership and conflict competence. Leadership research has consistently emphasized that effective leaders are those capable of managing relational conflict without sacrificing cohesion (Kim et al., 2021). Leaders with secure attachment orientations are more likely to regulate affect, listen actively, and negotiate interactively competencies aligned with transformational and relational leadership models. Insecurely attached leaders, in contrast, may display volatility or detachment during conflict, undermining their credibility and diminishing follower trust. The implications here are practical: management development programs should not only teach conflict resolution techniques but also cultivate self-awareness of attachment-driven tendencies that unconsciously shape conflict behavior.

The spillover of romantic conflict styles into workplace behaviors should not be underestimated. Research has long acknowledged that relational stress in personal domains affects work performance through emotional exhaustion, distraction, and disengagement (Costin et al., 2023). Attachment-driven conflict behaviors in intimate relationships thus contribute indirectly to workplace outcomes, as individuals bring their interpersonal orientations into organizational conflict episodes. Secure individuals may translate their constructive relational skills into cooperative teamwork, while anxious or avoidant individuals may perpetuate the same maladaptive conflict behaviors at work. This resonates with studies showing strong parallels between interpersonal conflict strategies in personal and professional settings. The implications also extend to human resource management and training. Organizations often invest heavily in conflict resolution workshops, yet many interventions fail to account for dispositional differences among participants. Attachment theory provides an explanatory lens: individuals with insecure orientations may require more tailored interventions focusing on emotional regulation and trust-building, while securely attached individuals may benefit from leadership roles that leverage their constructive conflict competence (Nganyu, 2023). Integrating attachment-informed frameworks into HR development can create more nuanced and effective conflict management training, ultimately enhancing organizational adaptability and performance. Another significant contribution of this study is its challenge to the conventional assumption that conflict management is purely situational. By demonstrating how attachment orientations systematically predict conflict strategies, this study asserts that dispositional psychology intersects with structural and situational management variables. Previous organizational research has highlighted contextual drivers of conflict such as task interdependence, goal incompatibility, and resource scarcity (Storms, 2024; Thompson et al., 2022) but has often overlooked how individual relational orientations predispose actors toward specific strategies within these contexts. Our findings suggest that management models of conflict must integrate both dispositional and situational perspectives for a more comprehensive understanding.

This study also engages critically with cultural and contextual debates in management. Much of the existing literature on attachment and conflict has been conducted in Western societies, often emphasizing individualism and direct communication. In collectivist or relational cultures, however, avoidance strategies may not always signify dysfunction but could represent culturally sanctioned modes of maintaining harmony (Yoon et al., 2024; Schunk et al., 2023). By situating attachment-informed conflict strategies within management studies, future research must interrogate whether insecure-appearing behaviors are universally maladaptive or contextually adaptive depending on cultural expectations of conflict. Such a perspective prevents the imposition of universalist assumptions and enriches management scholarship with a nuanced appreciation of cross-cultural relational dynamics (Anjum & Aziz, 2024; Smith, 2021). The implications of this study are normative. Management as a discipline often valorizes rationality, strategy, and efficiency, yet this study reaffirms that the emotional architecture of human relationships remains central to conflict processes in both intimate and organizational spheres. Attachment orientations, though rooted in early-life experiences, are not immutable; they can be reshaped through therapy, training, and relational experiences (Wang et al., 2024; Hebi et al., 2024). This underscores the responsibility of managers, educators, and organizational leaders to design environments that foster secure relational climates through trust, openness, and fairness that in turn cultivate constructive conflict management.

Conclusion

This study demonstrates that attachment orientations fundamentally shape conflict resolution strategies in romantic relationships, with meaningful implications for management. Secure attachment fosters constructive conflict management that parallels effective organizational behaviour, while anxious and avoidant styles mirror destructive or withdrawn workplace dynamics that weaken trust and performance. Practically, organizations should integrate attachment-informed approaches into leadership and conflict management training to address dispositional differences and promote secure relational climates. Future research should explore cultural variations and longitudinal effects to deepen understanding of how personal attachment dynamics influence workplace relationships and organizational outcomes.

References

- Accamma, C. G., Asha, S., & Roopa Traisa, D. K. M. (2024). *Conflict Resolution and Negotiation Skills*. OrangeBooks Publication.
- Anjum, G., & Aziz, M. (2024). Advancing equity in cross-cultural psychology: embracing diverse epistemologies and fostering collaborative practices. *Frontiers in psychology, 15*, 1368663. <https://doi.org/10.3389/fpsyg.2024.1368663>
- Boothby, E. J., Cooney, G., & Schweitzer, M. E. (2023). Embracing complexity: A review of negotiation research. *Annual Review of Psychology, 74*(2023), 299-332. <https://doi.org/10.1146/annurev-psych-033020-014116>
- Borawski, D., Sojda, M., Rychlewska, K., & Wajs, T. (2022). Attached but lonely: Emotional intelligence as a mediator and moderator between attachment styles and loneliness. *International journal of environmental research and public health, 19*(22), 14831. <https://doi.org/10.3390/ijerph192214831>

- Briggs, J. E. (2024). *The Resilient Relationship: Healing Trauma, Trust, and Emotional Safety in Modern Love*. owubooks.
- Chang, E. M., van Dams, R., & Steinberg, M. L. (2021). Conflict resolution and interpersonal strategies. In *Career Development in Academic Radiation Oncology* (pp. 107-120). Cham: Springer International Publishing. https://doi.org/10.1007/978-3-030-71855-8_9
- Costin, A., Roman, A. F., & Balica, R. S. (2023). Remote work burnout, professional job stress, and employee emotional exhaustion during the COVID-19 pandemic. *Frontiers in psychology, 14*, 1193854. <https://doi.org/10.3389/fpsyg.2023.1193854>
- Cruz, D., Lichten, M., Berg, K., & George, P. (2022). Developmental trauma: Conceptual framework, associated risks and comorbidities, and evaluation and treatment. *Frontiers in psychiatry, 13*, 800687. <https://doi.org/10.3389/fpsyg.2022.800687>
- Fadel, M. (2024). *Building resilience, navigating crises since 2019: a phenomenological study of leadership factors influencing retail business owners in Lebanon*. Pepperdine University.
- Girme, Y. U., Peters, B. J., Baker, L. R., Overall, N. C., Fletcher, G. J., Reis, H. T., ... & Sigal, M. J. (2021). Attachment anxiety and the curvilinear effects of expressive suppression on individuals' and partners' outcomes. *Journal of personality and social psychology, 121*(3), 524. <https://psycnet.apa.org/doi/10.1037/pspi0000338>
- Hebi, M., Czamanski-Cohen, J., Azaiza, F., & Weihs, K. L. (2024). Values and their relationship with emotion processing and physical and psychological symptoms among Jewish and Arab breast cancer survivors. *Frontiers in Psychology, 14*, 1297377. <https://doi.org/10.3389/fpsyg.2023.1297377>
- Hood, B. M. (2024). *Rebuilding Trust After Betrayal: A Roadmap for Couples and Individuals*. Jstone Publishing.
- Katz, M., & Katz, E. (2022). Reconceptualizing attachment theory through the lens of polyamory. *Sexuality & Culture, 26*(2), 792-809. <https://doi.org/10.1007/s12119-021-09902-0>
- Kim, J. H., Yoshimoto, K., Bae, I. H., & Yoon, K. C. (2021). Inter-partner fit mechanisms for sustainable joint ventures: Evidence from Japanese firms in Korea. *Journal of Korea Trade, 25*(3), 134-152.
- Madigan, S., Deneault, A. A., Duschinsky, R., Bakermans-Kranenburg, M. J., Schuengel, C., van IJzendoorn, M. H., ... & Verhage, M. L. (2024). Maternal and paternal sensitivity: Key determinants of child attachment security examined through meta-analysis. *Psychological bulletin, 150*(7), 839. <https://psycnet.apa.org/doi/10.1037/bul0000433>
- Malik, A. A. (2024). Conflict Resolution Strategies in Organizational Management: Insights from Social Science. *Global Journal of Econometrics and Finance, 2*(01), 1-12.

- Mishra, M., & Allen, M. S. (2023). Rejection sensitivity and romantic relationships: A systematic review and meta-analysis. *Personality and Individual Differences*, 208, 112186. <https://doi.org/10.1016/j.paid.2023.112186>
- Nathan, D. (2024). Developing relational resilience in the midst of conflict. *Conflict Resolution Quarterly*, 42(1), 15-41. <https://doi.org/10.1002/crq.21428>
- Neves, R. (2024). *The Engineering Leadership Playbook: Strategies for Team Success and Business Growth*. Apress. <https://doi.org/10.1007/979-8-8688-0140-2>
- Nganyu, G. N. (2023). The Role of Attachment Theory in Understanding and Treating Psychological Disorders. *ShahidiHub International Journal of Education, Humanities & Social Science*, 1(1), 38-55.
- Overall, N. C., Pietromonaco, P. R., & Simpson, J. A. (2022). Buffering and spillover of adult attachment insecurity in couple and family relationships. *Nature Reviews Psychology*, 1(2), 101-111. <https://doi.org/10.1038/s44159-021-00011-1>
- Parada-Fernández, P., Herrero-Fernández, D., Oliva-Macías, M., & Rohwer, H. (2021). Analysis of the mediating effect of mentalization on the relationship between attachment styles and emotion dysregulation. *Scandinavian Journal of Psychology*, 62(3), 312-320. <https://doi.org/10.1111/sjop.12717>
- Raines, S. S. (2023). *Conflict Management and Leadership for Managers: Knowledge, Skills, and Processes to Harness the Power of Rapid Change*. Rowman & Littlefield.
- Sandua, D. (2024). *REBUILDING TRUST: OVERCOMING BETRAYAL AND STRENGTHENING RELATIONSHIPS*. David Sandua.
- Schunk, F., Wong, N., Nakao, G., & Trommsdorff, G. (2023). Different functions of emotion regulation in linking harmony seeking and rejection avoidance to life satisfaction and social support in Germany, Hong Kong, and Japan. *Asian Journal of Social Psychology*, 26(2), 254-269. <https://doi.org/10.1111/ajsp.12557>
- Smith, O. (2021). Exploring Dynamics of Anthropological Frameworks in Unveiling Insights Into Human Societies. *Social Science Chronicle*, 1, 1-18. <https://doi.org/10.56106/ssc.2021.008>
- Storms, T. L. (2024). *Understanding and Enhancing Attachment Security Among Children With Autism Spectrum Disorder: An Integrated Approach of Attachment Theory and Theory of Mind* (Doctoral dissertation, Capella University).
- Thompson, R. A., Simpson, J. A., & Berlin, L. J. (2022). Taking perspective on attachment theory and research: Nine fundamental questions. *Attachment & human development*, 24(5), 543-560.
- Vaillancourt-Morel, M. P., Labadie, C., Charbonneau-Lefebvre PhD candidate, V., Sabourin, S., & Godbout, N. (2022). A latent profile analysis of romantic attachment anxiety and avoidance. *Journal of Marital and Family Therapy*, 48(2), 391-410. <https://doi.org/10.1111/jmft.12503>

- Wang, Y., Tian, J., & Yang, Q. (2024). Experiential avoidance process model: a review of the mechanism for the generation and maintenance of avoidance behavior. *Psychiatry and Clinical Psychopharmacology*, 34(2), 179. <https://doi.org/10.5152/pcp.2024.23777>
- Yoon, S., Kim, S., Cho, S., & Choi, H. (2024). Avoiding the unwanted: A cross-cultural comprehensive analysis of experiential avoidance and a meta-analysis. *Journal of Contextual Behavioral Science*, 34, 100838. <https://doi.org/10.1016/j.jcbs.2024.100838>
- Youvan, D. C. (2024). The Legacy of Family: How Parental Influence Shapes Marital Relationships.
- Zhang, L., Yang, Y., Li, M., Zhou, X., Zhang, K., Yin, X., & Liu, H. (2022). The prevalence of suicide ideation and predictive factors among pregnant women in the third trimester. *BMC pregnancy and childbirth*, 22(1), 266. <https://doi.org/10.1186/s12884-022-04590-6>