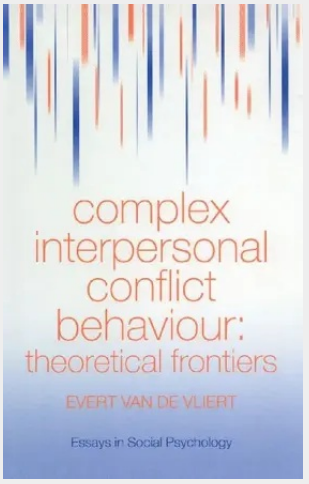
Van der Vliert

Complex Interpersonal Conflict Behaviour

Theoretical Frontiers

This book is about reactions to interpersonal conflict such as avoiding, negotiating, and fighting. It breaks away from the prevailing assumption that conflict behaviours are mutually isolated reactions having mutually isolated effects. Instead, reactions are viewed as components of complex conflict behaviour that influence each other's impact on the substantive and relational outcomes. The simultaneous and sequential occurrence of, for example, problem solving and fighting should therefore be studied together and not separately. The author presents a ladder of stepwise increases in theoretical quality, and designs the sequence of chapters in such a way that the theoretical value increases step by step. The lower steps lead to the description of behavioural components and to a model of integrative and distributive dimensions. The upper steps lead to the dimensions of dual concern for one's own and the other's goals and to complexity explanations in terms of the novel paradigm of conglomerated conflict behaviour. The chapters are summarised into thirty-four interrelated propositions. Six empirical studies demonstrate the validity of crucial propositions at each level of the theoretical framework. This monograph primarily reaches out to an academic readership. However, due to its clear structure, its comprehensive propositions, its frequent use of figures, and its glossary, the book will also provide an invaluable resource for any student and practitioner interested in conflict management and negotiation.

This book is suitable for an academic readership, and with its frequent use of figures and its glossary, the book could also be a source for students and practitioners interested In conflict management and negotiation.



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