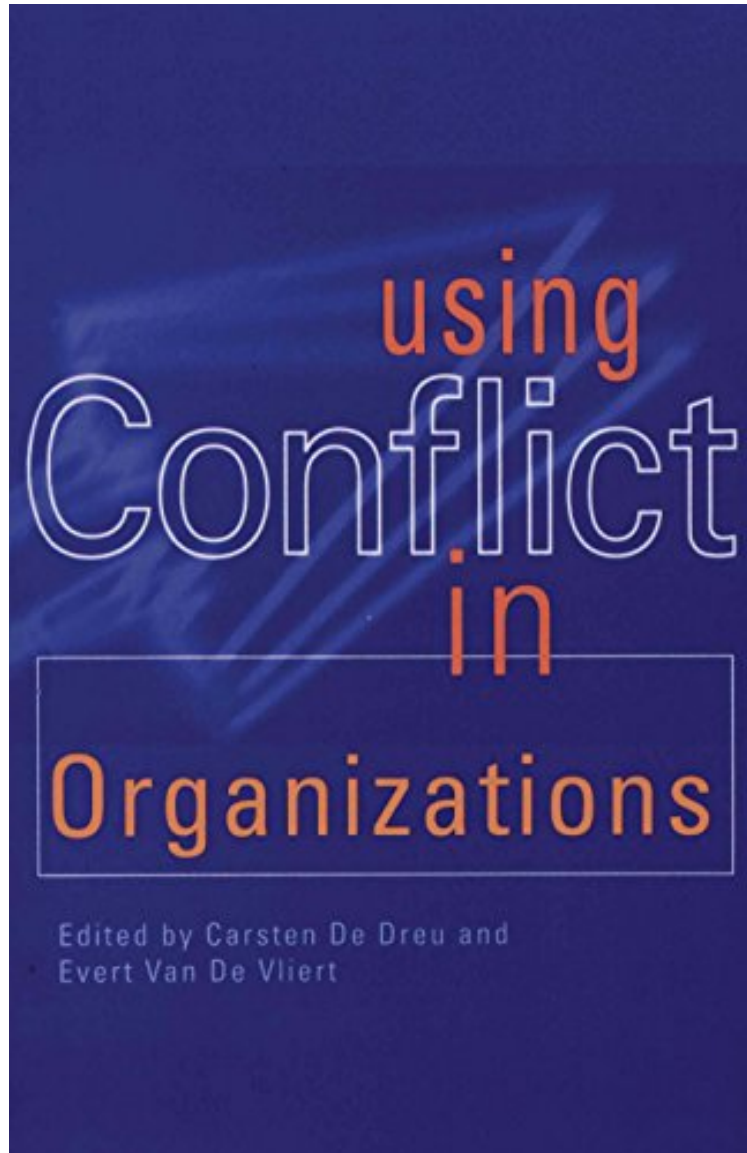


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Using Conflict in Organizations

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About the Author Evert Van de Vliert is an organizational psychologist with experience as internal (1967 1971) and external organization consultant (1977 1983). After receiving his PhD from the Free University in Amsterdam in 1973, he held teacher and researcher positions at the same university, at the University of St. Andrews in Scotland, and at the Royal Military Academy in The Netherlands. He served as member of many editorial boards, as chairman of the Dutch Research Association of Social and Organizational Psychologists (1984 1989), as research director of the Kurt Lewin Institute (1993 1996), and as member of the international advisory board of the Center for Social and Economic Behavior of the Chinese Academy of Sciences (2001 2006). Professor Van de Vliert has published more than 200 journal articles, chapters, and books including *Complex Interpersonal Conflict Behaviour: Theoretical Frontiers* (Psychology Press, 1997) and *Climate, Affluence, and Culture* (Cambridge University Press, 2009). He was appointed as Companion in the Order of Orange-Nassau in 2004, and received the Lifetime Achievement Award of the International Association for Conflict Management in 2005. At present, he is Professor Emeritus of Organizational and Applied Social Psychology at the University of Groningen in The Netherlands, and Research Professor of Work and Organizational Psychology at the University of Bergen in Norway.