

**Supplemental Materials**

**References considered but not included.**

	<b>Reference</b>	<b>Reason for exclusion</b>
1	Almost, J. M. (2010). <i>Antecedents and consequences of intragroup conflict among nurses in acute care settings</i> . Unpublished dissertation, University of Toronto, Toronto, Canada.	No team-level data
2	Amason, A. C. & Sapienza, H. J. (1997). The effects of top management team size and interaction norms on cognitive and affective conflict. <i>Journal of Management</i> , 23, 495-516.	Data does not contain one of our group outcomes
3	Amason, A. C., Shrader, R. C., & Tompson, G. H. (2006). Newness and novelty: Relating top management team composition to new venture performance. <i>Journal of Business Venturing</i> , 21, 125–148.	No conflict variable
4	Atuahene-Gima, K. & Murray, J. Y. (2004). Antecedents and outcomes of marketing strategy comprehensiveness. <i>Journal of Marketing</i> , 68, 4, 33-46.	No team-level data
5	Auh, S., & Menguc, B. (2005). Top management team diversity and innovativeness: The moderating role of interfunctional coordination. <i>Industrial Marketing Management</i> , 34, 249–261.	No conflict variable
6	Ayoko, O. B & Härtel, C. E. J. (2003). The role of space as both a conflict trigger and a conflict control mechanism in culturally heterogeneous workgroups. <i>Applied Psychology</i> , 52, 383-412.	Alternative conflict scales/measurement
7	Ayoko, O. B & Härtel, C. E. J. (2006). Cultural diversity and leadership. <i>Cross Cultural Management</i> , 13, 345-360.	Theoretical paper
8	Ayoko, O. B. (2007). Communication openness conflict events and reactions to conflict in culturally diverse workgroups. <i>Cross Cultural Management</i> , 14, 105-124.	No team-level data
9	Ayoko, O. B., & Hartel, C. E. J. (2002). The role of emotion and emotion management in destructive and productive conflict in culturally heterogeneous workgroups. In N. M. Ashkanasy, W. J. Zerbe, & C. E. J. Hartel (Eds.), <i>Managing Emotions in the Workplace</i> (pp. 77-97). Armonk: M. E. Sharpe.	Alternative conflict scales/measurement
10	Ayoko, O. B., Callan, V. J., & Hartel, C. E. J. (2003). Intragroup conflict, emotional reactions to bullying and counterproductive behaviours. <i>International Journal of Organizational Analysis</i> , 11, 283-301.	Alternative conflict scales/measurement
11	Ayoko, O. B., Hartel, C. E. J., & Callan, V. J. (2002). Resolving the puzzle of productive and destructive conflict in culturally heterogeneous workgroups: A communication accommodation theory approach. <i>International Journal of Conflict Management</i> , 13, 165-195	Alternative conflict scales/measurement
12	Balkundi, P., Barsness, Z., & Judd, H. M. (2009). Unlocking the Influence of Leadership Network Structures on Team Conflict and Viability. <i>Small Group Research</i> , 40, 301-322.	Only general conflict scale
13	Balkundi, P., Kilduff, M., Barsness, Z. I., & Michael, J. H. (2007). Demographic antecedents and performance consequences of structural holes in work teams. <i>Journal of Organizational Behavior</i> , 28, 241–260.	No conflict variable
14	Barkema, H. G. & Shvyrkov, O. (2007). Does top management team diversity promote or hamper foreign expansion? <i>Strategic Management Journal</i> , 28, 663–680.	No conflict variable
15	Barrick, M. R., Bradley, B. H., Kristof-Brown, A. L., & Colbert, A. E. (2007). The moderating role of top management team interdependence: Implications for real teams and working groups. <i>Academy of Management Journal</i> , 50, 544–557.	No conflict variable
16	Barry, B., & Stewart, G. L. (1997). Composition, process, and performance in self-managed groups: The role of personality. <i>Journal of Applied Psychology</i> , 82, 62-78.	No conflict variable
17	Baugh, F.G. (2005). The influence of interpersonal flexibility on work team conflicts over time. Unpublished Doctoral Dissertation, <i>Dissertation Abstracts International: Section B: The Sciences and Engineering</i> , 65, 3754.	Data does not contain one of our group outcomes
18	Benítez, M., Guerra, J. M., Medina, F. J., Martínez, I., & Munduate, L. (2007). <i>Consequences of conflict between supervisor and subordinates on well-being at work</i> . Paper presented at the 2007 International Association of Conflict Management Conference, Budapest, Hungary.	No team-level data
19	Bezrukova, K., Jehn, K. A., Zanutto, E. & Thatcher, S. M. B. & (2009). Do workgroup faultlines help or hurt? A multilevel moderated model of faultlines, team identification, and performance outcomes. <i>Organizational Science</i> , 20, 35-503.	No conflict variable
20	Bezrukova, K., S. M. B. Thatcher, K. A. Jehn. 2007. Group heterogeneity and faultlines: Comparing alignment and dispersion theories of group composition. K. J. Behfar, & L. L. Thompson (Eds). <i>Conflict in Organizational Groups: New Directions in Theory and Practice</i> . Northwestern University Press, Evanston, IL, 57–92.	Theoretical paper
21	Bezrukova, K., Thatcher, S.M.B. & Jehn, K.A. (2006). <i>Consistency Matters: The Multilevel Effects of Faultlines and Culture in Diverse Groups</i> . Working paper, Santa Clara University, Santa Clara, CA.	No conflict variable
22	Bono, J. E., Boles, T. L., Judge, T. A., & Lauver, K. J. (2002). The role of personality in task and relationship conflict. <i>Journal of Personality</i> , 70, 311-344.	No team-level data
23	Boros, S., Meslec, M. N., & Curseu, P. L. (2009). Feel the inequality: Group disparity and group emotions. In S. Boros (Ed.), <i>Exploring organizational dynamics</i> (pp. 247-260). London: Sage.	Theoretical paper
24	Bradford, K. (1999). <i>Conflict management in buyer-seller relationships</i> . Unpublished doctoral dissertation, University of Florida, Gainesville.	No team-level data
25	Bunderson, J. S., & Sutcliffe, K. M. 2002. Comparing alternative conceptualizations of functional diversity in management teams: Process and performance effects. <i>Academy of Management Journal</i> , 45, 875-893.	No conflict variable
26	Campion, M. A., Papper, E. M., & Medsker, G. J. (1996). Relations between work team characteristics and effectiveness: A replication and extension. <i>Personnel Psychology</i> , 49, 429-452.	No conflict variable

27	Cannon, M. D., & Edmondson, A. C. (2001). Confronting failure: Antecedents and consequences of shared beliefs about failure in organizational work groups. <i>Journal of Organizational Behavior</i> , 22, 161-177.	No conflict variable
28	Carpenter, M. A., & Fredrickson, J. W. (2001). Top management teams, global strategic posture, and the moderating role of uncertainty. <i>Academy of Management Journal</i> , 44, 533-545.	No conflict variable
29	Carpenter, M.A. (2002). The implications of strategy and social context for the relationship between top management team heterogeneity and firm performance. <i>Strategic Management Journal</i> , 23, 275-284.	No conflict variable
30	Chan, D. K. S., & Goto, S. G. (2003). Conflict Resolution in the Culturally Diverse Workplace: Some Data from Hong Kong Employees. <i>Applied Psychology</i> , 52, 441-460.	No team-level data
31	Chang, Y. K., Hughes, L. C., & Mark, B. (2006). Fitting In or Standing Out: Nursing Workgroup Diversity and Unit-level Outcomes. <i>Nursing Research</i> . 55, 373-380.	No conflict variable
32	Chatman, J. A., & Flynn, F. J. (2001). The influence of demographic heterogeneity on the emergence and consequences of cooperative norms in work teams. <i>Academy of Management Journal</i> , 44, 956-974.	No conflict variable
33	Chen, G. Q., Liu, C. H., & Tjosvold, D. (2005). Conflict management for effective top management teams and innovation in China. <i>Journal of Management Studies</i> , 42, 277-300.	Alternative conflict scales/measurement
34	Chen, J. V., Klein, G., & Jiang, J. J. (2009). The negative impact of conflict on the information system development process, product, and project. <i>Journal of Computer Information Systems</i> , 49, 98-104.	Only general conflict scale
35	Chen, M. H. (2006). Understanding the Benefits and Detriments of Conflict on Team Creativity Process. <i>Creativity and Innovation Management</i> , 15, 105-116.	No team-level data
36	Choi, J. N. (2007). Group composition and employee creative behaviour in a Korean electronics company: Distinct effects of relational demography and group diversity. <i>Journal of Occupational and Organizational Psychology</i> , 80, 213-234.	No conflict variable
37	Chowdhury, S. (2005). Demographic diversity for building an effective entrepreneurial team: is it important? <i>Journal of Business Venturing</i> , 20, 727-746.	No conflict variable
38	Corwin, R.G. (1969). Patterns of Organizational Conflict. <i>Administrative Science Quarterly</i> , 14, 507-520.	No team-level data
39	Cramton, C. & Hinds, P. (2005). Subgroup dynamics in internationally distributed teams: Ethnocentrism or cross-national learning? <i>Research in Organizational Behavior</i> , 26, 231-263.	Theoretical paper
40	Cronin, M. A. & Bezrukova, K. (2008). <i>Sweet and Sour Conflict Information, Aggravation and Their Effects on Conflict Functionality</i> . Working paper.	No team-level data
41	Cummings, J. (2004). Work groups, structural diversity, and knowledge sharing in a global organization. <i>Management Science</i> , 50, 352-364.	No conflict variable
42	Cunningham, G. B. (2006). Task conflict, outcome interdependence, and group effectiveness. <i>Research Quarterly for Exercise and Sport</i> , 1, A76-A77, Suppl. S., March.	Same data as Cunningham and Waltemyer (2007)
43	Dahlin, K., Weingart, L., & Hinds, P. (2006). Team diversity and information use. <i>Academy of Management Journal</i> , 48, 1107-1123	Only general conflict scale
44	Danneels, E. (2008). Organizational antecedents of second-order competences. <i>Strategic Management Journal</i> , 29, 519-543.	Alternative conflict scales/measurement
45	Darr, W., & Johns, G. (2004). Political decision-making climates: Theoretical processes and multi-level antecedents. <i>Human Relations</i> , 57, 169-200.	No team-level data
46	De Clercq, D., Menguc, B., & Aug, S. (2008). Unpacking the relationship between an innovation strategy and firm performance: The role of task conflict and political activity. <i>Journal of Business Research</i> , 62, 1046-1053.	Intergroup, instead of intragroup, conflict
47	De Clercq, D., Thongpapanl, N. & Dimov, D. (2009). When good conflict gets better and bad conflict becomes Worse: The role of social capital in the conflict-innovation relationship, <i>Journal of the Academy of Marketing Science</i> , 37, 283-297.	Intergroup, instead of intragroup, conflict
48	De Dreu, C. K. W., van Dierendonck, D., & Dijkstra, M. T. M. (2004). Conflict at work and individual well-being. <i>International Journal of Conflict Management</i> , 15, 6-26.	Theoretical paper
49	DeChurch, L. A., Hamilton, K. L., & Haas, C. (2007). Effects of conflict management strategies on perceptions of intragroup conflict. <i>Group Dynamics: Theory, Research, and Practice</i> , 11, 66-78.	No team-level data
50	Desivilya, H. S. & Eizen, D. (2005). Conflict management in work teams: The role of social self-efficacy and group identification. <i>International Journal of Conflict Management</i> , 16, 183-208.	No team-level data
51	Drach-Zahavy, A., & Freund, A. (2007). Team effectiveness under stress: A structural contingency approach. <i>Journal of Organizational Behavior</i> , 28, 423-450.	No conflict variable
52	Druskat, V. U., & Kayes, D. C. (2000). Learning versus performance in short-term project teams. <i>Small Group Research</i> , 31, 328-353.	Alternative conflict scales/measurement
53	Duffy, M. K., Shaw, J. D., & Stark, E. M. (2000). Performance and satisfaction in conflicted interdependent groups: When and how does self-esteem make a difference? <i>Academy of Management Journal</i> , 43, 772-782.	No team-level data
54	Dyer, B., & Song, X. M. (1997). The Impact of Strategy on Conflict: A Cross-National comparative study of U.S. and Japanese firms. <i>Journal of International Business Studies</i> , 28, 467-493.	No team-level data
55	Dyer, B., & Song, X. M. (1998). Innovation Strategy and Sanctioned Conflict: A New Edge in Innovation? <i>The Journal of Product Innovation Management</i> , 15, 505-519.	No team-level data

56	Earley, P. C. & Mosakowski, E. M. (2000). Creating hybrid team cultures: An empirical test of international team functioning. <i>Academy of Management Journal</i> , 43, 26–49.	Only general conflict scale
57	Eddleston, K. A., & Kellermans, F. W. (2007). Destructive and productive family relationships: A stewardship theory perspective. <i>Journal of Business Venturing</i> , 22, 545–565.	No team-level data
58	Egan, T.M. (2005). Creativity in the Context of Team Diversity: Team Leader Perspectives. <i>Advances in Developing Human Resources</i> , 7, 207-225.	Alternative conflict scales/measurement
59	Ehie, I.C. (2010). The impact of conflict on manufacturing decisions and company performance. <i>International Journal of Production Economics</i> , 126, 145-157.	No team-level data
60	Ely, R. (2004). A field study of group diversity, participation in diversity education programs, and performance. <i>Journal of Organizational Behavior</i> , 25, 755-780.	No conflict variable
61	Eruzun, A. (2004). Affective and substantive conflicts and interpersonal conflict management styles in the Turkish organizational context. Unpublished master's thesis, Sabanci University, Istanbul, Turkey.	Data does not contain one of our group outcomes
62	Fay, D., Borrill, C., Amir, Z., Haward, R. & West, M. A. (2006). Getting the most out of multidisciplinary teams: A multi-sample study of team innovation in health care. <i>Journal of Occupational and Organizational Psychology</i> , 79, 553–567.	No conflict variable
63	Foo, M. D., Wong, P. K., & Ong, A. (2005). Do others think you have a viable business idea? Team diversity and judges' evaluation of ideas in a business plan competition. <i>Journal of Business Venturing</i> , 20, 385–402.	No conflict variable
64	Furumo, K. (2009) The Impact of Conflict and Conflict Management Style on Deadbeats and Deserters in Virtual Teams. <i>Journal of Computer Information Systems</i> , 49, 66-73	No team-level data
65	Garcia-Prieto, P., Bellard, E., & Scheider, S. C. (2003). Experiencing Diversity, Conflict, and Emotions in Teams. <i>Applied Psychology</i> , 52, 413–440.	Theoretical paper
66	Gardner, D. B. (1998). <i>Effects of conflict types and power style use among health professionals in interdisciplinary team collaboration</i> . Unpublished doctoral dissertation, George Mason University, Virginia.	No team-level data
67	Gebert, D, Boerner, S., & Kearney, E. (2006). Cross-functionality and innovation in new product development teams: A dilemmatic structure and its consequences for the management of diversity. <i>European Journal of Work and Organizational Psychology</i> , 15, 431.	Theoretical paper
68	Giebels, E., & Janssen, O. (2005). Conflict stress and reduced well-being at work: The buffering effect of third-party help. <i>European Journal of Work and Organizational Psychology</i> , 14, 137–155.	No team-level data
69	Godthelp, M., & Glunk, U. (2003). Turnover at the Top: Demographic Diversity as a Determinant of Executive Turnover in The Netherlands. <i>European Management Journal</i> , 21, 614–625.	No conflict variable
70	Greening, D. W., & Johnson, R. A. (1996). Do managers and strategies matter? A study in crisis. <i>Journal of Management Studies</i> , 33, 25–51.	No conflict variable
71	Greer, L. L. & Jehn, K. A. (2007). <i>Relationship and Task Conflict in E-mail: Can Verbal Style and Influence Tactic Usage Shape the Effects of E-mail Conflicts on Individual Performance?</i> Working Paper.	No team-level data
72	Greer, L. L. & Jehn, K. A. (2007). <i>Where perception meets reality; the effects of different types of faultline perceptions, asymmetries, and realities on intersubgroup conflict and workgroup dynamics</i> . Working Paper.	Only general conflict scale
73	Greer, L. L., Jehn, K. A., & Van Beest, I. (2007). <i>The Effects of Faultline Solo Splits on Relationship Conflict Asymmetry and Performance</i> . Working Paper.	Alternative conflict scales/measurement
74	Guerra, J. M., Martínez, I., Munduate, L., & Medina, F. J. (2005). A contingency perspective on the study of the consequences of conflict types: The role of organizational culture. <i>European Journal of Work and Organizational Psychology</i> , 14, 157 – 176.	No team-level data
75	Hamilton, R. W., Puntoni, S., & Tavassoli, N. T. (2010). Categorization by groups and individuals. <i>Organizational Behavior and Human Decision Processes</i> , 112, 70-81.	Task conflict is a binary, instead of continuous, variable
76	Han, G. H., & Harms, P. D. (2010). Team identification, trust and conflict: a mediation model. <i>International Journal of Conflict Management</i> , 21, 20-43.	No team-level data
77	Harrison, D. A., Price, K. H., Gavin, J. H., & Florey, A. T. (2002). Time, teams, and task performance: Changing effects of surface and deep-level diversity on group functioning. <i>Academy of Management Journal</i> , 45, 1029-1045.	No conflict variable
78	Hede, A. (2007). The shadow group: Towards an explanation of interpersonal conflict in work groups. <i>Journal of Managerial Psychology</i> , 22, 25-39.	Theoretical paper
79	Henneke, D., & Lüthje, C. (2007). Interdisciplinary Heterogeneity as a Catalyst for Product Innovativeness of Entrepreneurial Teams. <i>Creativity and Innovation Management</i> , 16, 121-132.	No conflict variable
80	Higashide, H., & Birley, S. (2002). The consequences of conflict between the venture capitalist and the entrepreneurial team in the United Kingdom from the perspective of the venture capitalist. <i>Journal of Business Venturing</i> , 17, 59–81.	No team-level data
81	Hinds, P. & Bailey, D. (2003). Out of sight, Out of sync: Understanding conflict in distributed teams. <i>Organization Science</i> , 14, 615-632.	Theoretical paper
82	Hjertø, K. B. (2006). <i>The relationship between intragroup conflict, group size, and work group effectiveness</i> . Unpublished dissertation, BI Norwegian School of Management, Oslo, Norway.	Alternative conflict scales/measurement
83	Hobman, E. V. & Bordia, P. (2006). The role of team identification in the dissimilarity-conflict relationship. <i>Group Processes &amp; Intergroup Relations</i> , 9, 483-507.	No team-level data

84	Hobman, E. V., Bordia, P. & Gallois, C. (2003). Consequences of feeling dissimilar from others in a work team. <i>Journal of Business and Psychology</i> , 17, 301-325.	No team-level data
85	Hobman, E. V., Bordia, P., Irmer, B., & Chang, A. (2002) The expression of conflict in computer-mediated and face-to-face groups. <i>Small Group Research</i> , 33, 439-465.	No team-level data
86	Hooper D. T., & Martin, R. (2008). Beyond personal Leader–Member Exchange (LMX) quality: The effects of perceived LMX variability on employee reactions. <i>The Leadership Quarterly</i> , 19, 20–30.	No team-level data
87	Jackson, S. E., & Joshi, A. (2004). Diversity in social context: a multi-attribute, multilevel analysis of team diversity and sales performance. <i>Journal of Organizational Behavior</i> , 25, 675-702.	No conflict variable
88	Jehn, K. A. (1997). A qualitative analysis of conflict types and dimensions in organizational groups. <i>Administrative Science Quarterly</i> , 42, 530-557.	Alternative conflict scales/measurement
89	Jehn, K. A. & Chatman, J. A. (2000). The influence of proportional and perceptual conflict composition on team performance. <i>International Journal of Conflict Management</i> , 11, 56-73.	No team-level data
90	Jehn, K.A. (1995). A multimethod examination of the benefits and detriments of intragroup conflict. <i>Administrative Science Quarterly</i> , 40, 262-282	Same data as Jehn et al., (1999)
91	Kang, H. R., Yang, H. D., & Rowley, C. (2006). Factors in team effectiveness: Cognitive and demographic similarities of software development team members. <i>Human Relations</i> , 59, 1681–1710.	No conflict variable
92	Kankanhalli, A., Tan, B. C. Y., & Wei, K. K. (2006). Conflict and performance in global virtual teams. <i>Journal of Management Information Systems</i> , 23, 237-274.	No team-level data
93	Kearney, E., & Gebert, D. (2009). Managing Diversity and Enhancing Team Outcomes: The Promise of Transformational Leadership. <i>Journal of Applied Psychology</i> , 94, 77-89.	No conflict variable
94	Kearney, E., & Gebert, D. (2009). When and how diversity benefits teams - the importance of team members' need for cognition. <i>Academy of Management Journal</i> , 52, 581-598.	No conflict variable
95	Keller, R. T. (2001). Cross-functional project groups in research and new development: Diversity, communications, job stress, and outcomes. <i>Academy of Management Journal</i> , 44, 547-555.	No conflict variable
96	Kellermanns, F. W., & Eddleston, K. A. (2007). A family perspective on when conflict benefits family firm performance. <i>Journal of Business Research</i> , 60, 1048–1057.	No team-level data
97	Kirkman, B. L., Tesluk, P. E., & Rosen, B. (2004). The impact of demographic heterogeneity and team leader-team member demographic fit on team empowerment and effectiveness. <i>Group &amp; Organization Management</i> , 29, 334-368.	No conflict variable
98	Kochan, T., Bezrukova, K., Ely, R., Jackson, S., Joshi, A., Jehn, K., Leonard, J., Levine, D., & Thomas, D. (2003). The effects of diversity on business performance: Report of the diversity research network. <i>Human Resource Management</i> , 42, 3–21.	No conflict variable
99	Korsgaard, M. A., Schweiger, D. M., & Sapienza, H. J. (1995). Building commitment, attachment, and trust in strategic decision-making teams: The role of procedural justice. <i>Academy of Management Journal</i> , 38, 60-84.	No conflict variable
100	Kozan, M. K., Ergin, C., & Varoglu, D. (2007). Third party intervention strategies of managers in subordinates' conflicts in Turkey. <i>International Journal of Conflict Management</i> , 18, 128-147.	No team-level data
101	Krause, D. E., & Gebert, D. (2006). Effects of interpersonal conflicts and management resistance on the implementation of process innovations. <i>Zeitschrift fur Personalforschung</i> , 20, 102-120.	No team-level data
102	Krause, D. E. (2006). <i>Effects of Conflicts and Resistance on the Implementation of Innovations</i> . Paper presented at the 2006 SIOP Conference, Dallas, TX.	No team-level data
103	Krebs, S. A., Hobman, E. V., & Bordia, P. (2006). Virtual Teams and Group Member Dissimilarity Consequences for the Development of Trust. <i>Small Group Research</i> , 37, 721-741.	No conflict variable
104	Krishnan, H. A., Miller, A., & Judge, W. Q. (1997). Diversification and top management team complementarity: Is performance improved by merging similar or dissimilar teams? <i>Strategic Management Journal</i> , 18, 361-375.	No conflict variable
105	Kurtzberg, T. R. & Mueller, J. S. (2005). The influence of daily conflict on perceptions of creativity: A longitudinal study. <i>International Journal of Conflict Management</i> , 16, 335-353.	Data does not contain one of our group outcomes
106	Lee, C. P. (2007). Reconsidering Conflict in Exhibition Development Teams. <i>The International Journal of Museum Management and Curatorship</i> , 22, 183-199	Alternative conflict scales/measurement
107	Lee, H. U., & Park, J. H. (2006). Top Team Diversity, Internationalization and the Mediating Effect of International Alliances. <i>British Journal of Management</i> , 17, 195–213.	No conflict variable
108	Leung, M. Y., Liu, A. M. M., & Ng, T. (2005). Is there a relationship between construction conflicts and participants' satisfaction? <i>Engineering, construction, and architectural management</i> , 12, 149-167.	Intergroup, instead of intragroup, conflict
109	Li, P.P. (2008). The dualities of diversity-in-unity and conflict-in-harmony: to open the black-box of team design toward a duality theory, <i>Presented at the 2008 Conference of the International Association for Chinese Management Research Guangzhou, China</i> .	No team-level data
110	Li, Y., Ahlstrom, D., & Ashkanasy, N. M. (2010). A multilevel model of affect and organizational commitment. <i>Asia Pacific Journal of Management</i> , 27, 193-213.	No team-level data
111	Man, D. C., & Lam, S. K. (2003). The effects of job complexity and autonomy on cohesiveness in collectivistic and individualistic work groups: A cross-cultural analysis. <i>Journal of Organizational Behavior</i> , 24, 979-1001.	No conflict variable
112	Martins, L. L., Milliken, F. J., Wiesenfeld, B. M., & Salgado, S. R. (2003). Racioethnic diversity and group members' experiences - The role of the racioethnic diversity of the organizational context. <i>Group &amp; Organization Management</i> , 28, 75-106.	Only general conflict scale

113	Massey, G. R., & Dawes, P. L. (2007). Personal characteristics, trust, conflict, and effectiveness in marketing/sales working relationships. <i>European Journal of Marketing</i> , 41, 1117-1145.	Alternative conflict scales/measurement
114	Matsuo, M. (2006). Customer orientation, conflict, and innovativeness in Japanese sales departments. <i>Journal of Business Research</i> , 59, 242-250.	No team-level data
115	Maznevski, M. L., & DiStefano, J. J. (1996). The mortar in the mosaic: a new look at composition, process, and performance in decision-making groups. <i>Paper presented at the annual meeting of the Academy of Management, Cincinnati, OH.</i>	Alternative conflict scales/measurement
116	Medina, F. J., Munduate, L. Dorado, M. A., Martínez, I., & Guerra, J. M. (2005). Types of intragroup conflict and affective reactions. <i>Journal of Managerial Psychology</i> , 20, 219-230.	No team-level data
117	Miao, M. C., & Tien, C. T. (2010). The effect of dysfunctional conflict on learning performance: The role of cognitive style. <i>Social Behavior and Personality</i> , 38, 169-186.	No team-level data
118	Milton, L. P., & Westphal, J. D. (2005). Identity confirmation networks and cooperation in work groups. <i>Academy of Management Journal</i> , 48, 191-212.	No conflict variable
119	Molleman, E. (2005). Diversity in demographic characteristics, abilities and personality traits: do faultlines affect team functioning? <i>Group Decision and Negotiation</i> , 14, 173-193.	Only general conflict scale
120	Montoya-Weiss, M. M., Massey, A. P. & Song, M. (2001). Getting it together: Temporal Coordination and Conflict Management in Global Virtual Teams. <i>Academy of Management Journal</i> , 44, 1251-1262.	Alternative conflict scales/measurement
121	Mooney, A. C., Holahan, P. J., & Amason, A. C. (2007). Don't take it personally: Exploring cognitive conflict as a mediator of affective conflict. <i>Journal of Management Studies</i> , 44, 733-758	Data does not contain one of our group outcomes
122	Mu, S. H. & Gnyawali, D. R. (2003). Developing synergistic knowledge in student groups. <i>Journal of Education</i> , 74, 689-711.	No team-level data
123	Nauta, A., & Molleman, E. (2001). <i>[Team conflict and team performance]</i> . Unpublished raw data.	Unable to locate study/data
124	Neuman, G. A., & Wright, J. (1999). Team effectiveness: Beyond skills and cognitive ability. <i>Journal of Applied Psychology</i> , 84, 376-389.	No conflict variable
125	Nijdam, N. E. (1998). <i>The functioning of work teams</i> . Unpublished master's thesis, University of Amsterdam, the Netherlands.	Unable to locate study/data
126	Olson, B.J., Parayitam, S., & Bao, Y. (2007). Strategic decision making: The effects of cognitive diversity, conflict, and trust on decision outcomes. <i>Journal of Management</i> , 33, 196-222.	Same data as Parayitam and Dooley (2007)
127	Orlitzky, M. & Benjamin, J.D. (2003). The Effects of Sex Composition on Small-Group Performance in a Business School Case Competition. <i>Academy of Management Learning and Education</i> , 2, 128-138.	No conflict variable
128	Panzer, F.J. (2003). The influence of gender and ethnic diversity on team effectiveness. <i>Dissertation Abstracts International: Section B: The Sciences and Engineering</i> , 1534.	Only general conflict scale
129	Park, G., & DeShon, R. P. (2010). A multilevel model of minority opinion expression and team decision-making effectiveness. <i>Journal of Applied Psychology</i> , 95, 824-833	Alternative conflict scales/measurement
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131	Paula, S., Seetharamanb, P., Samaraha, I., & Mykytyna, P.P. (2004). Impact of heterogeneity and collaborative conflict management style on the performance of synchronous global virtual teams. <i>Information &amp; Management</i> , 41, 303-321.	No team-level data
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134	Pelled, L. H. (1996). Relational demography and perceptions of group conflict and performance: A field investigation. <i>International Journal of Conflict Management</i> , 7, 230-246.	No team-level data
135	Pelled, L. H., Cummings, T. G., & Kizilos, M. A. (2000). The Influence of Organizational Demography on Customer-Oriented Prosocial Behavior: An Exploratory Investigation. <i>Journal of Business Research</i> , 47, 209-216.	No conflict variable
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137	Phillips, K. W., Northcraft, G. B., & Neale, M. A. (2006). Surface-Level Diversity and Decision-Making in Groups: When Does Deep-Level Similarity Help? <i>Group Processes &amp; Intergroup Relations</i> , 9, 467-482	No conflict variable
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139	Porter, T. W., & Smith, D. C. (2005). Tactical implementation and Murphy's law: factors affecting the severity of problems. <i>Journal of Business Research</i> , 58, 1702-1711.	No team-level data
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147	Richard, O. C. (2000). Racial diversity, business strategy, and firm performance: A resource based view. <i>Academy of Management Journal</i> , 43, 164-177.	No conflict variable
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152	Rose G. M., Shoham, A., Neill, S., & Ruvio, A. (2007). Manufacturer perceptions of the consequences of task and emotional conflict within domestic channels of distribution. <i>Journal of Business Research</i> , 60, 296-304.	Intergroup, instead of intragroup, conflict
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160	Song, M., Dyer, B., & Thieme, R.J. (2006). Conflict management and innovation performance: An integrated contingency perspective. <i>Journal of the Academy of Marketing Science</i> , 34, 341-356.	Alternative conflict scales/measurement
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167	Tepper, B. J., Moss, S. E., & Duffy, M. K. (2010). Predictors of abusive supervision: Supervisor perceptions of deep-level dissimilarity, relationship conflict, and subordinate performance. <i>Academy of Management Journal</i> , 54, 279-294.	No team-level data
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175	Van der Vegt, G. S. & Bunderson, J. S. (2005). Learning and performance in multidisciplinary teams: the importance of collective team identification. <i>Academy of Management Journal</i> , 48, 532-547.	Only general conflict scale
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179	Walter, J. (2005). <i>Collaboration within and between firms: Network structures, decision processes, and their impact on alliance performance</i> . Unpublished Dissertation, University of St. Gallen, Switzerland.	No team-level data
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182	Weinzimmer, L. G. (1997). Top management team correlates of organizational growth in a small business context: a comparative study. <i>Journal of Small Business Management</i> , July, 1-9.	No conflict variable
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187	Yap, C. M., Chai, K. H., Lemaire, P. (2005). An Empirical Study on Functional Diversity and Innovation in SMEs. <i>Creativity and Innovation Management</i> , 14, 176-190.	No conflict variable