Propositions

1. Power may in a social context be utilized as a protection-tool, and therefore especially sought in threatening situations (Chapter 1).
2. Intergroup conflicts have a unifying effect on teams with an egalitarian power structure, but not on teams with a hierarchical power structure (Chapter 2).
3. Uncertainty in teams spirals intra-team power struggles, especially in team with low outcome interdependence (Chapter 3).
4. Organizational change encourages intra-team social comparison and consequently power struggles in teams with an individualistic team structure, but not in teams with a collectivistic team structure (Chapter 4).
5. Hierarchical power structures tend to hurt teams more than they help, especially in threatening situations (Chapter 2 and 4).
6. Women tend to portray more covert power struggle behaviors, and men more overt power struggle behaviors.
7. When powerful people negotiate with one another they are less likely to reach integrative solutions than powerless people.
8. While power is beneficial on the individual-level, it tends to be detrimental on the team-level.
9. Showing vulnerability in an organizational context can make you appear stronger rather than weaker if you are perceived as competent.
10. Female doctoral students need to prove themselves more than their male counterparts.
11. Running a marathon is more strenuous than writing a dissertation.