



Dr. Fran Brew

B.A. (Psychology & Statistics) (Hons Psych.), PhD
(Macquarie)

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Position: Honorary Associate

Bio:

Fran's earlier career was in the fields of geology and land and engineering survey drafting. She began studying psychology and statistics at Macquarie in 1990 and received her PhD in 2002. Her doctoral thesis examined intercultural conflict management in the workplace which was informed by her experiences as an expatriate in Singapore in the late 1970s, early 80s. Since completing her doctorate, she has continued her cross-cultural research interests mainly in collaborations with overseas colleagues. She is a regular contributor and reviewer for the two major cross-cultural journals, the *Journal of Cross-Cultural Psychology* and the *International Journal of Intercultural Relations*, and regularly presents at major international conferences in the cultural field. For several years she lectured in organisational behaviour and taught research and design principles to postgraduate students. She is an author on the highly successful *Cultural Detective*, an international intercultural training program marketed on the web mainly to intercultural trainers and HR personnel.

Areas of Expertise and Research Interests:

Cross-cultural/intercultural conflict management, negotiation and communication, cross-cultural issues in organisational psychology such as time management, stress and coping, the influence of social capital and justice in the diverse workplace, Australian values and their application in intercultural work settings.

Organisations:

Fran has conducted research in Bovis Lend Lease, Sara Lee, Deutsche Bank, Morgan & Banks (now TMP), Carlson Marketing, and has consulted to Global Interface.

Awards:

Award from the International Academy for Intercultural Research for the best PhD dissertation in intercultural research (2001 – 2003). Awarded at the Third Biennial International Conference on Intercultural Research, Taipei, May, 2004.

Co-winner of the Harry and Pola Triandis Award for best PhD dissertation in cross-cultural research (2002 – 2004). Awarded at the XVII International Congress of the International Association for Cross-Cultural Psychology, Xi'an, China, August, 2004.

Publications:

Brew, F. P., Hesketh, B. & Taylor, A. (2001). Individualist and collectivist differences in decision making between adolescent Anglos and Chinese. *International Journal of Intercultural Relations*, 25(1), 1-19.

Brew, F. P. & Cairns, D. (2002). Situational determinants of direct and indirect communication strategies in intercultural organisational conflicts: A study of Western expatriates and East Asian host-nationals in Singapore. In P. Boski, F. van de Vijver & M. A. Chodyncka (Eds.),

New directions in cross-cultural psychology, (pp. 279-295). Warsaw: Polish Academy of Sciences.

Brew, F. P. & Cairns, D. (2004). Does culture or situational constraints determine choice of direct or indirect styles in intercultural workplace conflicts? *International Journal of Intercultural Relations*, 28(4), 331-352.

Brew, F. P. & Cairns, D. (2004). Styles of managing interpersonal workplace conflict in relation to status and face concern: A study with Anglos and Chinese. *International Journal of Conflict Management*. 15(1), 27-56.

Brew, F.P. (2007). Harmony and Controversy: the Yin and Yang of Conflict in East Asian and Western Cultures. In J.H. Liu, C.Ward, A.Bernardo, M.Karasawa, & R.Fischer (eds.), *Casting the individual in societal and cultural contexts. Progress in Asian Social Psychology Series vol 6*, pp. 39-59. Seoul: Kyoyook-Kwahak-Sa Publishing Co.

Leung, K., & Brew, F. P. (2009). A cultural analysis of harmony and conflict: Towards an integrated model of conflict styles. In R. S. Wyer, Jr., C. Y. Chiu, and Y. Y. Hong (Eds.), *Understanding culture: Theory, research and application*, pp 411-428. Hove, East Sussex: Psychology Press.

Billing, T. K., Bhagat, R., Lammell, A. M., Moustafa, K., & Brew, F. (2009). Temporal orientation and its relationships with organizationally valued outcomes: Results from a 14 country investigation. In A. Gari & K. Mylonas (Eds.), *Quod erat demonstrandum: From Herodotus' ethnographic journeys to cross-cultural research*, pp. 211- 220. Athens: Pedio.

Leung, K., Brew, F.P., Zhang, Z.X., Zhang, Y. (in press). Harmony and conflict: A cross-cultural study in China and Australia. *Journal of Cross-Cultural Psychology*.

Brew, F. P., Tan, J., Booth, H., & Malik, I. (in press). The effects of cognitive appraisals of communication competence in conflict interactions: Two studies involving Western and Chinese cultures. *Journal of Cross-Cultural Psychology*.

Bhagat, R.S., Billing, T.K., Steverson, P.K., Moustafa Leonard, K., Ford, D.L. Jr., Brew, F.P., Rodriguez, B., et al. (in review). Work stress in the era of globalization: A closer look at coping and decision latitude in nine national contexts. *Journal of International Business Studies*.