Title: The Socio-Ecology of Interpersonal Interactions: How Culture Drives Reciprocity and the Utilization of Perspective-Taking

Abstract: Multicultural interactions are often fraught with misunderstandings and prejudices. To diminish these misunderstandings, my research explores topics particularly relevant to increasingly globalized organizations: understanding how different cultures seek to diminish unethical behavior and effectively navigate diverse settings. I incorporate burgeoning socio-ecological research to contend that cultural differences emerge in decisions to reciprocate good and bad behavior and that perspective-taking effectively diminishes stereotyping for Americans because they tend to be more occupationally, relationally, and residentially mobile than East Asians. I present a series of studies illustrating how and why cultures vary dramatically in how they reward positive behavior and punish negative behavior. I then examine the cultural boundaries of perspective-taking; namely when and why perspective-taking reduces stereotyping. Across both domains, I demonstrate that mobility, an overlooked yet crucial construct, serves as a central driver of the cultural findings, and that group membership plays an important moderating role. I discuss how the perceptual and behavioral differences that emerge between cultures are socially adaptive strategies that have evolved to serve a particular cultural context, and close with applications for organizations as they navigate this complex landscape.