The aim of this research was to predict cooperative and competitive conflict management styles in 26 new start-up work teams (time 1), and after one year of functioning (time 2) in an automotive company. Vertical-horizontal, individualism-collectivism cultural patterns were used as predictive variables. It was predicted that goal interdependence would moderate the relationship between cultural patterns and conflict management styles. Because of the hierarchically nested data structure, a Multilevel Analysis approach was used. Horizontal and vertical collectivism increased cooperation, and horizontal and vertical individualism increased competition. Only when work teams had been functioning for a year, goal interdependence increased cooperation and interaction effects between goal interdependence and vertical types of individualism and collectivism were observed. Implications for teambuilding as organizational transformational strategies are discussed.