1. Group formation – boys get to know those in in-group
2. Competition – compete for resources against out-group (caused aggression)
3. Reconciliation – forced both groups to work towards a mutual goal.
   - This study has been tested several times since, findings have been consistent.

This therefore explains that competition can cause intergroup conflict but that by getting to know those in out-group and finding similarities and common ground, they were able to resolve this conflict. This supports Allport (1954) who proposed contact theory, stating that prolonged, quality time with out-group members can reduce conflict between them.