

Getting Beyond Groupthink to Make Groups Smarter

Featuring Harvard Law School professor Cass Sunstein,
co-author of *Nudge* and the recently published *Wiser: Getting
Beyond Groupthink to Make Groups Smarter*

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Wiser Getting Beyond Groupthink To Make Groups Smarter

**Ben R. Newell, David A. Lagnado, David
R. Shanks**



Wiser Getting Beyond Groupthink To Make Groups Smarter:

Wiser Cass R. Sunstein, Reid Hastie, 2015 We've all been involved in group decisions and they're hard. And they often turn out badly. Why? Many blame bad decisions on groupthink without a clear idea of what that term really means. Now Nudge coauthor Cass Sunstein and leading decision-making scholar Reid Hastie shed light on the specifics of why and how group decisions go wrong and offer tactics and lessons to help leaders avoid the pitfalls and reach better outcomes. Dust jacket flap

The Neurodiversity Edge Maureen Dunne, 2024-03-05 National Bestseller A Porchlight Book Company Top New Release As seen on Armchair Expert with Dax Shepard An interesting read for anybody curious about the human story and our development in society Irish Tech News Groundbreaking guide innovative and accessible San Francisco Book Review In *The Neurodiversity Edge* renowned Oxford-trained cognitive scientist neurodiversity expert and business leader Dr. Maureen Dunne presents a pioneering framework to harnessing the power of neurodiversity to navigate the most important human resources revolution in the modern era. Did you know that an estimated 1 in 5 people are neurodivergent, have a mind that works differently, such as the autistic, ADHDers, the dyslexic, synesthetes, and other unique neurotypes, and that the vast majority are motivated, capable, and unemployed? This indispensable guide is based on more than two decades of immersive cognitive science research, case studies, stories from neurodivergent voices in the trenches, work with hundreds of organizations from start-ups to global Fortune 500 titans, and Dr. Dunne's own lived experiences as a neurodivergent employer, entrepreneur, board member, and CEO. Too many unique minds and perspectives on the sidelines, and too many organizations beset by groupthink, innovation stagnation, and a lack of access to qualified new candidates. *The Neurodiversity Edge* takes you all the way from why to what and to how, delivering practical insights that build on a new foundational framework. Cultivate a values-driven approach to building a culture of sustained authentic inclusion where everyone can thrive. How to improve the interview process to avoid missing game-changing talent. Develop a hybrid office protocol that works for everyone and a support infrastructure that aligns with universal design principles. Discover why Google's Project Aristotle found that innovation and performance hinge on psychological safety. Uncover and eliminate the destructive influence of unconscious cognitive biases. Take a graphic tour into the wonders of the human mind. Understand unique problem-solving abilities such as lateral thinking, visual spatial thinking, multisensory thinking, leaps of creative insight, hyperfocus, and many more. How to articulate and implement organizational goals and measure progress toward them. *The Neurodiversity Edge* is an essential guide for executives, board directors, human resources professionals, managers, recruiters, entrepreneurs, venture capitalists, allies, educators, nonprofit leaders, and anyone with an interest in better understanding neurodiversity, authentic neuroinclusion, and the human mind. Collective Efficacy Jenni Donohoo, 2016-10-21 Improve student outcomes with collective teacher efficacy. If educators' realities are filtered through the belief that they can do very little to influence student achievement, then it is likely these beliefs will manifest in their practice. The solution: Collective

efficacy CE the belief that through collective actions educators can influence student outcomes and increase achievement Educators with high efficacy show greater effort and persistence willingness to try new teaching approaches and attend more closely to struggling students needs This book presents practical strategies and tools for increasing student achievement by sharing Rationale and sources for establishing CE Conditions and leadership practices for CE to flourish Professional learning structures protocols

What Is a Human? James Paul Gee, 2020-09-17 In a sweeping synthesis of new research in a number of different disciplines this book argues that we humans are not who we think we are As he explores the interconnections between cutting edge work in bioanthropology evolutionary biology neuroscience human language and learning and beyond James Paul Gee advances also a personal philosophy of language learning and culture informed by his decades of work across linguistics and the social sciences Gee argues that our schools institutions legal systems and societies are designed for creatures that do not exist thus resulting in multiple interacting crises such as climate change failing institutions and the rise of nationalist nationalism As Gee constructs an understanding of the human that takes into account our social collective and historical nature as established by recent research he inspires readers to reflect for themselves on the very question of who we are a key consideration for anyone interested in society government schools health activism culture and diversity or even just survival

Judicial Character in Hard Times Tomasz Widlak, 2025-03-12 This insightful book analyses how judges intellectual traits and personalities impact the rule of law and the proper performance of judicial roles Focusing on times of crisis the book discusses manifestations of judicial character under internal and external pressures social unrest and attacks on judges when their status independence and impartiality are under strain

Disputed Decisions of World War II Mark Thompson, 2020-01-17 A former Harvard professor of decision science and game theory draws on those disciplines in this review of controversial strategic and tactical decisions of World War II Allied leaders although outstanding in many ways sometimes botched what now is termed meta decision making or deciding how to decide Operation Jubilee a single division raid on Dieppe France in August 1942 for example illustrated the pitfalls of groupthink In the Allied invasion of North Africa three months later American and British leaders fell victim to the planning fallacy having unrealistically rosy expectations of an easy victory In Sicily in the summer of 1943 they violated the millennia old principle of command unity now re endorsed and elaborated on by modern theorists Had Allied strategists understood the game theory of bluffing in January 1944 they might well not have landed two plus divisions at Anzio in Italy

Straight Choices Ben R. Newell, David A. Lagnado, David R. Shanks, 2022-05-19 *Straight Choices* provides a fascinating introduction to the psychology of decision making enhanced by discussion of relevant examples of decision problems faced in everyday life Thoroughly revised and updated throughout this edition provides an integrative account of the psychology of decision making and shows how psychological research can help us understand our uncertain world The book emphasizes the relationship between learning and decision making arguing that the best way to understand how and why decisions are made is in the context of

the learning and knowledge acquisition which precedes them and the feedback which follows The mechanisms of learning and the structure of environments in which decisions are made are carefully examined to explore their impact on our choices The authors then consider whether we are all constrained to fall prey to cognitive biases or whether with sufficient exposure we can find optimal decision strategies and improve our decision making This edition highlights advances made in judgment and decision making research with additional coverage of behavioral insights nudging artificial intelligence and explanation based decision making Written in a non technical manner this book is an essential read for all students and researchers in cognitive psychology behavioral economics and the decision sciences as well as anyone interested in the nature of decision making

Organizational Behavior Christopher P. Neck, Jeffery D. Houghton, Emma L. Murray, 2019-01-02 Why does organizational behavior matter isn't it just common sense Organizational Behavior A Skill Building Approach helps students answer this question by providing insight into OB concepts and processes through an interactive skill building approach Translating the latest research into practical applications authors Christopher P Neck Jeffery D Houghton and Emma L Murray unpack how managers can develop essential skills to unleash the potential of their employees The text examines how individual characteristics group dynamics and organizational factors affect performance motivation and job satisfaction providing students with a holistic understanding of OB Packed with critical thinking opportunities experiential exercises and self assessments the new Second Edition provides students with a fun hands on introduction to the fascinating world of OB This title is accompanied by a complete teaching and learning package

What Works Iris Bohnet, 2016-03-08 Gender equality is a moral and a business imperative But unconscious bias holds us back and de biasing minds has proven to be difficult and expensive Behavioral design offers a new solution Iris Bohnet shows that by de biasing organizations instead of individuals we can make smart changes that have big impacts often at low cost and high speed

Expertisation and Democracy in Europe Magdalena Góra, Cathrine Holst, Marta Warat, 2017-11-27 Expertisation and Democracy in Europe provides a much needed account of the role and re organisation of expertise and expert knowledge in Europe and the European Union in a broad range of policy spheres contributing to the debate triggered by the recent crises It brings novel perspectives to debates on technocracy and our understanding of the relations between knowledge experts and democracy The book explores and assesses new and old linkages between knowledge expertise and democracy and expands and deepens the current debates by addressing questions such as What is the role of expertise in Europe How is knowledge of different kinds embedded in and decisive for democratic practice in contemporary democracies How are we to assess recent transformations of the expert citizens and government civil society relationships from the perspective of democracy and which paths are viable in the years to come Finally the book engages with and gives flesh to the notion of expertisation not only as a broad political and societal diagnosis but also as a multidimensional and deeply contested process that enfold in concrete practices and institutional settings This text will be of key interest to scholars and students of European studies

European and European Union politics democracy public policy international relations sociology gender studies and media studies

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