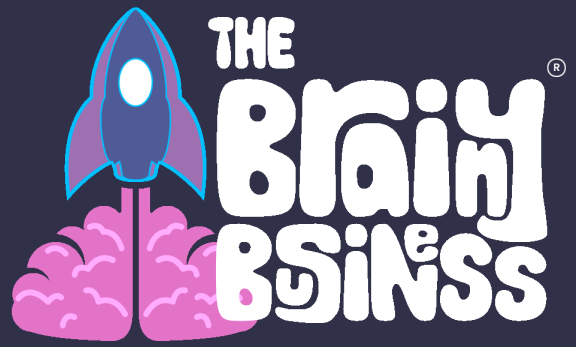


HAWTHORNE EFFECT

WORKSHEET



The act of doing an experiment can impact the results.
Often you want to avoid that, but sometimes it's very useful...

The Hawthorne Studies from the 1920s and 1930s were looking to see what conditions would improve productivity of teams. They thought brighter lights would improve productivity, and they did...but so did dimmer lights and no change to the lights at all. What happened?

Providing Input (Feeling Valued) Made a Difference

Those participating in the study were in a special place and had a very different working experience. That made them feel valued, and want to keep their status, which impacted their productivity. When can you help the team feel valued to boost output?

Knowing Research is Happening (And Why) Influences Results

When doing observational experiments, you often want to do anything you can to not influence the outcome (removing the Hawthorne Effect). When would it be beneficial to not let people know you are watching? How might you accomplish it?

For Simple Tasks Monitoring Can Help

When the task is repetitive and mundane, workers can make a game out of the monitoring (trying to beat their own bests). Where could you incorporate monitoring to increase productivity on simple, monotonous tasks?
