

# Decision Processes Colloquia

---

Monday, March 28, 2022

Where: 360 JMHH

When: 12:00 – 1:00 pm

**Sherry Wu**

Assistant Professor of Management and Organizations  
UCLA Anderson School of Management

## Having a Voice in Your Group: Field Experiments on Behavioral and Attitudinal Changes

### ABSTRACT:

One of the founding assumptions of social psychology is that groups influence human behavior—in particular, that an attempt to change a person’s behavior will fail in the long run if it does not involve her group. There has been enormous research interest in how groups motivate behavior change, but debates exist about the types of group structures that motivate change, and causal evidence with real world groups is rare. Here I present three projects in different contexts and with different communities to test the influence of group participation and collective deliberation over long-term behavior and attitudes. First, I review two recent field experiments with Chinese factory workers and American university staff. I find that participatory work groups can increase productivity and change broad attitudes toward societal authority and justice. Then I will discuss an ongoing intervention on community budgetary decision making, which reaches approximately 14 million people in 349 treated communities. Evidence suggests that participatory decision making in budgeting within local community groups increases civic engagement more broadly, and shifts citizens’ long held attitudes toward central and local governance in a nondemocratic system.