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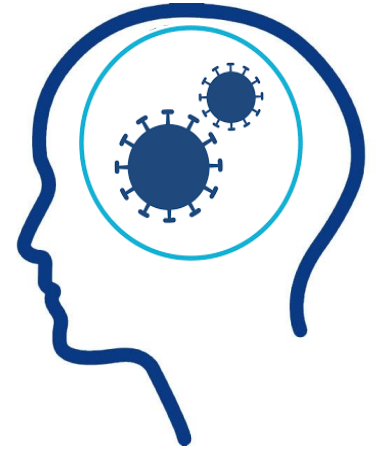


# Challenges for Organisations and Leaders as the Pandemic Persists: Lessons from Behavioural Science with Professor Pete Lunn, ESRI

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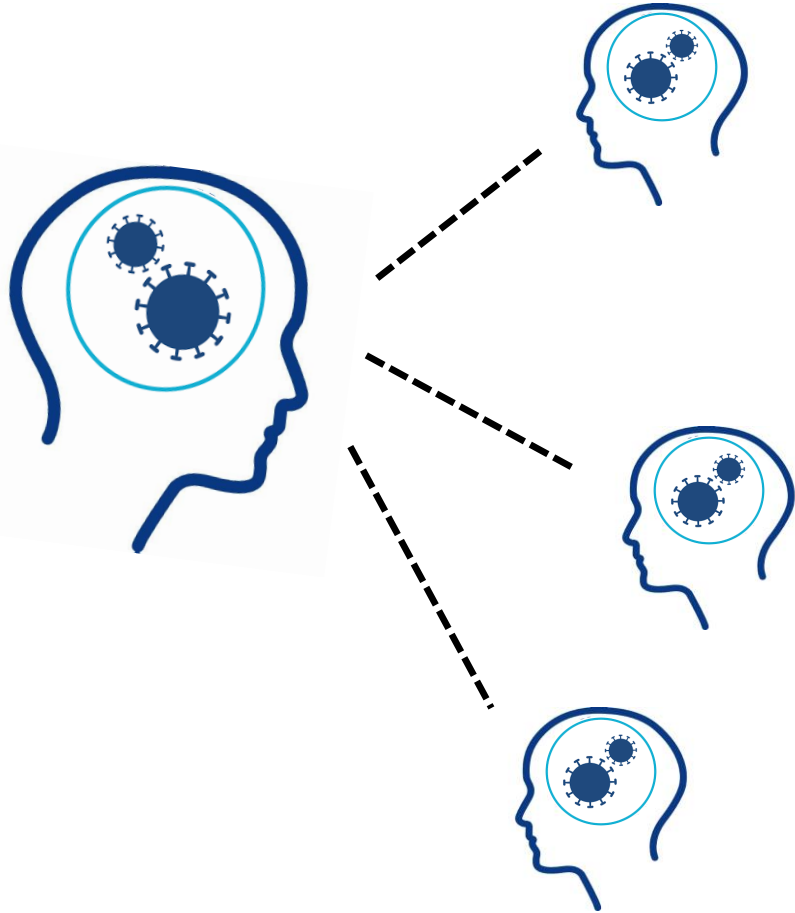


# Challenges for Organisations and Leaders as the Pandemic Persists:

## Lessons from Behavioural Science

Professor Pete Lunn  
ESRI Behavioural Research Unit

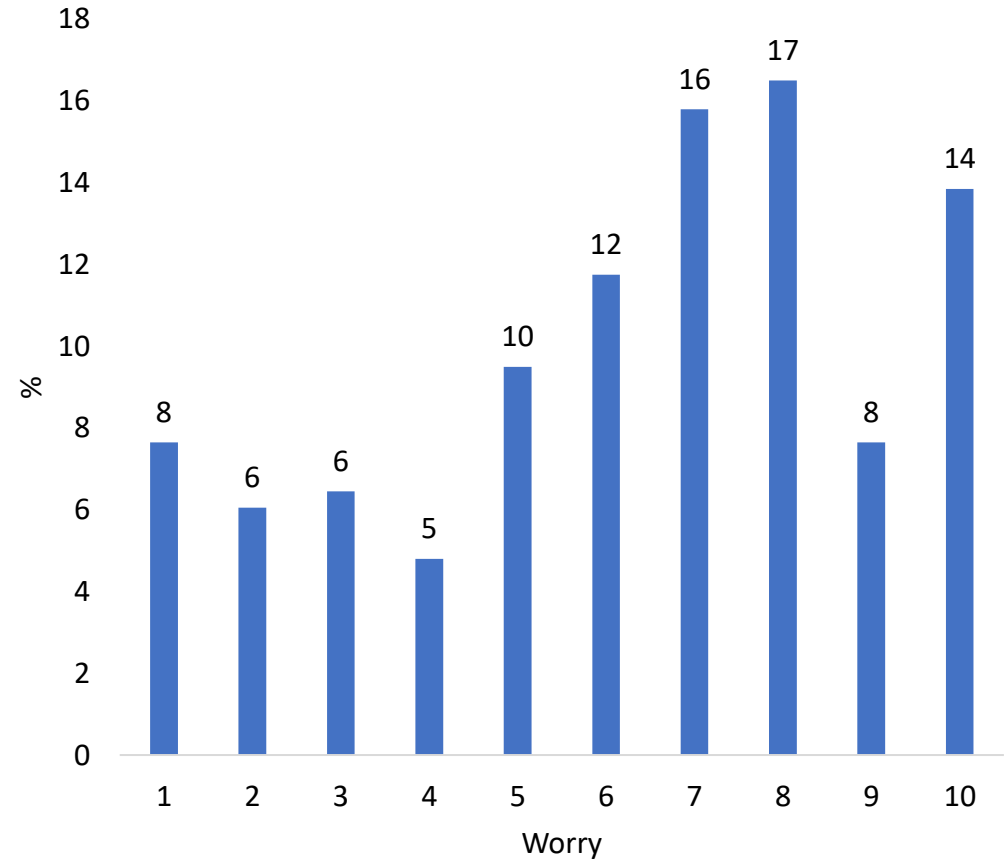
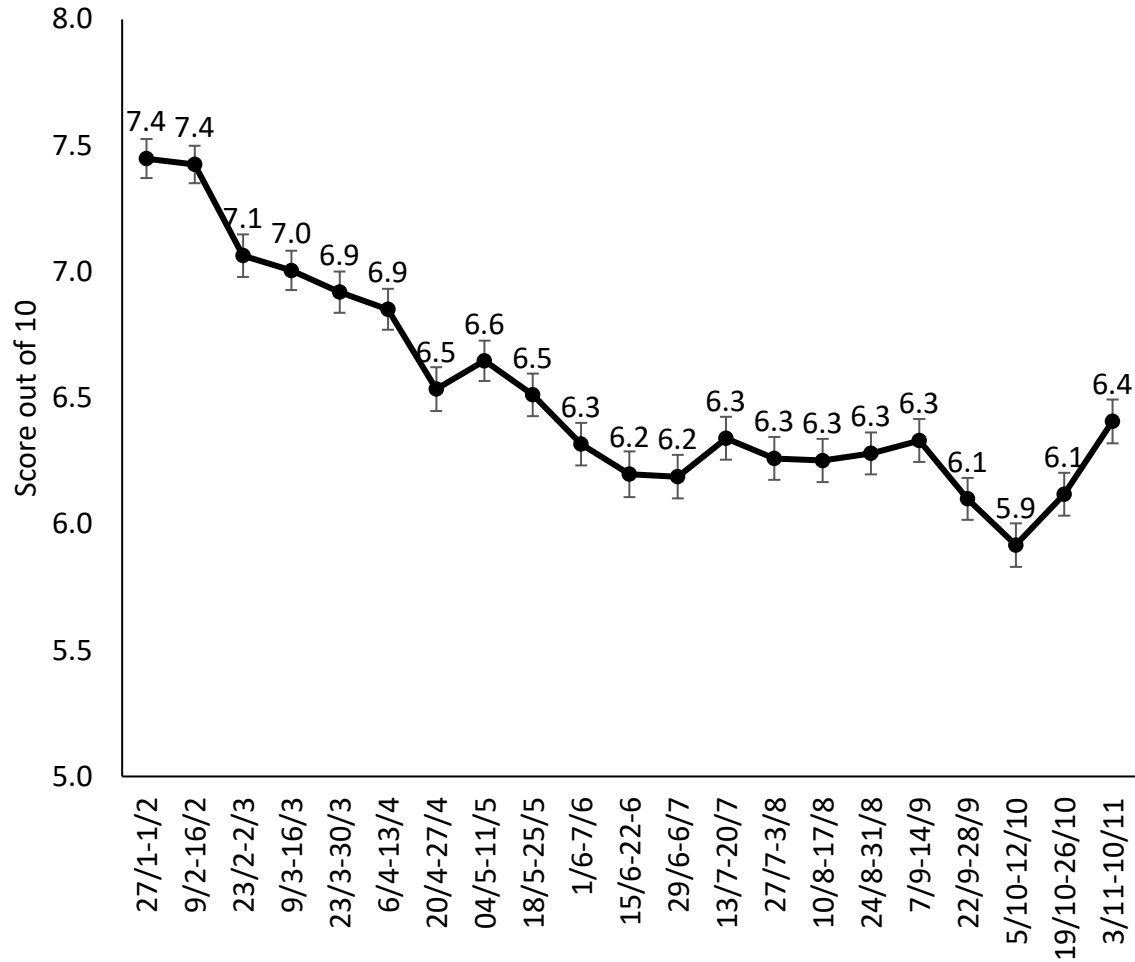
# Motivations – Behaviour is social



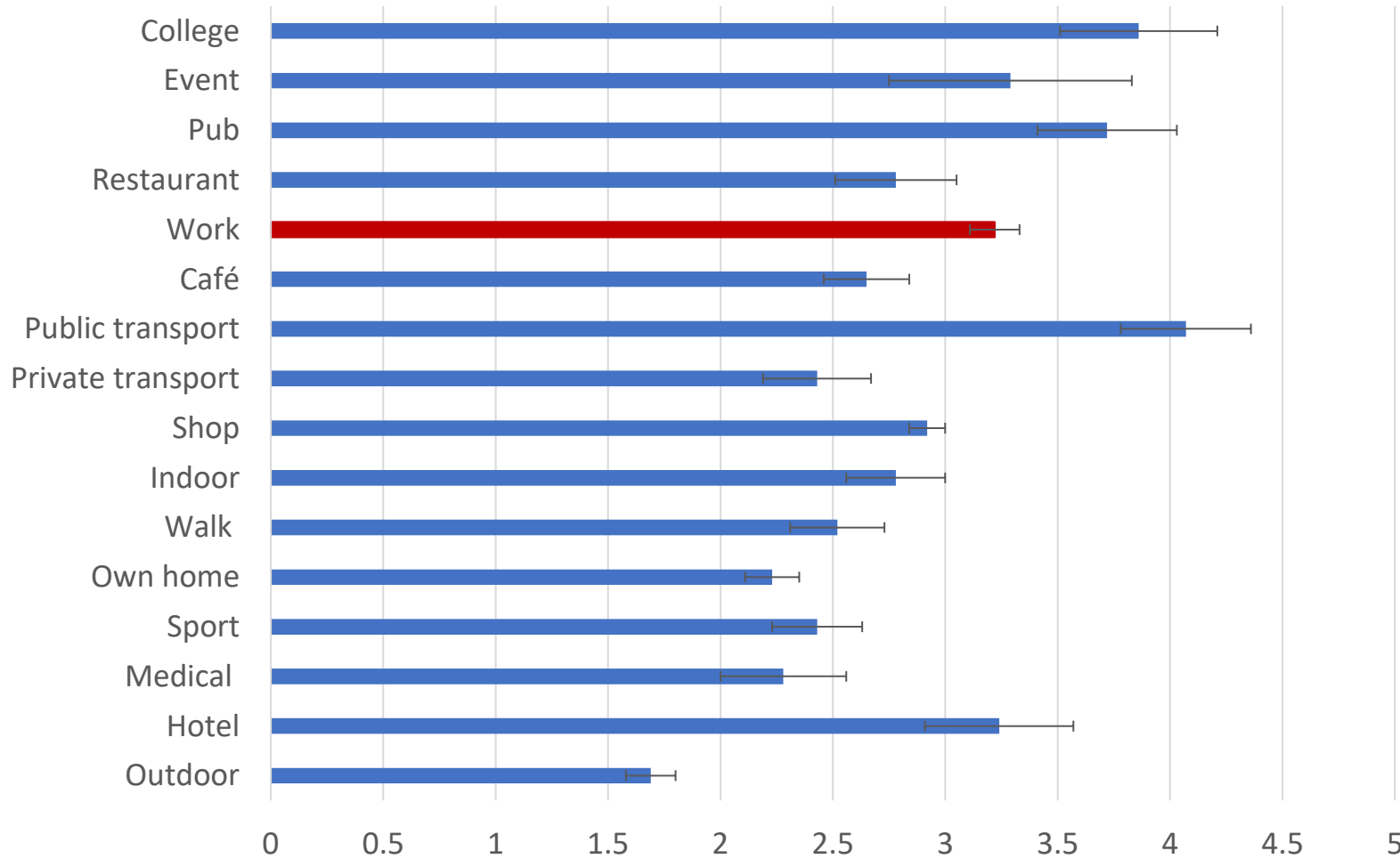
## People understand they are in a “collective action” problem:

- My outcomes depend on your behaviour and yours on mine
  - True at local and national level
- Respond to clear collective messages: “if we all do X, we can achieve Y”
- Will do their bit more if team ethic strong
- Many cooperate only if they see others do too
- Worry about, norms, social disapproval and letting people down
- Concerned about fairness

# Worry

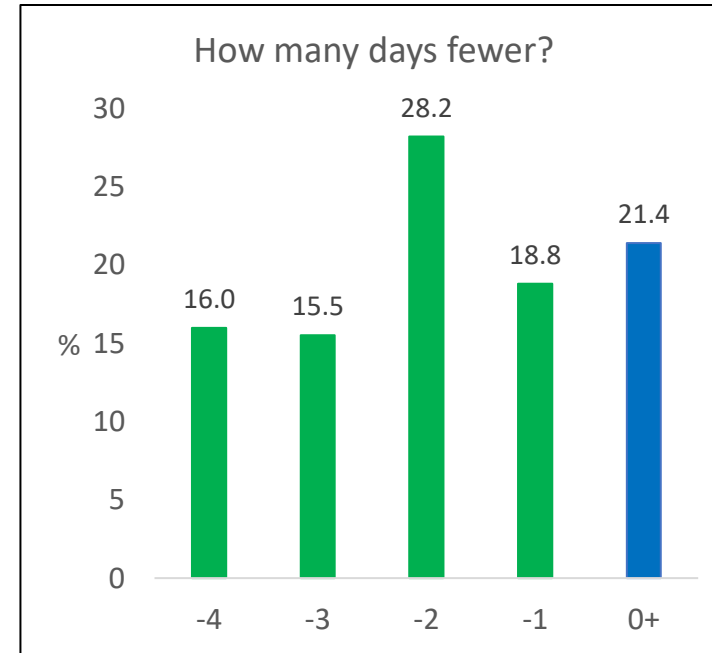
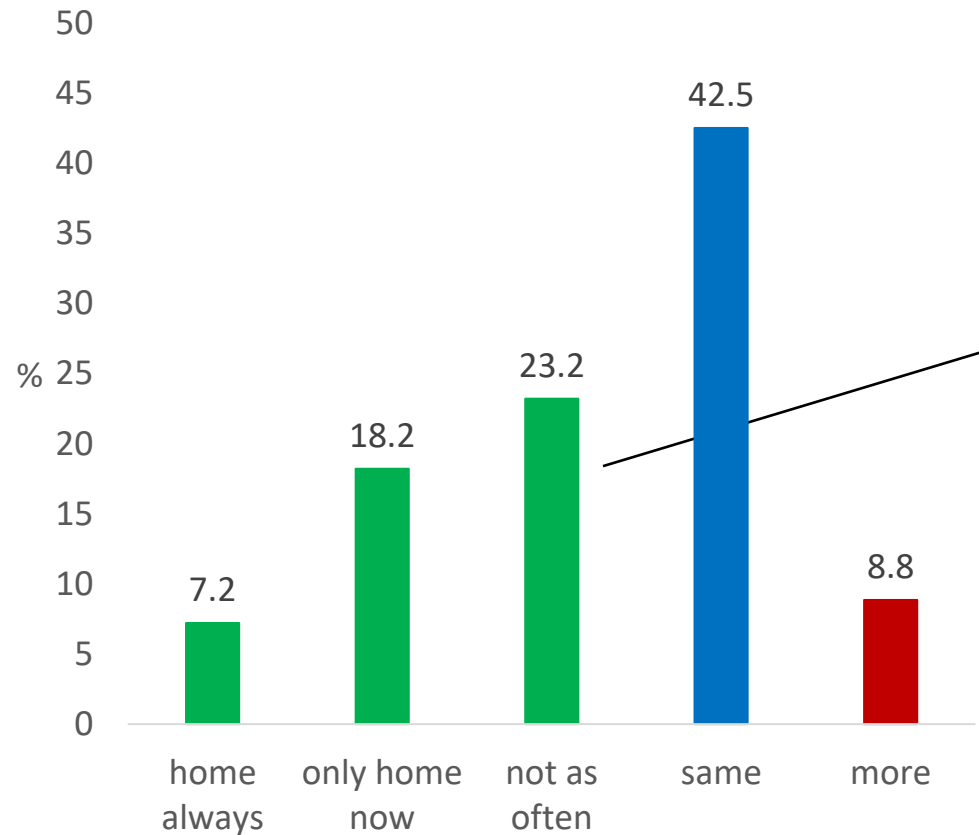


# (Mis)perceived risk



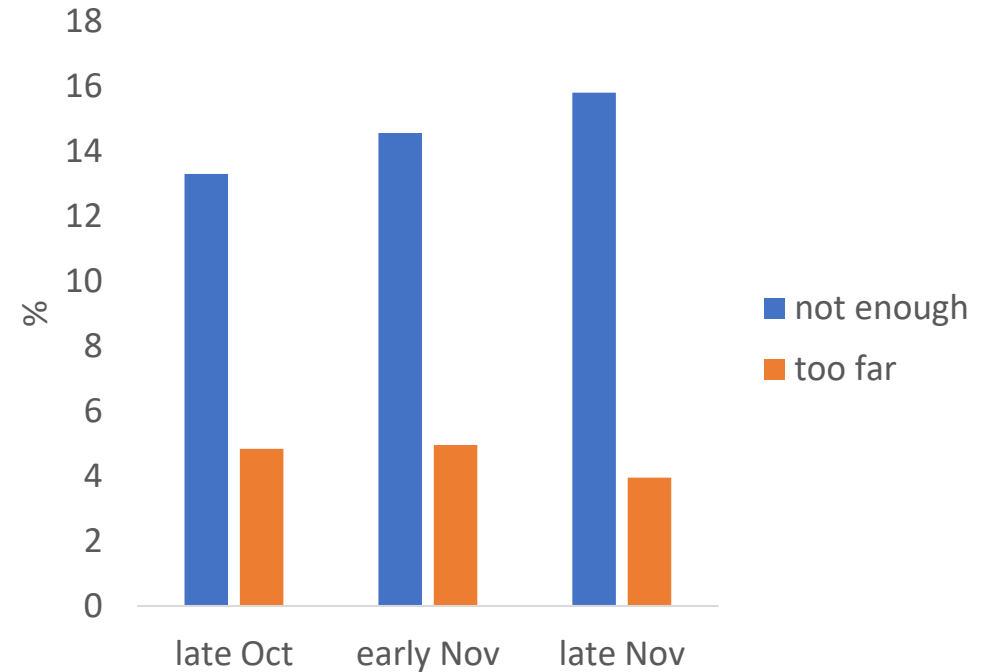
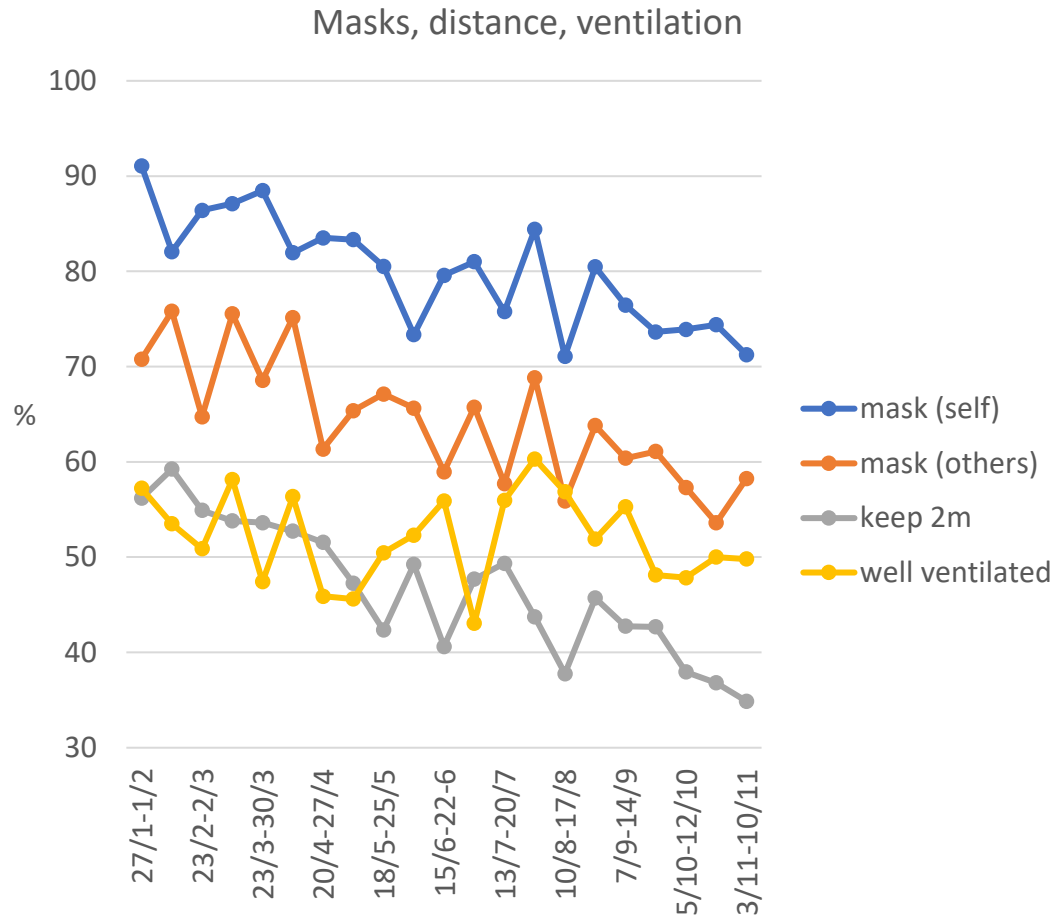
- People overestimate the risk of strangers
- They underestimate the impact of mitigation (masks, keeping 2m, ventilation)
- And the effect of being outdoors

# Attendance at work relative to pre-pandemic



Source: ESRI Social Activity Measure for the Department of the Taoiseach

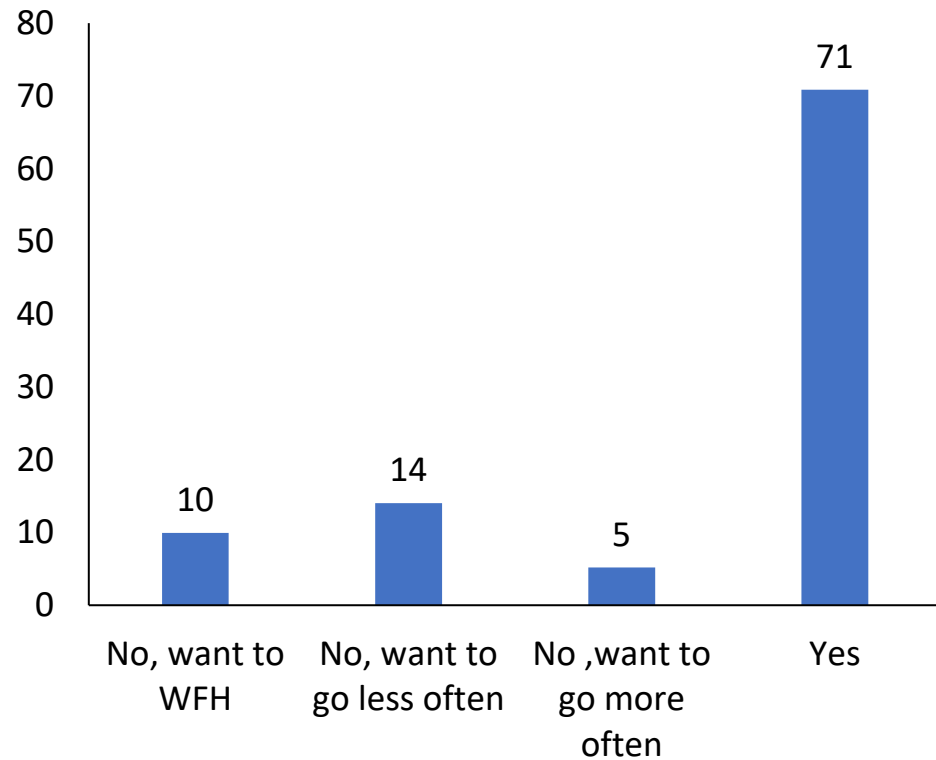
# Workplace - Mitigation



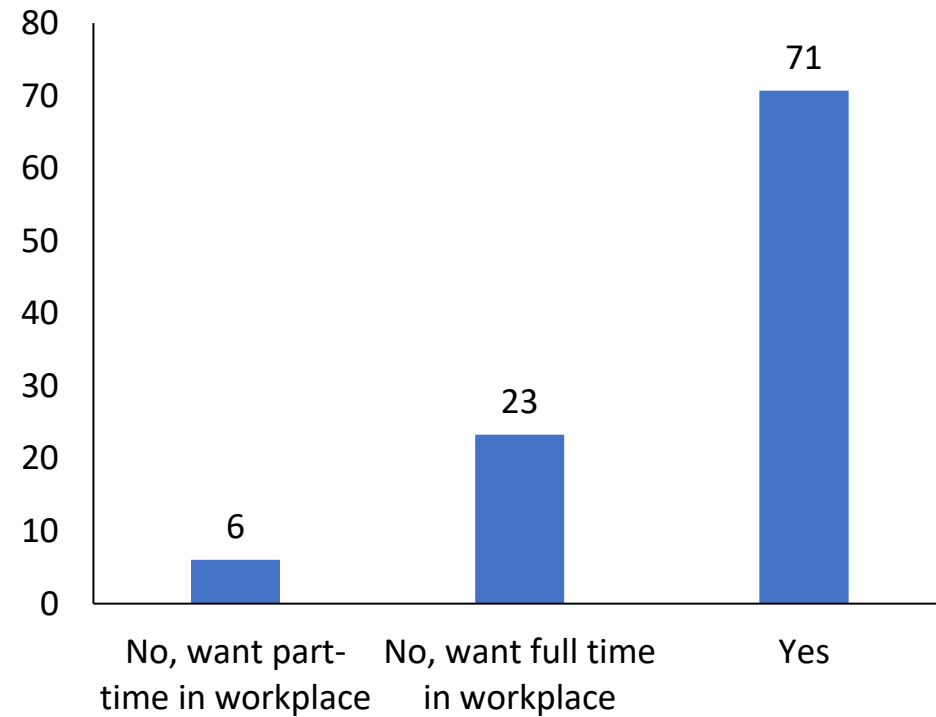
Up to 1-in 7 now saying work does not do enough on mitigation

# Satisfaction with working habits

Workplace workers: Happy?

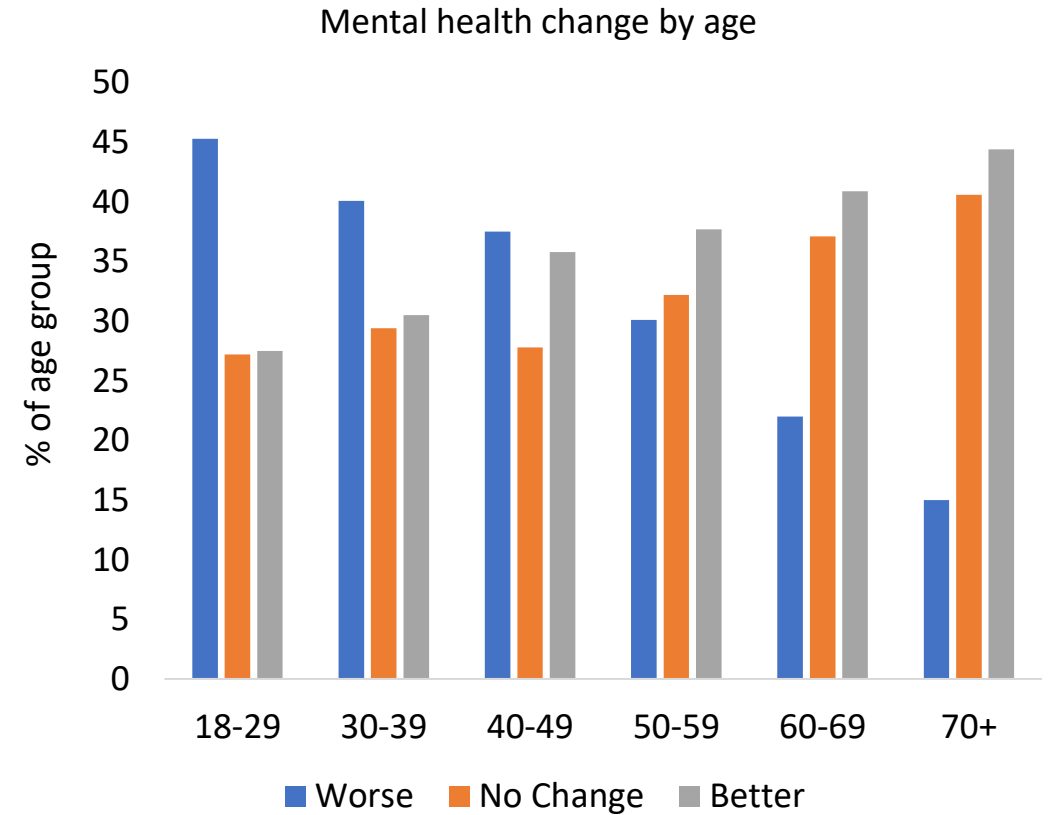
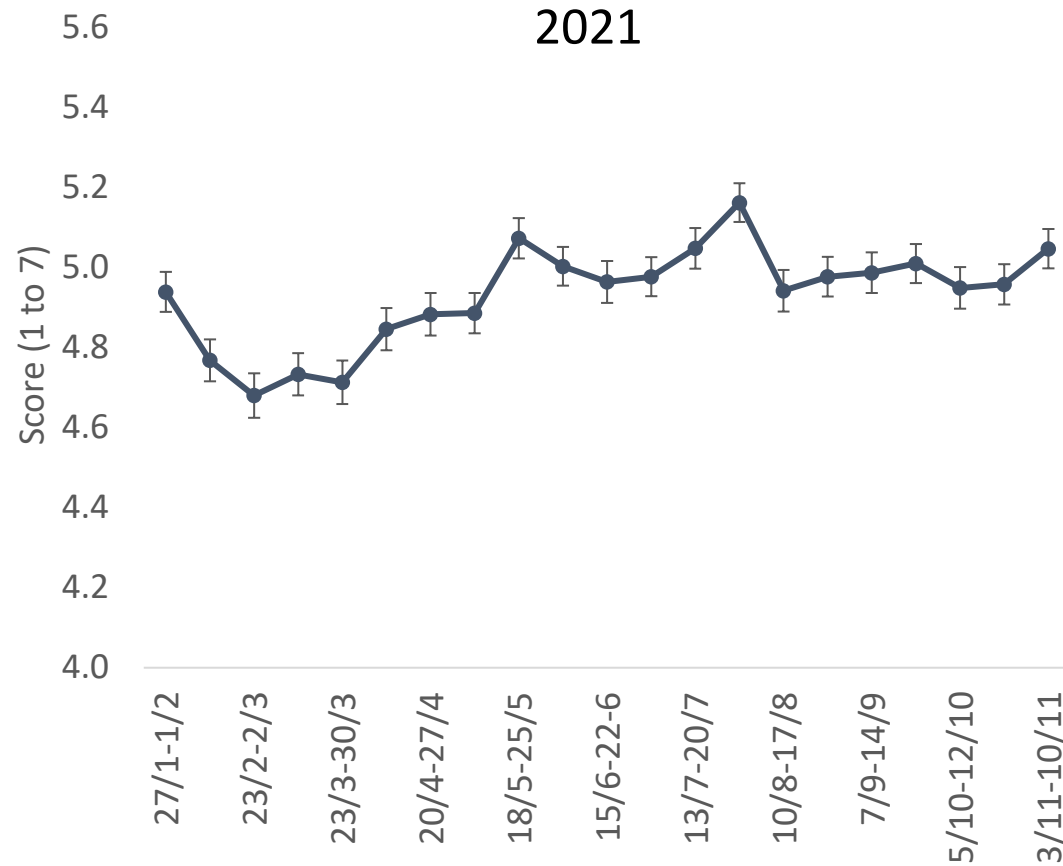


Working from home workers: Happy?

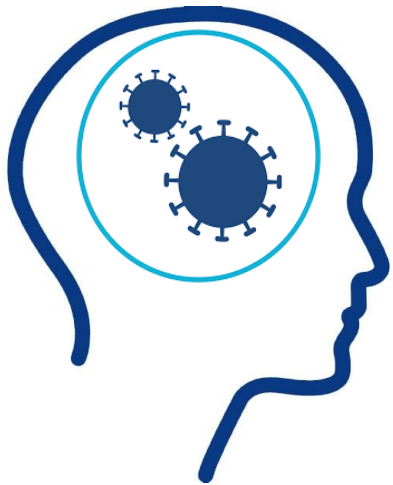




# Some wellbeing data



# Wellbeing: causes and assistance



- Restrictions, boredom, frustration
- Social and relationship lives
- Loneliness higher among younger adults
- Hit to “prospective thinking”
  - Planning, thinking ahead, making progress, imagining futures
  - 30-40% of mind wandering
  - Now hit by uncertainty – “life on hold”
- **What can we do?**
  - Get outdoors (use outdoor spaces better)
  - Focus on what you can do – organise events
  - Check-in, empathise, talk

# Summary - challenges

- Response to COVID is social and generates strong responses
- Worry is growing again but varies hugely across personalities
- Substantial minorities are dissatisfied with working arrangements
  - Where they are working
  - Workplace environment
- Keeping wellbeing up is a constant challenge





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