

### Neuroliberalism at work in welfare-towork programmes



#### Jobseekers' psychometric test 'is a failure'

US institute that devised questionnaire tells 'nudge' unit to stop using it as it failed to be scientifically validated

#### Shiv Malik

The Guardian, Monday 6 May 2013 12.39 BST

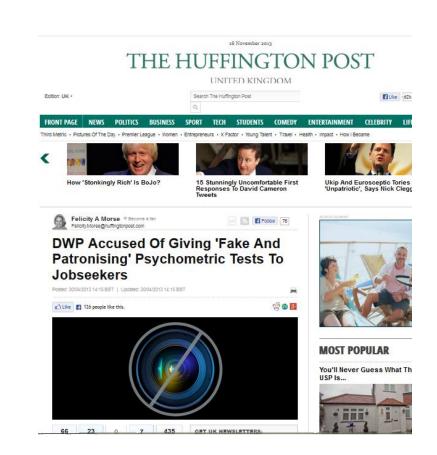
Jump to comments (488)



The 'nudge' unit piloted the psychometric test in Essex despite being refused permission to do so. It has now been rolled out to other areas. Photograph: Danny Lawson/PA

An American psychology organisation has told a UK government agency to stop using a personality test on jobseekers because it is a failure.

The Behavioural Insight team, or "nudge" unit, which was created by



## Researching the impacts of the "new" behavioural sciences on public policy

#### Soft Paternalism blog

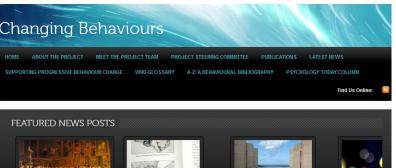
A research project blog about the time-spaces of libertarian paternalism



Leverhulme Trust (2008-2011): UK study "The Time-Spaces of Soft Paternalism"



ESRC (2013-2015): Seminar Series "Behaviour Change and Psychological Governance"



ESRC (2013-2015): International study "Transforming Behaviours"

#### Techniques of behavioural change



Community-Based Social Marketing

**Connected Conversations** 

Life-Stage Intervention

Salience

Segmenting

Co-Design

**Social Norming** 

Messenger: Peer-to-Peer

Education Entertainment

Social Marketing

**Anchoring** 

Non-verbal priming

**Choice Editing** 

Non-Verbal Framing

Defaults

Data Streaming Choice Architecture Verbal Framing

Feedback

**Verbal Priming** 

**Design** Communication

# Charting the emergence of behaviour change in the UK

- An anthropological approach (qualitative interviews with policy strategists)
- A genealogical approach (discourse analysis of policy texts)
- A geographical approach (how is time-space reconfigured; where do policies emerge; how are they mobile?)

"I asked Danny Kahneman [a Nobel Laureate and a key figure in the field of behavioural economics] if he would drop by ... about 2001–2002 ... . So Danny came in, and we'd invited some people, just for a chat around the table, to talk about these things, because you know I think we should be really interested in this sort of new literature, and he comes in and he says ... I've just been sent a draft of this paper, called libertarian paternalism ... and he says it's really interesting, I think it's going to be a very important paper, and so that was the first time I came across it."

Policy strategist,
Cabinet Office,
interviewed Oct 2009

2000-	"Libertarian Paternalism is not an oxymoron" (Thaler and Sunstein)			Richard Thaler, David Laibson, Sheena Iyengar and Shlomo Benartzi give talks to the DWP Daniel Kahneman visits the Cabinet Office (2001-2)	
2004	The Paradox of Choice (Schwartz); Fooled by Randomness (Taleb)	Personal Responsibility and Behaviour Change (CO) Choosing Health (DH)		Tabloids hail 'fat tax' at publication of Personal Responsibility and Behaviour Change. Tony Blair assuages nanny state fears in conference speech  Jill Rutter picks up same report at DEFRA and sets up Whitehall group for Behaviour Change  NHS Choices established	
2012		Applying behavioural insights to reduce fraud, error and debt (BIT)  Test, Learn, Adapt: Developing Policy with Randomised Controlled Trials (BIT)	Acceptable Behaviour? Public Opinion on Behaviour Change Policy (Ipsos Mori)  Nudging citizens towards localism? (John and Richardson, British Academy)  Tax and benefit policy: insights from behavioural economics (IFS)	Sunset Clause to wind up Behavioural Insights Team reviewed by the BIT Steering Board in Summer 2012	
Fro	From: Jones, R., Pykett, J. and Whitehead, M. (2013) "Psychological governance and behaviour change".  Policy and Politics 41: 2, 159-182.				

NGO/Think Tank

publications

**People and Events** 

Academic and

popular publications

Policy publications

## Government departments and policy think tanks promoting Behaviour Change

BIT: Behavioural Insights Team (in Cabinet

Office)

HMT: Her Majesty's Treasury

**CFEB: Consumer Financial Education Body** 

CO: Cabinet Office

COI: Central Office of Information

**DECC:** Department of Energy and Climate

Change

DEFRA: Department of the Environment,

**Food and Rural Affairs** 

DCLG: Department for Communities and

**Local Government** 

**DfT: Department for Transport** 

DH: Department of Health

DWP: Department of Work and Pensions

FSA: Financial Services Authority

**GSR:** Government Social Research

**HSJ: Health Service Journal** 

IfG: Institute for Government

IFS: Institute for Fiscal Studies

IPPR: Institute for Public Policy Research

LGC: Local Government Chronicle

LGID: Local Government Improvement and

Development (formerly The IDeA)

LSX: London Sustainability Exchange

NEF: New Economics Foundation

NICE: National Institute of Clinical

Excellence

**NSMC:** National Social Marketing Centre

(DH and Consumer Focus)

**PSI: Policy Studies Institute** 

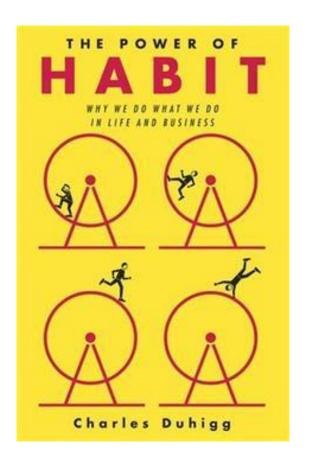
SDC: Sustainable Development

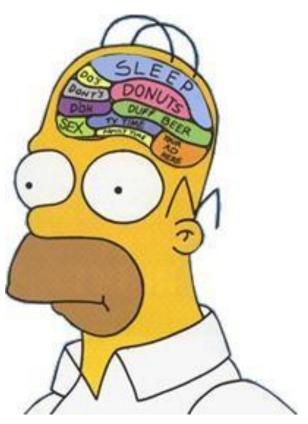
Commission

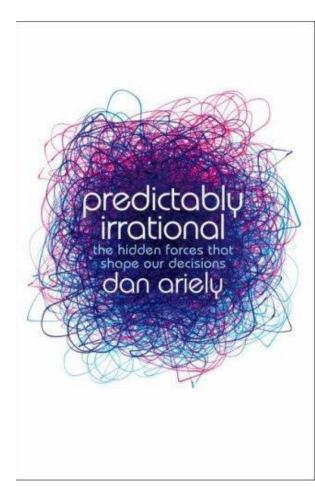
SFT: School Food Trust

SMF: Social Market Foundation

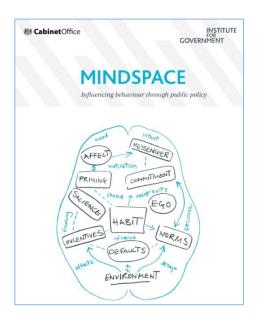
#### Policies negotiating the (un)conscious







### Behaviour changing in the mind



"The Behavioural Insights Team, commonly known as the 'Nudge Unit', was set up in July 2010 with a remit to find innovative ways of encouraging, enabling and supporting people to make better choices for themselves"

Messenger	we are heavily influenced by who communicates information		
Incentives	our responses to incentives are shaped by predictable mental shortcuts such as strongly avoiding losses		
Norms	we are strongly influenced by what others do		
Defaults	we 'go with the flow' of pre-set options		
Salience	our attention is drawn to what is novel and seems relevant to us		
Priming	our acts are often influenced by sub-conscious cues		
Affect	our emotional associations can powerfully shape our actions		
Commitments	we seek to be consistent with our public promises, and reciprocate acts		
Ego	we act in ways that make us feel better about ourselves		

Mindspace, Cabinet Office, 2010

#### The emotionally literate state

"I mean I think that (perhaps it's just me), but I think that from a behavioural perspective people are intrinsically selfish, which is quite Nudge? I think that economics and the recent experience of economics has also demonstrated that **people are essentially emotionally-driven, irrational...**"

(Department of Health Social Marketing Advisor, interviewed September 2009)

In some ways the most challenging and fascinating stuff in this whole territory [of behaviour change] is once you start asking how do you influence essentially the policy not only of a rational government, but also **unconscious processing systems** (former Cabinet Office policy strategist (2), interviewed October 2009)

if you do train people, prepare them with learned optimism skills, resilience skills, cognitive skills on how to cope with life, they're much better placed then to make choices which are actually in their interest, and you...may need less law and forcing and libertarian paternalism as well. So I think that one of the other missing chunks in the kind of standard behavioural economics things is that it just ignores that other strand of [positive] psychology and there's now a fairly strong evidence base behind it (former Cabinet Office policy strategist (2), interviewed October 2009)

"when I was in government after 97, it's probably about 2 or 3 years later I tried finding out who were the experts of psychology and behaviour change in every **department** and we did the first exercise (probably in about 2000) of trying to find what..., as I say we were holding meetings across Whitehall with the experts and trying to analyse what was the shared knowledge base in different fields about what did and didn't work. So in particular we were gathering together the **Central** Office of Information who led on their advertising campaign to drink driving, people from the educational world who were trying to persuade 17 year olds to learn more, and DSS (or whatever it was then) on Welfare to Work, DEFRA on recycling and energy change and so on. It proved pretty hard finding who knew about this and there was **not** a **shared knowledge base** at all – there was not a shared framework of theory. There's a strong set of disciplines in British government, the economists, the social researchers, but not really a psychology or social psychology organised profession"

former Cabinet Office policy strategist (2), interviewed October, 2009



#### Going global...

- 1. Nudge is more global than you might think.
- 2. Nudge-type initiatives are prevalent in Less Economically Developed Countries
- 3. The global spread of the new behavioural sciences is being facilitated by non-governmental international organizations and multinational corporations
- 4. The insights of the new behavioural sciences are being applied to public policy in very different ways in different places throughout the world.



Applying Behavioural Sciences to EU Policy-making

2013



#### INSPIRING SUSTAINABLE LIVING

Expert insights into consumer behaviour & Unilever's Five Levers for Change



Psychological Science and Behavioral Economics in the Service of Public Policy

IN THE SERVICE OF PUBLIC POLICY

## NGOs and International Bodies promoting Behaviour Change

A Little Bit of Hope

AusAID BFHAVF

Behaviour Works (Australia)

**Behavioural Architects** 

C-Change

Canyon Ranch Institute

Carribean HIV/AIDS Alliance

**Centre for Communications Programmes** 

Change Hub Change Labs

**Common Cause** 

**Communication Initiative Network** 

**Corporate Culture** 

Danish Nudging Network (I Nudge You)

**Deutche Bank** 

Euro Health Group

**European Commission** 

Global Fund

Greenudge (Norway)

Hiam Health

Hygiene Central

Innovations Lab (Kosovo)
International Labour Office
International Medical Core

Japanese Social Development Fund

John Lewis

**Manoff Group** 

Mindlab

National Social Marketing Centre (UK)

OECD

**PATH Foundation** 

Population Services International (PSI)

Red Cross Samoa Air

Sanitation and Water For All Partnership Secretariat of the Pacific Community

SNV

Sustainable Brands

Tools of Change (Canada)

UNICEF UNESCO Unilever

United Nations Development Programme

**United Nations Population Fund** 

University Research Co.

URC USAID

World Bank

World Diabetes Foundation

World Economic Forum

### Nudging around the world

States with centrally orchestrated behaviour change programmes Ad hoc adoption of nudge-type policies



Rachel Lilley, and Jessica Pykett (available soon from changingbehaviours.wordpress.com/)

### Negotiating 'neuroliberalism'

- Governing at the interface of conscious and unconscious thought and action that connects emotional response and rational deliberation
- From neoliberalism to neuroliberalism at the Chicago School (irrationality as a rationale for government)
- Neuroliberal policies are promoted as interventions that simply work experimentally