Diversity bonuses: How to improve their performance by tapping the power of differences in how people think

What if workforce diversity is more than simply the right thing to do in order to make society more integrated and just? What if diversity can also improve scientific research, problem solving, creative thinking and forecasting? It can.

In this talk, Professor Page will present theory and evidence that teams that include different kinds of thinkers outperform homogeneous groups on complex tasks, producing “diversity bonuses.” These bonuses include improved problem solving, increased innovation, and more accurate predictions—all of which lead to better performance and results.

Various types of cognitive diversity—differences in how people perceive, encode, analyze, and organize the same information and experiences—are linked to better outcomes. He then describes how these cognitive differences are influenced by other kinds of diversity, including racial and gender differences—in other words, identity diversity. Identity diversity, therefore, can also produce bonuses. The talk will draw on research in economics, psychology, computer science, and many other fields.

Seminar will be held via Zoom
https://umich.zoom.us/j/99757427154   Passcode: 133909