

Attachment to

[Nudging the Health Workforce to Share Experiences \(Including Failures!\): What behavioral experiments can tell us](#)

Table: Overview of the Knowledge SUCCESS Information-Sharing Assessments

Experiment	Objective	Description	Outcome
Public goods game adaptation	Test the impact of behavioral nudges on information-sharing behavior	<p>Participants were randomly assigned to receive one of two behavioral nudges (social norms or recognition). They were paired with a hypothetical anonymous partner and asked to independently complete a quiz on public health.</p> <p>During the quiz, participants received pop-up messages with facts to aid them in answering their questions.</p> <p>Each participant had the option to share or not share the facts with their partner by clicking a “Share” button on their screen. Participants were informed that for every question answered correctly, funds would be donated to support the dissemination of knowledge management solutions for global health professionals. This served as an incentive for participant engagement.</p>	Sharing behavior was measured by how often participants in the different groups chose to share facts with their partners over 3 rounds of the game.
Implicit Association Test	Test participants’ classification of alternative words and phrases for “failure” into positive or negative categories	<p>Participants viewed words or phrases conveying the meaning of “failure” in quick succession and were asked to categorize them as either positive or negative.</p> <p>We tested a total of 36 alternative words and phrases for “failure,” such as “bloopers,” “flops,” and “lessons learned.”</p>	A table was developed of frequencies of positive and negative associations with a body of terms conveying the meaning of “failure”
Failures Experiment	Test the impact of behavioral nudges on willingness to share professional FP/RH failures as well as alternative framings of failure	Participants were sent email invitations to participate in a small-group event to share their professional failures. We varied the wording of the emails by testing the use of behavioral nudges (social norms, incentives, and encouraging self-efficacy). We also tested different alternatives to the term “failure” (“improving through failure,” “what works and what doesn’t,” and “lessons learned from failure”). Participants were required to respond to the emails by clicking “Yes,” “No,” or “Maybe” to indicate their willingness to share failures at the event.	Participants’ willingness to share professional failures was captured in their email responses.