

# 2024 UN BEHAVIOURAL SCIENCE WEEK

## BEHAVIOURAL SCIENCE AND ORGANISATIONAL BEHAVIOUR

Wednesday, June 5th - 11 am EDT / 5 pm CET

DESA | DMSPC | DOS | IAEA | UNSSC



## Behavioural Science and Organisational Behaviour UN BeSci Week 2024

**Wednesday 5 June 2024**

**11:00 am - 12:00 pm EDT**

Hosted by DESA, DMSPC, DOS, IAEA & UNSSC

### Concept Note

#### Session description

Behavioural science is not only applied to external-facing policies and programmes – the UN is also exploring its application when it comes to organisational culture and behaviour.

This session will highlight experiences from DESA, DOS, DMSPC, IAEA and UNSSC applying behavioural science to change the way organisations work. It will include discussion about the application of BeSci in operations, changing mindsets in public institutions, fostering UN values and behaviours, and organisational culture in the area of atomic energy.

#### Structure

This session will take place over the course of one hour. It will be structured around four lightning talks to illustrate how behavioural sciences is being applied in the UN to promote changes in the

way organizations perform. Each UN entity will highlight its initiative by focusing on key dimensions, who it partnered with and main results (6 minutes each). These presentations will be followed by a Q&A session of about 30 minutes to spark a conversation about broad take-aways, including successes, challenges and lessons learned.

## Focus

This Session will provide diverse examples of how behavioural science is being applied internally and externally by the UN.

**DOS** will focus on Improving [Recruitment through Behavioral Science](#). Its research is still ongoing, but this project is an effort in collaboration with UCL to determine how behavioral science can be used in recruitment.

**DMSPC/UNSSC** will provide an overview of its [Behavioural Science Change Clinic Programme](#). From September to December 2023, the Office of Human Resources engaged with seven entities through the Values and Behaviours 'Change Clinics', aimed at: 1) Using insights from behavioural science to develop and implement small-scale pilots for bringing the [Values and Behaviours](#) to life; 2) Identifying solutions that may be scalable; 3) Building entity capacity on the practical application of a behavioural science-based approach. Throughout this period, OHR provided coaching and expert support, emphasizing the importance of measuring impact and adapting based on feedback. This initiative resulted in successful solutions that promote the application of Values and Behaviours organization-wide, demonstrating a commitment to continuous improvement and innovation.

**UN DESA** will highlight its work on [Changing Mindsets in Public Institutions](#). UN DESA/DPIDG has conducted analytical work and pioneered the 1st publication on [Changing Mindsets in Public Institutions to Realize the 2030 Agenda](#). It has also developed a [toolkit on changing mindsets](#) as part of the Curriculum on Governance for the SDGs, along with a [mindsets and competency framework](#) to help Member States make better decisions and deliver impactful services. The Curriculum's training toolkits cover topics such as innovation, digital transformation, systems thinking, and changing mindsets, and have found application in numerous countries. Several capacity development activities were undertaken on this topic. <https://unpan.un.org/resources/report-changing-mindsets-realize-2030-agenda-sustainable-development>

**IAEA - TBC** will describe the application of behavioural science techniques to the improvement of organization culture for safety as described in [Performing Safety Culture Self-assessments | IAEA](#). An action learning framework will be presented, along with a brief description of quantitative and qualitative research methods used to measure and understand an organization's culture. Strengths and challenges will be highlighted to stimulate further discussion.

About the Behavioral Science Week and the info, visit the UN Behavioural Science Week website [here](#).