Gems from Thinkers ...

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Introduction to Mental Models

Farnam Street and Miscellaneous Authors



Mental Models: The Key to Understanding the World

- ▶ Mental models are cognitive frameworks individuals use to interpret situations, make decisions, and solve problems.
- Built over time through experiences, learning, and interactions with the world
- They simplify complexity, provide perspective, and aid problem-solving.
- Influenced by culture, assumptions, and beliefs.
- Offer a versatile toolbox for navigating various situations and challenges.

- ▶ Using the mental model of "supply and demand" to understand pricing fluctuations in the market.
- ► Applying the "cost-benefit analysis" mental model to decide whether to pursue further education.



Eliminating Blind Spots

- ► The person with the fewest blind spots wins in life and business.
- Blind spots are the source of all poor choices.
- Perfect information would lead to perfect decisions.
- Reducing blind spots requires changing perspective.
- Different perspectives reveal critical information and new solutions.

- Seeing all players' cards in poker ensures perfect play.
- ► Changing the angle of a photograph to capture a better shot.



Using Multiple Mental Models

- Each model acts as a lens to view the world differently.
- Combining lenses reveals more information than each one individually.
- ► Specific models are numerous, but only a handful of general ones from big disciplines are crucial.
- Understanding general models helps reduce errors and uncover hidden insights.
- Better actions result from applying these diverse perspectives.



Mental Model Toolbox

- "You've got to have models in your head and you've got to array your experience – both vicarious and direct – onto this latticework of mental models." - Charlie Munger
- Worldly wisdom involves understanding the consequences of actions.
- Wisdom aligns facts with reasoning.
- Disciplines are interconnected in the real world.
- Insights from various fields like physics can enhance understanding and performance in business.



A Latticework of Mental Models

- The world is interconnected like a latticework.
- Knowledge isn't confined to distinct disciplines.
- ► For instance, business can benefit from physics principles like velocity and kinetic energy.
- ► Teachers might not integrate big ideas from all disciplines, but self-learning is possible.
- Connecting insights across fields leads to better understanding and decision-making.



Core/Generic Mental Models

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The Map is Not the Territory

- ▶ The map of reality is not reality itself.
- ▶ Maps are reductions and inherently imperfect.
- ► A perfect map would be as large as the territory itself and thus impractical.
- Maps can represent outdated snapshots of reality.
- Recognizing this helps avoid over-reliance on models and maps.

- A GPS map shows the route but not the current traffic conditions.
- Business forecasts are useful but can't predict unexpected market shifts.



Circle of Competence

- Understand your strengths and limits.
- ► Knowledge of your competence provides a competitive edge.
- Awareness of blind spots allows for better learning and growth.
- ► Ego-driven actions outside your competence lead to mistakes.
- Honest self-assessment improves decision-making.

- ▶ An investor sticks to industries they understand.
- A software developer specializes in a particular programming language.



Pareto Principle (80/20 Rule)

- Highlights the imbalance between input and output, where roughly 80
- Originated from economist Vilfredo Pareto's observation of land ownership distribution in Italy.
- Applied broadly, implying that a minority of efforts lead to the majority of outcomes in various scenarios.
- Examples include 80
- ► Guides resource allocation and decision-making by focusing on the vital few elements that significantly impact outcomes.

Examples:

- ► A company realizing that 80
- ▶ Identifying the 20

Applications

Business: Focus efforts on retaining and serving high-value clients to maximize revenue.



Personal productivity: Prioritize tasks that contribute most to

Pareto Principle (80/20 Rule): Applications

- Business: Focus efforts on retaining and serving high-value clients to maximize revenue.
- Personal productivity: Prioritize tasks that contribute most to productivity to maximize efficiency.
- Quality control: Address critical issues that cause the majority of problems for substantial improvements.
- ► Guides resource allocation and decision-making by focusing on the vital few elements that significantly impact outcomes.



The 5 Whys

- Problem-solving technique involving iteratively asking "why" to identify the root cause of an issue.
- ▶ Digs deeper into problems to address fundamental issues rather than surface-level symptoms.
- ► Encourages self-reflection and introspection for personal growth and understanding.
- Applies a similar introspective approach to understand underlying reasons behind thoughts, behaviors, or beliefs.
- Unveils core motivations, challenges assumptions, and fosters continuous learning.

- ▶ Identifying the root cause of a recurring software bug by asking "why" multiple times.
- Understanding personal reactions to stress by continuously questioning underlying motivations.



First Principles Thinking

- Break down complex problems to their basic components.
- Separate underlying facts from assumptions.
- Build new knowledge from fundamental truths.
- Encourages creativity and innovation.
- Essential for solving novel and complicated problems.

- ▶ Elon Musk rethinking battery costs by analyzing raw materials.
- A chef creating a new recipe by understanding the basics of flavors.



Thought Experiment

- Use imagination to explore possibilities.
- ▶ Investigate the nature of things without real-world constraints.
- Learn from hypothetical scenarios to avoid future mistakes.
- ▶ Evaluate consequences and re-examine historical decisions.
- ▶ Helps clarify what we truly want and how to achieve it.

- Schrödinger's cat in quantum mechanics.
- Imagining the impact of a business decision on future market trends.



Second-Order Thinking

- Consider the long-term effects of actions.
- Go beyond immediate consequences.
- Think holistically about cascading impacts.
- Prevent unintended side effects.
- Differentiate yourself by thinking further ahead.

- Implementing a policy that encourages short-term sales might hurt long-term customer loyalty.
- Environmental regulations affecting not just industry costs but public health and future compliance costs.



Parkinson's Law

- Work expands to fill the time available for its completion, as stated by Cyril Northcote Parkinson.
- ► Tasks tend to align with the given time constraints, leading to adjustments and prioritization as deadlines approach.
- ▶ Inefficiencies, distractions, and lack of constraints contribute to tasks taking up more time than necessary.
- More allocated time often leads to less efficient use of time, with tasks occupying the entire time frame.
- Understanding Parkinson's Law aids in time management by recognizing the tendency for tasks to expand to fill available time.

- Procrastinating on a project with a long deadline and completing it at the last minute.
- Spending an entire day on a task that could have been
 completed in a few hours if focused and constrained by time



Probabilistic Thinking

- Estimate the likelihood of outcomes.
- Use math and logic to improve decision accuracy.
- Account for complex, multifactorial influences.
- Identify most likely scenarios and plan accordingly.
- Enhance precision in uncertain environments.

- Evaluating the risk of an investment based on historical data.
- Deciding whether to carry an umbrella based on weather forecasts.



Inversion

- Approach problems from the opposite end.
- ▶ Identify obstacles to success and eliminate them.
- Think backward to avoid common pitfalls.
- Helps in discovering unseen perspectives.
- Effective in problem-solving and strategy formulation.

- Instead of asking how to succeed, ask how to avoid failure.
- Designing a user-friendly product by first identifying user frustrations.



Occam's Razor

- Simpler explanations are usually correct.
- Avoid unnecessary complexity in problem-solving.
- Focus on explanations with the fewest assumptions.
- Save time by not disproving unlikely scenarios.
- ► Enhance clarity and confidence in decisions.

- Diagnosing an illness with common symptoms rather than rare diseases.
- ► Troubleshooting a computer issue by checking simple fixes first.



Hanlon's Razor

- Don't attribute to malice what can be explained by stupidity.
- Avoid paranoia and ideological biases.
- Look for simpler, benign explanations for actions.
- Recognize that people make mistakes.
- ▶ Seek reasonable explanations before assuming ill intent.

- A colleague's rude email might be due to stress, not personal animosity.
- A missed appointment could be a simple scheduling error, not disrespect.



Physics and Chemistry Mental Models

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Relativity

- An observer cannot truly understand a system of which he is a part.
- ► A man inside an airplane does not feel movement, but an outside observer can see it.
- This concept affects social systems similarly.
- Perspective influences understanding of any system.
- Recognizing our position helps us understand our limitations.

Example:

▶ In a team, an individual may not see the group's progress as an outsider does.



Reciprocity

- Pushing on a wall results in the wall pushing back with equivalent force.
- ▶ In biological systems, actions are reciprocated in kind.
- ▶ Humans demonstrate intense reciprocity in their interactions.
- Understanding reciprocity helps predict reactions in social systems.
- Reciprocity is a foundation of social and biological interactions.

- ▶ Helping a colleague often leads to them helping you in return.
- ▶ In nature, animals reciprocate grooming behaviors.



Thermodynamics

- ► The laws of thermodynamics describe energy in a closed system.
- Useful energy is constantly being lost.
- Energy cannot be created or destroyed.
- ▶ These laws underlie the physical world.
- Applying these principles to social systems can be profitable.

- ► In business, resources are finite and must be managed efficiently.
- In personal energy management, rest and recovery are crucial.



Inertia

- ► An object in motion wants to continue moving in the same direction.
- This principle applies to individuals, systems, and organizations.
- Inertia allows for energy minimization.
- It can also lead to destruction or erosion if not managed.
- Recognizing inertia helps in predicting and influencing behavior.

- A company with a successful product line may resist innovation.
- Personal habits are hard to change due to inertia.



Friction and Viscosity

- ▶ Friction opposes the movement of objects in contact.
- Viscosity measures the difficulty of fluid movement.
- Higher viscosity leads to higher resistance.
- These concepts illustrate how environments impede movement.
- Understanding them helps in navigating and reducing resistance.

- Bureaucratic processes create friction in organizations.
- Thick social networks can increase viscosity, making change harder.



Velocity

- Velocity is speed plus vector: direction matters.
- Speed alone does not determine effective movement.
- Velocity helps in assessing actual progress.
- Consider both speed and direction in practical life.
- ▶ Properly directed effort is more productive than speed alone.

- A company growing rapidly but in the wrong market lacks positive velocity.
- ► A project moving fast but with constant changes in direction shows no effective progress.



Leverage

- Leverage allows a small input force to create a great output force.
- Many engineering marvels were achieved with leverage.
- Understanding leverage can lead to significant success.
- Apply leverage in the human world for great impact.
- Proper use of leverage multiplies effectiveness.

- Using financial leverage to multiply investment returns.
- Delegating tasks to a team to achieve larger goals.



Activation Energy

- Chemical reactions require a critical level of activation energy.
- Combustible elements need activation energy to react.
- Two elements alone are not enough without activation energy.
- ▶ This concept applies to initiating actions in social systems.
- Overcoming initial resistance is crucial for progress.

- ► Starting a new habit requires overcoming initial resistance.
- ► Launching a new product needs significant initial effort to gain traction.



Catalysts

- A catalyst initiates or maintains a chemical reaction without being consumed.
- Reactions may slow or stop without catalysts.
- Social systems can also benefit from catalysts.
- Catalysts can accelerate processes and drive change.
- Identifying and utilizing catalysts can lead to success.

- ▶ A strong leader can act as a catalyst for organizational change.
- Introducing new technology can catalyze productivity improvements.



Alloying

- Combining elements creates new, often stronger substances.
- ▶ The result can be greater than the sum of its parts.
- Alloying principles apply to social systems and individuals.
- ► The right combination of elements can create significant synergies.
- ▶ 2+2 can equal 6 in the right context.

- A well-balanced team outperforms the sum of its individual members.
- Combining complementary skills in a project leads to superior outcomes.



Biology Mental Models

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Evolution Part One: Natural Selection and Extinction

- ► Evolution by natural selection was proposed by Charles Darwin and Alfred Russel Wallace.
- Species evolve through random mutation and differential survival rates.
- Natural selection: Mother Nature decides the success or failure of a mutation.
- ▶ Those best suited for survival tend to be preserved.
- Conditions change, leading to continuous evolution.

Example:

► Animal breeding is artificial selection; nature's version is natural selection.



Evolution Part Two: Adaptation and The Red Queen Effect

- Species adapt to their surroundings for survival.
- Adaptations made in an individual's lifetime are not passed down genetically.
- Evolution by natural selection leads to an arms race among species.
- Competing species must evolve advantageous adaptations or face extinction.
- ► The Red Queen Effect: running as fast as possible to stay in the same place.

Example:

Predators and prey constantly evolve to outcompete each other.



Ecosystems

- Ecosystems: groups of organisms coexisting with the natural world.
- ▶ Diverse life forms take on different survival approaches.
- Social systems can be seen as ecosystems.
- ▶ Similar pressures lead to varying behaviors in both.
- Understanding ecosystems helps in understanding social dynamics.

Example:

 Business ecosystems with competing companies and consumers.



Niches

- Organisms find a niche: a method of competing and surviving.
- Species select niches for which they are best adapted.
- Multiple species competing for the same niche can cause extinction.
- Limited resources drive niche competition.
- Understanding niches helps in strategic positioning.

Example:

▶ Different companies targeting specific market segments.



Self-Preservation

- ▶ Self-preservation instinct is strong in all organisms.
- ▶ Without it, organisms would tend to disappear over time.
- Self-preservation can cause violent, erratic, and destructive behavior.
- Cooperation is also important but secondary to self-preservation.
- ▶ Recognizing self-preservation instincts helps predict behaviors.

- Animals defending their territory.
- Human survival instincts in dangerous situations.



Replication

- High-fidelity replication is a fundamental building block of life.
- ▶ DNA provides a blueprint for offspring.
- Various replication methods: sexual and asexual.
- Replication ensures the continuation of species.
- Understanding replication helps in genetics and breeding.

- Bacteria replicating asexually.
- Plants reproducing through seeds.



Cooperation

- Cooperation is as important as competition in biological systems.
- The cooperation of a bacterium and a cell created the first complex cell.
- No group survives without cooperation.
- Cooperation gives rise to complex organizational structures.
- The Prisoner's Dilemma illustrates the importance of cooperation.

- Symbiotic relationships in nature.
- ► Teamwork in human organizations.



Hierarchical Organization

- Complex organisms often organize hierarchically.
- ▶ Humans feel the hierarchical instinct strongly.
- The Stanford Prison Experiment showed human bias towards authority.
- Leaders have a responsibility to act well.
- ▶ Hierarchies provide structure and order in social systems.

- Corporate organizational structures.
- Social hierarchies in animal groups.



Incentives

- All creatures respond to incentives to stay alive.
- Constant incentives lead to consistent behavior.
- Human incentives can be hidden or intangible.
- Understanding incentives helps in predicting behaviors.
- ▶ The rule of life is to repeat what is rewarded.

- Employees working harder for bonuses.
- Animals hunting for food.



Tendency to Minimize Energy Output

- Organisms minimize energy usage for survival.
- Wasteful energy usage is a disadvantage.
- Behavior is governed by minimizing energy usage.
- ▶ Efficient energy usage ensures better survival chances.
- Understanding this tendency helps in optimizing processes.

- Animals conserving energy during hibernation.
- Streamlining business operations to reduce costs.



Systems Thinking Mental Models

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Feedback Loops

- Complex systems are subject to positive and negative feedback loops.
- ▶ A causes B, which influences A, creating higher-order effects.
- ► Homeostatic systems use feedback loops to maintain balance (e.g., human body temperature).
- Runaway feedback loops describe self-catalyzing reactions.

Examples:

- Receiving feedback on a presentation, reflecting on areas for improvement, and making adjustments for the next presentation.
- ► Adjusting study techniques based on feedback from exam results to improve future performance.

Facilitating Growth

► Continuous cycle of learning and adaptation through receiving, reflecting, and adjusting.



Equilibrium

- Homeostasis is the process of self-regulation to maintain equilibrium.
- Systems often over or undershoot and must keep adjusting.
- Everything within a system contributes to maintaining equilibrium.
- Understanding the range of equilibrium is crucial.

- Body's response to temperature changes.
- Economic market stability.



Bottlenecks

- ▶ A bottleneck stops the flow, constraining movement.
- ▶ A small bottleneck can have a large impact if in the critical path.
- ▶ Bottlenecks can inspire alternative pathways to success.

- Production process delays.
- ► Traffic jams on critical routes.



Scale

- Systems are sensitive to scale.
- ▶ Properties and behaviors change when scaled up or down.
- Always quantify the scale when observing or analyzing systems.

- Business operations from startup to enterprise.
- ► Ecological impacts from local to global.



Margin of Safety

- Engineers add a margin for error into calculations.
- ▶ A margin of safety prevents failures in unknown conditions.
- Robust margins lead to better long-term outcomes.

- Structural engineering standards.
- ► Financial investment strategies.



Churn

- ▶ Churn is the slow leak of customers or users.
- It can be hidden, unlike sudden crises.
- Some churn is inevitable and can present opportunities for improvement.

- Customer turnover in businesses.
- Staff turnover in organizations.



Algorithms

- ▶ Algorithms are step-by-step processes for specific outcomes.
- ▶ They filter noise and focus on signals.
- ► Thinking algorithmically means finding reliable processes.

- Manufacturing processes.
- Software development routines.



Critical Mass

- Critical mass is when a system shifts from slow to explosive growth.
- ▶ It is the tipping point for self-sustaining reactions.
- Understanding critical mass helps design and implement changes.

- Viral marketing campaigns.
- Social movements gaining momentum.



Emergence

- ▶ Emergence is when combinations create new properties.
- New results are more than the sum of parts.
- Acknowledge and leverage emergent properties.

- Innovation from diverse teams.
- ► Ecosystems developing new traits.



Irreducibility

- Irreducibility is about the essence that can't be broken down.
- ► Emergent properties arise from complex systems.
- Focus on the big picture and embrace complexity.

- Cultural phenomena.
- Organizational behaviors.



Law of Diminishing Returns

- Initial efforts yield the most gains.
- Further optimization requires more effort for less gain.
- ▶ Allocate resources where they have the biggest impact.

- Agricultural productivity.
- Efficiency improvements in operations.



Numeracy Mental Models

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Distributions

- ► Normal distribution leads to the bell curve, with a central average.
- Many processes, especially in social systems, do not follow this pattern.
- Contrast with power law distributions.

- Human height and weight.
- ▶ Economic wealth distribution.



Compounding

- Exponential growth from small consistent gains over time.
- Long-term thinking about knowledge, experiences, and relationships.
- The majority of success comes from steady, patient accumulation of efforts.

- Financial investments.
- Personal development.



Sampling

- Extracting information about a population by studying a sample.
- ▶ More measurements lead to more accurate results.
- ▶ Small sample sizes can produce skewed results.

- Opinion polls.
- Quality control in manufacturing.



Randomness

- Many events are random, non-sequential, and non-ordered.
- ▶ Human tendency to attribute causality to random events.
- Course-correct for the fooled-by-randomness effect.

- Stock market fluctuations.
- Weather patterns.



Regression to the Mean

- ▶ Long deviations from average tend to return to that average.
- ▶ Often mistaken for causal relationships.
- Be cautious not to confuse statistically likely events with causal ones.

- Sports team performance.
- Medical treatments.



Multiplying by Zero

- Multiplying any number by zero results in zero.
- ▶ A failure in one area can negate efforts in other areas.
- ► Fixing the "zero" often has a greater effect than enlarging other areas.

- Project management failures.
- Organizational efficiency.



Equivalence

- ▶ Algebra demonstrates that two seemingly different things can be the same.
- Manipulating symbols to show equivalence led to engineering advancements.
- Understanding algebra basics is crucial for various results.

- Engineering design equations.
- Financial modeling.



Surface Area

- Surface area is the space on the outside of a three-dimensional object.
- ▶ More surface area means more contact with the environment.
- ▶ Desirable in some situations but not in others.

- Biological structures like lungs and intestines.
- Cybersecurity strategies.



Global and Local Maxima

- Maxima and minima are the largest and smallest values of a function.
- Global maxima vs. local maxima help identify peaks and potential.
- Sometimes, going down is necessary to go back up.

- Optimization problems in mathematics.
- Business performance analysis.



Microeconomics Mental Models

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Opportunity Costs

- Doing one thing means giving up another.
- Living in a world of trade-offs.
- Summarized as "there is no such thing as a free lunch."

- Choosing between work and leisure.
- Allocating time between different activities.



Creative Destruction

- Coined by economist Joseph Schumpeter.
- ▶ Describes the capitalistic process in a free-market system.
- ► Entrepreneurs push to best one another, destroying old ideas and replacing them with newer technology.

- Evolution of technology.
- Disruption of traditional industries by startups.



Comparative Advantage

- Introduced by economist David Ricardo.
- ► Two entities can benefit from trading even if one is better at everything.
- Applied opportunity cost.

- International trade agreements.
- Outsourcing in business.



Specialization (Pin Factory)

- Introduced by economist Adam Smith.
- ▶ Advantages gained in a free-market system by specialization.
- ► Each worker specializing in one aspect of production.

- Division of labor in manufacturing.
- Professional specialization in career fields.



Seizing the Middle

- Strategy of controlling the middle for maximum potential moves and control.
- Demonstrated by historical business successes like Rockefeller and Microsoft.

- Strategic positioning in competitive markets.
- Market dominance through innovation.



Trademarks, Patents, and Copyrights

- ▶ Protect creative work, promoting the creative-destruction model of capitalism.
- Provide incentives for innovation and creativity.

- ▶ Patenting new inventions.
- Registering trademarks for brand protection.



Double-Entry Bookkeeping

- Introduced in the 14th century.
- Acts as a check on potential accounting errors.
- Allows for accurate records and behavior by firm owners.

- Financial accounting in businesses.
- Budgeting and financial planning.



Utility (Marginal, Diminishing, Increasing)

- Marginal utility: value of one additional unit.
- Diminishing marginal utility: utility diminishes with additional units.
- ▶ Some cases exhibit critical points where utility function jumps.

- Consumption of goods and services.
- Decision-making in resource allocation.



Bribery

- Often ignored in mainstream economics.
- ► Central to human systems, neutralizing rule enforcers.
- Seen as a form of arbitrage.

- Corruption in government.
- Influence in business transactions.



Arbitrage

- Profitably exploiting price differences in different markets.
- Utilized in various industries for financial gain.

- Currency arbitrage in forex markets.
- ▶ Price differentials in global commodities markets.



Supply and Demand

- ▶ Basic equation of economic life: limited supply, competition for goods.
- Equilibrium point: supply and demand are equal.
- Dynamic and changing in practical life.

- Pricing of goods and services.
- Market responses to changes in supply and demand.



Scarcity

- Describes situations of conflict, limited resources, and competition.
- Decisions based on limited resources and time.
- ▶ Traditional game theory may overestimate human rationality.

- Allocation of resources in a business.
- ▶ Policy decisions in government.



Mr. Market

- Introduced by investor Benjamin Graham.
- Represents the vicissitudes of the financial markets.
- Investor's job is to take advantage of market fluctuations.

- Stock market investments.
- ▶ Timing of buying and selling assets.



Conclusion

- ► Mental models in microeconomics provide insights into economic behavior and decision-making.
- Understanding these models can inform strategic planning and resource allocation.
- ▶ Application of these models can lead to better outcomes in business and personal finance.



Military/War Mental Models

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Seeing the Front

- Personally observing the situation instead of relying solely on reports and advisors.
- Provides firsthand information and improves quality of secondhand information.
- Leaders benefit from "seeing the front" before making decisions.

- A general visiting troops on the battlefield.
- ► A CEO touring production facilities and talking to workers.



Asymmetric Warfare

- Weaker side uses unconventional or guerilla tactics against a stronger opponent.
- Creates disproportionate fear or impact relative to their limited resources.

- Insurgency using terrorism against a conventional military force.
- A startup disrupting an established industry through innovative strategies.



Two-Front War

- ► Fighting on multiple fronts divides and weakens the impact on each front.
- ► Applicable in organizational conflicts and competition.

- Germany fighting on Eastern and Western fronts in World War II.
- A company facing competition from rivals and internal disputes simultaneously.



Counterinsurgency

- Strategies to combat asymmetric warfare and insurgencies.
- Tit-for-tat leads to a feedback loop of insurgency and counterinsurgency tactics.

- General Petraeus' tactics against insurgents in Iraq.
- A company adopting defensive measures against disruptive competitors.



Mutually Assured Destruction

Strengthening opponents may decrease the likelihood of conflict.

- Nuclear powers avoiding direct confrontation due to fear of catastrophic consequences.
- Companies refraining from price wars to avoid harming the industry.



Human Nature and Judgment Models

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Trust

- ► Modern world operates on trust (familial, professional, etc.)
- Trusting system tends to work efficiently
- Rewards of trust are extremely high

- Trusting family members from a young age
- ► Trusting service providers (chefs, clerks, drivers, etc.)



Bias from Incentives

- Humans are highly responsive to incentives
- ▶ Incentives can distort thinking in self-interest
- Example: Salesperson believing their product improves lives

- Salespeople promoting their products
- Professionals justifying high fees for their services



Paylovian Association

- Humans can respond to associated objects, not just direct incentives
- ▶ Positive and negative emotions towards intangible objects

- ► Feeling hungry when seeing food advertisements
- ► Feeling anxious when exposed to certain sounds or smells



Envy & Jealousy

- Tendency to feel envious of those receiving more
- Desire to "get what is theirs" can drive irrational behavior
- Envy is an old and powerful human trait

- Envy towards colleagues who receive promotions or raises
- Jealousy in personal relationships



Liking/Disliking Bias

- Tendency to distort thinking based on liking or disliking
- Overrating things we like, underrating things we dislike
- Missing crucial nuances in the process

- Favoring a sports team or political party
- Disliking a particular ethnicity or culture



Thanks ...

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