

A portrait of Justin M. Weinhardt, a man with dark hair and glasses, wearing a dark suit jacket over a blue and white checkered shirt. He is looking slightly to the right of the camera with a neutral expression. The background is a blurred industrial or office setting with white and grey structural elements.

HASKAYNE

RESEARCH DIGEST

“Comprehensive theories of human behavior should integrate explanations of action, thinking, learning, and emotion.” - Justin M. Weinhardt

Justin M. Weinhardt

HOW MUCH TIME TO SPEND ON WORK ASSIGNMENTS

At any given time, each person manages multiple competing goals. In pursuing these goals, individuals self-regulate their behaviour to close the gap between where they are and where they want to be. In accomplishing this, individuals learn about themselves and their environment.

Existing computational models of these behavioural processes integrate theories of goal striving and goal choice, and are based on the assumptions that individuals focus on tasks that have the higher rewards and require more resources. However, these models do not take into account what the individual has learned through past experiences in goal achievement.

Justin Weinhardt’s research explores the factors that influence how individuals allocate time to multiple competing tasks. Weinhardt and his colleagues have demonstrated that past experience plays a key role; individuals are able to effectively self-regulate the time they spend on tasks according to their past experiences. That is, they learn to anticipate and compensate for disruptions in order to finish on time.

Recognizing the role of self-regulation leads to better workplace planning and modelling of behaviour.



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