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Krishna Savani is an Assistant Professor of Strategy, Management, and Organisation at Nanyang Business School. He obtained his PhD in Psychology from Stanford University, and has previously worked at Columbia University and the National University of Singapore.

Dr. Savani's expertise lies at the intersection of judgment and decision and cross-cultural psychology. He studies topics such as the extent to which people's personal preferences drive their choices in different cultures; simple strategies that people can use to make more rational decisions that they will be happy with in the long run; and how people can use knowledge of human decision making biases to effectively influence others.

Dr. Savani's research has been published in numerous academic journals, including *Journal of Personality and Social Psychology*, *Psychological Science*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Perspectives on Psychological Science*, and *Journal of Experimental Social Psychology*. He has received multiple research awards from major funding agencies, including the Singapore Ministry of Education and the US National Science Foundation. His research has been featured in numerous media outlets, including Forbes, Smart Money, Scientific American, Boston Globe, and Huffington Post.

Dr. Savani has been recognized as a 2015 Rising Star by the Association for Psychological Science, the leading association of psychological scientists across the world.

Increased variability as a silent transformation: Consequences for behavior and policy

One of the defining features of the climate change that the world is currently experiencing is *greater variability*. Not only are temperatures around the world rising to their highest levels recorded by humans, temperature and precipitation are both increasingly variable in any given region, with extreme heat and precipitation becoming more and more frequent. For example, one of Singapore's highest daily rainfalls on record, leading to rare flash floods, occurred in October 2013, followed by the longest dry period on record in early 2014. Temperatures in Minneapolis climbed over 40 Celsius in the summer of 2012, only to fall under -40 Celsius in the polar vortex of the 2012-2013 winter. Increased variability is not just restricted to climate. On the morning of 24

August, 2015, the price of Apple's stock dropped 10% before making up all of the losses by midday. On 15 January, 2015, the Swiss franc appreciated 33% against the Euro before ending the day 12% higher. On 27 August, 2015, the price of Brent crude oil jumped 25% and then fell 10% the next day. Increasing variability is thus a silent transformation that the world is experiencing.

The increasing variability in diverse domains raises an important question—how does variability impact people's behavior and psychological functioning? In times of variability, any given system is in a state of stress and can easily be thrown out of equilibrium. As geologist Thomas Algeo stated, *"During ... chaotic times, any harmful events would be more disruptive than they would be in 'normal' periods."* The current presentation will examine how this idea generalizes from the natural science domain to the social domain, using it to derive novel research questions about the psychological consequences of increased variability. Applications for policy will be discussed.