Late Submissions: Surprising Outcomes from Recent Experiments

Description

A recent investigation underscores the inherent value of adhering to deadlines, revealing that submissions rendered past their due date are frequently perceived as inferior in quality, notwithstanding their actual caliber. Furthermore, this belatedness adversely influences the perception of the individual responsible for the work.

Notably, work submitted even marginally after the stipulated deadline incurs lower assessments, while submissions received prior to the deadline do not seem to alter perceptions of quality. The timeliness of a submission appears paramount; whether one submits three weeks or merely three hours ahead of schedule, the assessment remains unchanged, as long as the deadline is duly met.

According to Sam Maglio, a social psychologist affiliated with the University of Toronto Scarborough, "Evaluators consistently employed their knowledge regarding submission timing as a pivotal factor in their assessment of artistic entries, academic submissions, or business proposals."

The research comprised 18 distinct experiments engaging a total of 6,982 participants. Volunteers were tasked with rating an array of projects, while cognizant of their submission timings—early, on time, or late.

Work ratings
The same work received lower ratings when submitted post-deadline. (Fang and Maglio, *Organizational Behavior and Human Decision Processes*, 2024)

The magnitude of the detrimental impact resulting from late submissions varied across experiments, yet Maglio and his co-author, behavioral marketing scientist David Fang from the Stanford Graduate School of Business, frequently noted substantial negative repercussions.

For instance, utilizing a scale from -3 to +3, identical work attained an average score of 0.53 when categorized as submitted on time, diminishing to 0.07 when labeled as a day overdue.

Moreover, advance notification regarding impending tardiness does little to ameliorate perceptions, nor does a history of punctuality seem to mitigate negative evaluations. Consequently, both the individual and their work inevitably appear more unfavorably in the eyes of evaluators.

The effects of this phenomenon transcend age and cultural boundaries. In one scenario featuring

schoolchildren in East Asia tasked with appraising each other's artistic endeavors, late submissions were consistently ranked lower, thus indicating that even in peer interactions among younger individuals, similar biases prevail.

However, the researchers identified a salient caveat: articulating a reasonable explanation for missing a deadline can somewhat mitigate the adverse effects, although implausible excuses—such as a dog consuming the homework—are unlikely to garner sympathy.

The findings highlight the crucial role of clear communication surrounding deadlines, which significantly influences an employee's capacity to engender a favorable impression.

As Maglio eloquently states, "It is imperative for managers to convey the rigidity of deadlines." Furthermore, employees should proactively inform their supervisors of any extenuating circumstances contributing to a missed deadline, as this is one of the few instances in which leniency may be extended.

This research has been published in *Organizational Behavior and Human Decision Processes*.

Vocabulary List:

1. **Adverse** /ˈæd.vɜrs/ (adjective): Preventing success or development; harmful or unfavorable.
2. **Timeliness** /ˈtaɪm.lɪ.nəs/ (noun): The quality of being done at the right time.
3. **Magnitude** /ˈmæg.nɪ.tuːd/ (noun): The great size or importance of something.
4. **Diminishing** /dɪˈmɪn.ɪʃ.ɪŋ/ (verb): Making or becoming less.
5. **Biases** /ˈbaɪ.əsɪz/ (noun): Inclinations or preferences that influence judgment.
6. **Circumstances** /ˈsɜr.kəm.stæn.sɪz/ (noun): Facts or conditions that affect a situation.

Comprehension Questions

Multiple Choice

1. What is a key finding of the investigation regarding deadlines?

   Option: Late submissions are often perceived as inferior in quality.
   Option: Early submissions are always perceived as inferior in quality.
   Option: Submission timing has no impact on quality perception.
   Option: Late submissions are always rated better than early submissions.

2. According to the text, how do late submissions affect the perception of the individual responsible for the work?

 Option: Positively
 Option: Negatively
 Option: No effect
 Option: Indifferently

3. What did the experiments in the research involve?

 Option: Art exhibitions
 Option: Product testing
 Option: Rating projects based on submission timing
 Option: Medical trials

4. How did evaluators use submission timing in their assessments according to Sam Maglio?

 Option: They ignored submission timing.
 Option: They respected submission timing.
 Option: They manipulated submission timing.
 Option: They randomly selected timings.

5. What is one of the few instances where leniency may be extended regarding missed deadlines?

 Option: Providing implausible excuses
 Option: Being consistently late
 Option: Proactively informing supervisors of extenuating circumstances
 Option: Ignoring deadlines

6. How did late submissions impact the assessment scores of work?

 Option: No impact
 Option: Slight increase
 Option: Significant decrease
 Option: Overwhelming improvement

True-False

7. Timeliness of submissions does not affect perceptions of quality according to the text.

8. Providing advance notification of impending tardiness can positively influence evaluations.

9. Punctuality history can mitigate negative evaluations of late submissions.

10. Late submissions are ranked higher than early submissions among schoolchildren in East Asia.

11. Clear communication about deadlines is emphasized as crucial.

12. Implausible excuses for missing deadlines can garner sympathy.

Gap-Fill

13. The researchers identified a salient caveat: articulating a reasonable explanation for missing a deadline

can somewhat _____ the adverse effects.

14. Late submissions were consistently ranked _____ among schoolchildren in East Asia.

15. According to the research, the effects of late submissions transcend age and _____

boundaries.

16. Maglio stated, "It is _____ for managers to convey the rigidity of deadlines."

17. The research involved a total of 6,982 _____ across 18 distinct experiments.

18. The same work received lower ratings when submitted _____ .

Answer

Multiple Choice: 1. Late submissions are often perceived as inferior in quality. 2. Negatively 3. Rating projects based on submission timing 4. They respected submission timing. 5. Proactively informing supervisors of extenuating circumstances 6. Significant decrease
True-False: 7. False 8. False 9. False 10. False 11. True 12. False
Gap-Fill: 13. mitigate 14. lower 15. cultural 16. imperative 17. participants 18. post-deadline

Vocabulary quizzes

Multiple Choice (Select the Correct answer for each question.)

1. What is the process of searching for mineral deposits known as?

   Option: A. Excavation

Option: B. Prospecting

Option: C. Extraction

Option: D. Refining

2. What term is used to describe the great size or extent of something?

Option: A. Diminishing

Option: B. Magnitude

Option: C. Anomaly

Option: D. Surpassing

3. Which term means successful in producing a desired or intended result?

Option: A. Contaminants

Option: B. Efficacious

Option: C. Methodology

Option: D. Potable

4. What term refers to existing at or from the beginning of time?

Option: A. Chronological

Option: B. Biases

Option: C. Primordial

Option: D. Paradigm

5. What is the process of pouring a liquid from one container to another called?

Option: A. Adverse

Option: B. Decanting

Option: C. Timeliness

Option: D. Elucidates

6. What are prejudices or preconceived beliefs that may influence judgment called?

Option: A. Destructive

Option: B. Luminescent

Option: C. Diminishing

Option: D. Biases

7. What term describes something harmful or unfavorable?

Option: A. Anomaly

Option: B. Adverse

Option: C. Urgency

Option: D. Unearthed

8. What term refers to a system of naming or classifying things?

Option: A. Delineate

Option: B. Incursion

Option: C. Nomenclature
Option: D. Surpassing

9. Which term means exceeding or better than?

Option: A. Methodology
Option: B. Paradigm
Option: C. Surpassing
Option: D. Significance

10. What best describes information that is not connected or applicable to the current topic?

Option: A. Pertinent
Option: B. Unearthed
Option: C. Irrelevant
Option: D. Efficacious

Gap-Fill (Fill in the blanks with the correct word from the vocabulary list.)

11. _____ are undesirable substances that pollute the environment.

12. Completing tasks with _____ is important to meet deadlines.

13. The sudden _____ of enemy troops caught the soldiers off guard.

14. Wildfires can have _____ effects on forests and wildlife.

15. The doctor emphasized the _____ of seeking immediate medical attention.

16. The professor _____ complex theories for the students to understand.

17. The new software features a _____ algorithm for data analysis.

18. It is important to be aware of personal _____ when making impartial decisions.

19. The unusual weather pattern was considered an _____ by meteorologists.

20. The discovery of ancient artifacts held great _____ for archaeologists.

Matching Sentences (Match each definition to the correct word from the vocabulary list.)

21. The disappearance of the plane remains an unresolved .

22. According to the myth the dragon guarded a treasure hidden deep in the forest.
23. She was known for her attention to detail in her artwork.
24. Despite the he remained optimistic about the outcome.
25. After filtration the water was deemed for drinking.
26. The scientist explained the experimental used in the study.
27. In journalism delivering news with is crucial to keep the audience informed.
28. The jellyfish illuminated the dark waters of the ocean.
29. The professor the complex mathematical problem step by step.
30. The earthquake's was measured on the Richter scale.

Answer

Multiple Choice: 1. B. Prospecting 2. B. Magnitude 3. B. Efficacious 4. C. Primordial 5. B. Decanting 6. D. Biases 7. B. Adverse 8. C. Nomenclature 9. C. Surpassing 10. C. Irrelevant

Gap-Fill: 11. Contaminants 12. Timeliness 13. Incursion 14. Destructive 15. Urgency 16. Elucidates 17. Sophisticated 18. Biases 19. Anomaly 20. Significance

Matching sentence: 1. Enigma 2. Primordial 3. Meticulous 4. Circumstances 5. Potable 6. Methodology 7. Timeliness 8. Luminescent 9. Elucidated 10. Magnitude

CATEGORY

1. Health - LEVEL6

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Author
aimeeyoung99