### What piece of research (either yours or someone else's) do you consider to be the most surprising?

There are many studies that have produced surprising results, such as the fact that “scared straight” interventions actually increased juvenile delinquency (Petrosino, Petrosino, & Buelher, 2004), or giving teenage girls robot babies to look after—so that they could see how much work was involved—actually increased teenage pregnancy (Brinkman et al., 2016).

However, I think the most surprising piece of research that I have come across is Kluger and DeNisi’s meta-analysis of feedback research (Kluger & DeNisi, 1996). They found over 3,000 research studies published between 1905 and 1995, but found that only 131 of the studies were well-enough designed for their results to be taken seriously. The 131 studies reported 607 effect sizes, which showed that, on average, feedback did increase achievement. But—in what I think is one of the most counter-intuitive results in all of psychology—231 of the 607 reported effect sizes were negative. In almost two out of every five studies, feedback lowered performance.