OUR TEAM VALUES (Updated May 2021)

Ownership

Responsibilities in a project are discussed, clarified, and agreed upon first. Once we accept a task and/or project, we take full responsibility for carrying it out to completion and we take responsibility for the quality of work we produce. We speak openly and honestly about any successes and challenges we encounter, and we are not afraid to ask for help. When we do ask for help, we first think of potential solutions to discuss so as to maintain ownership of the project.

Communication

We believe in a fully supportive environment that promotes complete transparency and honesty when sharing our ideas and discussing challenges. All communication will be done in a respectful manner: 1) We stay open to hearing ideas and feedback. 2) We give feedback with clear explanations for why we believe something can be done "better". 3) We do not default to assuming our adviser is always right. Instead, we maintain thoughtful and respectful conversations about an idea and ultimately make a decision that feels right to us. We take 100% responsibility for our decision. We agree on when deadlines are set, stick to them, and if we are unable to meet the deadline, we take responsibility in communicating delays and specifying when the tasks/project will be done.

Empathy and Understanding

We actively listen to and care for each other. We do not make presumptions about what a person is thinking, feeling or striving for. Instead, we ask questions that help us better understand where the other person is at and clarify what type of support they need (eg., do they want to be rescued with a solution, or do they want to be challenged to figure out the solution themselves). We understand that people shine in different skillsets: we respect where they are and help them develop the skillsets they are striving to attain.

Fun and Light-heartedness

We strive to enjoy our work even when there are challenges. We actively seek ways to take breaks, practice self-care, laugh at ourselves, and not overwhelm ourselves with stress. We strive for fun as we produce high-quality work. Making fun a habit for ourselves leads to enjoyable and impactful work. We allow ourselves to stay curious about our work, rather than judging ourselves.

Humility

We produce our work with pride. We know that downs ("setbacks", "failures", "mistakes") are a natural part of research and not a measure of our personal worth (self-esteem). We strive to re-frame downs we encounter as a learning process for growth. We strive for excellence, not perfection.

Dedication and Continuous Growth

We continuously set, assess and strive towards our goals. When we do not achieve a goal, we use that as an opportunity to evaluate what held us back and what we can do differently. We do not use this as a means for punishing ourselves. We stay patient with ourselves as we know that some goals and skillsets take longer to achieve than others. We recognize that people come from different backgrounds and talents, and do not waste our time comparing ourselves to others. Rather, we compare our growth against past versions of ourselves.

Appreciation and Belief in our Potential

We openly acknowledge and recognize the efforts and skillsets brought by team members and ourselves. We appreciate honesty and openness, both in our personal and professional development. We believe people can grow and often will when given the space and opportunity to do so. Especially when research is challenging, we stay patient and remind ourselves that we have the capability and capacity to complete what we strive to achieve. Our main drivers for success are core-driven (we want to be the best version of ourselves), not externally driven.

Vulnerability

We do not let our pride interfere with asking for help. We take feedback as opportunities for growth not as personal attacks. We celebrate the wins and the losses. We openly share joys, insights, and challenges with our group to learn more about each other.

Effective Feedback System

We maintain an open, continuous, and effective feedback loop to support our learning and help us achieve independence. This includes, and is not limited to, individual and group meetings, slack, loom videos, and formal training. Feedback includes recognizing our strengths and recognizing areas of growth. We take responsibility for the feedback we give using "I" statements rather than "you" statements. We constantly aim to give feedback from a high feeling-tone state, and with the sincere intention of helping our team grow as future leaders. If we give feedback from a low feeling-tone state, we are not afraid to do clean-up work (e.g., apologize for tone).

Integrity

We strive to abide by these team values and are open to reminders when we veer off-track. Integrity in our work means that we strive for excellence, aiming to go outside our comfort-zone to produce high quality and impactful work. We accept making intelligent mistakes (mistakes that are a result from experimenting outside our comfort-zone), and aim to minimize avoidable mistakes (mistakes that could have been avoided by seeking clarification either from the team or Google searches). Integrity during meetings means we always speak our truth.

Positive Impact

We are driven to develop impactful research that addresses important gaps in the field.

Authenticity

We show up as our authentic selves without the need to please others. We stay true to what we value and openly share and discuss our thoughts respectfully even with people we disagree with.