

OUR TEAM VALUES

1. **We Value Uniqueness**

We recognize that diversity in skills, perspectives, and backgrounds elevates creativity and innovation beyond what one person can achieve alone. Instead of seeking cultural fit, we prioritize cultural contribution—what unique skills, perspectives, and talents each lab member brings to enhance our creativity.

2. **We Are Committed to Growth and Continuous Improvement**

We are dedicated to growth, setting goals, learning from setbacks, and measuring progress against our past selves. We embrace challenges, seek help when needed, and celebrate successes and setbacks.

3. **We Strive for Excellence and Impact**

We are driven by a desire to develop research that addresses significant gaps in science, ensuring that our work makes a meaningful difference. We strive for excellence by pushing beyond our comfort zones and viewing mistakes as opportunities to learn. Excellent and impactful work takes time, and we focus on skill-building through continuous iteration. Failures are seen as part of growth, with progress as the goal, not perfection.

4. **We Have Compassion for Ourselves and Others**

We recognize that setbacks are a natural part of research and not a reflection of our personal worth. When setbacks happen, we take the time to process the hurt, and, when we are ready, we work to learn from that experience so that we can try something new. We support each other through setbacks. When someone is asking for help, 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 want.

5. **We Take Full Ownership and Responsibility for Our Projects**

Responsibilities in a project are clarified and agreed upon. We take full responsibility for the quality and completion of our projects, maintaining ownership while seeking solutions and help when needed.

6. **We Give Feedback so it is Heard**

We give thoughtful feedback, with a clear intent to improve. Transparency, respect, and open dialogue are essential. A continuous feedback loop fosters growth, highlighting both strengths and areas for improvement. When giving feedback, we consider:

- (a) How will the person feel or react?
- (b) Does the feedback provide the necessary guidance for improvement?

7. **We Thoughtfully Engage with Feedback**

We thoughtfully assess feedback and try it out before dismissing it. We take full responsibility for our decisions and remain respectful, even in disagreement.

8. **We Practice Self-Care**

We seek to enjoy our work, even when faced with challenges. Taking breaks, practicing self-care, and maintaining a positive mindset allows us to produce impactful work while maintaining our well-being.