



**TEAMWORK**

IN A NUTSHELL

# Survey Summary/Intro to Questions

Robyn Madrak & Chris Polly

# What are some of the things about a colleague and their work (scientific or otherwise), that you value?

#	Response
14	Respectfulness and professionalism
13	Their individual technical skills and talents: knowledge, originality, creativity, ingenuity, and problem solving
12	Perseverance and dedication to get the job done, work ethic
12	Good communication with colleagues, speaking and listening, not overspeaking, responsive, clarity and brevity
9	Willingness to volunteer for less glamorous work, perform service work, committees
9	Foster and promote the next generation of scientists, mentoring skills
9	Reliability and attention to detail, getting the job done right, owning the work, dependable in an emergency
8	Effectively articulate and communicate our mission and accomplishments, outreach and community service
8	Ability to work with and help others, team player, supportive
7	Accepting others ideas and taking them seriously, flexibility in changing mind and learn
6	Ability to improve our knowledge of the universe, scientific accomplishments
6	Welcoming attitude, thanking others for their work, kind and supportive, willing to help
6	Commitment to improving diversity and creating an inclusive environment
4	Shares credit, gives credit where credit due, promotes younger colleagues
4	Honest and integrity (personal and scientific), ability to admit mistakes
3	Overcoming adversity
3	Leads by example
3	Ability to work independently, but still ask for help when needed
3	Making the work environment fun/positive, sharing excitement

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# How should a person be rewarded for having these valued qualities?

#	Response
13	\$, raises, EPRAs, vouchers, rewards, especially for more junior colleagues where funds are tight
8	Written acknowledgement, recognition, expressing verbal appreciation and positive reinforcement (public and private)
8	Higher weighting of core competencies, promoting more soft skills and service work, and rewarding D&I and outreach efforts in performance reviews (EPRAs and R&Rs)
5	Promotions, elevation to permanent laboratory position
3	Trusting them with more responsibilities, leadership positions, hiring committees
3	Being a decent human to others does not really need a reward
2	Titles and awards, departmental recognition e.g. "Muon Department Distinguished Researcher" for recognizing outstanding work from a junior member
2	Travel support for community service, conferences
2	Treating them professionally
	Appointment to higher level committees at the lab and in the field where they can be more broadly recognized
	Providing more mentoring opportunities
	Creating a positive work environment is its own reward
	Being able to do things of value is self-rewarding
	Allow more work time for community service, outreach, and D&I efforts
	Something like a sabbatical
	More trust and academic freedom
	Tailor to the need of the individual, e.g. recognition, promotion, \$, travel, etc.
	Nomination for APS fellowships or other external awards

# Questions for breakout session

## Breakout room instructions

- 1) Identify somebody (or bodies) to collate your answers, write them down, and report back to the larger room.
- 2) Aim for 6-7 minutes per question with your discussion.
- 3) If you have any questions you can jump back into the main room to ask our moderator, Sherrie Whitaker

## Questions

- 1) What do you value most about our personal interactions with each other?
- 2) What are the qualities and character traits that you value in your colleagues?
- 3) What do you value about the different types of work we do, e.g. science, outreach, D&I, or other?
- 4) Where are there opportunities to improve in recognizing value in all the work we do?
- 5) What suggestions do you have for how people can be rewarded and/or recognized for exhibiting these values?
- 6) What other areas do you believe should be added to the values statement that we have not yet discussed or do not fit into the above questions?

# Conveying information from the small group

- Please have somebody take notes so we can collect them and use them when drafting the Values Statement
- We plan to reconvene to go through the questions one at a time with the full group
- We won't have time to go through an exhaustive list from each group, so you should think about the key points you would like to highlighted in the group discussion
  - Top-rated values
  - Values likely to be overlooked
  - Values that merit more discussion in the larger group
- You might think about assigning somebody from the small group on a per question basis to provide your points to the larger group
- We will meet back in the main zoom room at 2:30