

Module One Goals & Outcomes

In Module One, participants will develop individual and lab-based leadership toolkits applying scientific skills of observation and analysis to interpersonal interactions.

MODULE ONE COURSE GOALS:

- Provide participants with skills and tools to support a work culture in their laboratories to improve their science by minimizing unethical outcomes and unprofessional interactions, including:
 - How to improve interpersonal communication and values-based problem-solving
 - How to engage in conversations that increase transparency and communication around difficult issues
- Engage participants in discussions about challenges they face in their work environments
- Help to inculcate respect, positive interactions, and empathy to prevent harassment, cultural biases, and detrimental research practices
- Empower and inspire participants to create and promote intellectually productive, professionally exemplary, and personally rewarding research environments

Individual toolkit

Values Articulation

- Identify and list your professional and research values and explain how they compare to those of others and your institution
- Describe what you think are characteristics of cultures of excellence and identify how they apply to your own lab and institution
- Identify explicit and implicit biases in yourself, your institution, and the scientific community

Decision-Making

- Use an analytical Decision-Making Framework (DMF) to understand and assess situations involving conflict or ethical elements
- Identify career TRAGEDIES in yourself and others

Leadership

- Identify bias and barriers to inclusion
- Describe different leadership styles and identify which styles align with your values
- Identify power dynamics in your institution and in science in general
- Describe how diverse and inclusive working environments engender and benefit intellectually productive, professionally exemplary, and personally rewarding research environments
- Make a plan to create and maintain an inclusive environment in your lab and how to prevent or respond to harassment, microaggressions, cultural biases

Communication

- Practice active listening skills
- Practice communicating about difficult/sensitive information
- Apply personal scripts to different scenarios (e.g., buying time, difficult conversations, aggressions, giving and receiving feedback)
- Practice upstander/bystander skills

Lab toolkit

Mentoring Relationships

- Identify different mentoring styles and identify styles that align with your values
- Develop and practice an approach for building new mentoring relationships

Lab manual sections

- Draft a statement on lab values, philosophy
- Develop orientation information for new lab members (explicit and implicit rules of the lab)
- Building a successful and inclusive team (ways to attend to your physical and mental wellbeing and that of the people around you)
- Consider elements of data management to be addressed in the lab manual

Data Management

- Identify data management protocols relevant to your area of work that reinforce a culture of excellence in your lab
- Practice personal good data management

By the end of Module One, participants will have practiced the following tools and applied them to different scenarios:

- TRAGEDIES (in self, in others)
- Data management approaches
- An analytical Decision-Making Framework
- Personal scripts for various situations
- Listening and asking effective questions
- Identifying bias & barriers to inclusion
- Being an upstander