

# 2.10

# Facilitator Slides

- ★ Goals for Session
- ☰ Agenda and Activities
- ⏪ Final Reflection



## 2.10 Session Goals

### GOALS:

Share the work that you are doing on your own as you go through the course

Reflect on your learning

Practice some of the tools that you were introduced to in the course

Get to know others in your lab/class

### STRUCTURE:

Will meet every \_ weeks for \_ hours

Large and small group discussions

Logbook Activities, Program Reflection, Better Science, and Lab Manual questions can be part of each session

A woman with dark hair and glasses stands in a library or office. Behind her are bookshelves filled with books and a microscope on a table. A large teal triangle is overlaid on the left side of the image, containing the title text.

# *Activities and Discussions*

# Recognizing Stress in Others

Reflection

Communication

Meena and Harold have asked for help in different ways throughout the film. In each of these instances, they were uneasy, or even frightened, to ask for the help they needed. This is indicative of a culture of fear in the Heideberg lab—one in which asking questions or making mistakes is seen as a sign of weakness.

Discuss the following questions in your small groups (10-15 Minutes):

- Thinking about the places where you feel like you belong, and feel accepted and valued, what are elements in that environment that are missing from the Heideberg lab?
- How are those missing elements part of a lab culture?
- If you were to become a lab leader yourself, what would you do to foster psychological safety in the lab?

# Dealing with Failure

## Large Group Discussion

Reflection

Communication

Share one or two key takeaways from your small group discussion with the whole group (5-10 Minutes).

As a large group, discuss (5-10 Minutes):

- Ways to foster psychological safety in the lab

# Practice – Supporting Mental Health

To support their well being, their careers, and our own careers—and to prevent unnecessary setbacks—we and they must know that stressful, yet usually temporary, situations can be addressed. Supporting others can take many forms, depending on your personality, comfort talking about emotions, and experience withy those around you.

Individually, go through the list on the next slide of actions one could take to help a struggling colleague. Ask yourself which 4-5 behaviors you are *most comfortable* doing, and 4-5 behaviors you would feel *least comfortable* doing (3-5 Minutes).

# Practice – Supporting Mental Health

- |   |   |
|---|---|
| <input type="checkbox"/> Asking another if they are doing okay                    | <input type="checkbox"/> Telling PI, lab manager, postdoc, or other trusted person about your concerns            |
| <input type="checkbox"/> Sharing with a colleague what you appreciate about them  | <input type="checkbox"/> Discreetly giving colleague a kind note with mental health resources and contact numbers |
| <input type="checkbox"/> Offering to go on a walk                                 | <input type="checkbox"/> Asking if there is anything you can do to help them feel better                          |
| <input type="checkbox"/> Increase talking to colleague about shared interests     | <input type="checkbox"/> Offering to do some of colleague's work tasks/chores                                     |
| <input type="checkbox"/> Noting to a colleague that they appear sad or distressed | <input type="checkbox"/> Smile at colleague   |
| <input type="checkbox"/> Bring a preferred beverage                               | <input type="checkbox"/> Give a compliment  |
| <input type="checkbox"/> Asking your colleague out to lunch                       |   |
| <input type="checkbox"/> Noting to colleague that you are concerned about them    |   |
| <input type="checkbox"/> Giving colleague your personal number                    |   |

Share with your group which was *most* and *least* comfortable (10-15 Minutes):

- Were some actions widely viewed as more/less comfortable?
- Did you have actions that were easier for some and difficult for others?

# Better Science Discussion

The frustrations at the Heideberg Lab in this episode are due to a culture of fear; one in which asking questions or making mistakes is seen as a sign of weakness.

Discuss the following questions with your groups (10-15 Minutes):

- In what ways does the science being conducted in a lab suffer, if lab members do not feel safety to speak about their struggles and concerns?
- What protocols/processes/support can be put in place to make sure that lab members can do the best science?



# Lab Manual Discussion Questions

This scene focuses on recognizing and supporting issues of mental health and wellbeing in the workplace.

In small groups, discuss the following (5-10 Minutes):

- What resources will you include in your lab manual to address issues of mental health and wellbeing?
- What resources and actions might increase the feeling of the lab's psychological safety?
- How might you meaningfully integrate support [through words, actions, and written expectations/policies] into the work of your lab for the benefit of both those who might be struggling, and those who want to be supportive??