



emcrforum



Early- and mid-career researcher forum

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Fostering Kindness in Science

A discussion framework adapted from the breakout session at
Science Pathways: Diversify your Thinking

Prepared by the EMCR Forum Executive, May 2018

SCIENCE
has the best
SOLUTIONS

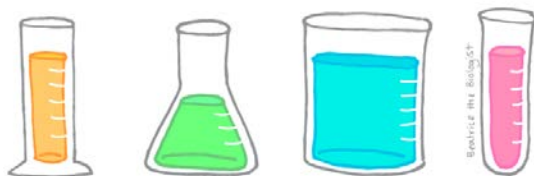


Image Credit:
@beatricebiologist
www.beatricebiologist.com

Breakout briefing

- Outline session Code of Conduct
- Encourage open discussion in supportive environment
- Process for recording feedback – aim is to gather lots of unfiltered information as the session progresses. Success depends on active participation from everyone
- Any questions before getting started?

Introductions

- Split into groups of 8-10 people
- Introduce yourselves – full name; field of study or brief description of current project/role
- Discuss why you chose to attend the session and what you're hoping to get out of it

Kindness in science values exercise

- Your values are the things that you believe are important in the way you live and work
- When you define your personal values, you discover what's important to you
- When you develop a shared understanding of other people's values, it becomes possible to work together towards a culture of fostering kindness in science
- Remember – there are no wrong answers!
- Keep an open mind – listen to each other

Pick 10 values that represent kindness in science to you

Expressiveness	Preparedness	Boldness	Balance	Temperance	Challenge
Democraticness	Self-control	Calmness	Fitness	Timeliness	Community
Fun	Tolerance	Joy	Commitment	Love	Compassion
Insightfulness	Selflessness	Fairness	Fluency	Uniqueness	Expertise
Thoughtfulness	Decisiveness	Fidelity	Freedom	Usefulness	Happiness
Grace	Generosity	Focus	Excitement	Health	Discretion
Shrewdness	Excellence	Merit	Faith	Legacy	Leadership
Traditionalism	Independence	Goodness	Honesty	Achievement	Hard Work
Adventurousness	Intelligence	Prudence	Quality	Carefulness	Restraint
Order	Perfection	Rigor	Positivity	Honour	Enthusiasm
Competitiveness	Simplicity	Unity	Devoutness	Consistency	Soundness
Helpfulness	Thankfulness	Security	Service	Contentment	Curiosity
Speed	Thoroughness	Serenity	Control	Vision	Patriotism
Structure	Creativity	Humour	Efficiency	Exploration	Diligence
Professionalism	Discipline	Courtesy	Economy	Reliability	Diversity
Resourcefulness	Assertiveness	Dynamism	Empathy	Sensitivity	Enjoyment
Inquisitiveness	Self-reliance	Elegance	Justice	Cooperation	Inclusion
Trustworthiness	Dependability	Equality	Loyalty	Correctness	Ingenuity
Clarity	Determination	Humility	Mastery	Originality	Intuition
Results-oriented	Effectiveness	Openness	Success	Spontaneity	Obedience
Self-actualization	Inner Harmony	Strength	Support	Cheerfulness	Stability
Intellectual Status	Truth-seeking	Teamwork	Accuracy	Contribution	Strategic
Make a difference	Understanding	Vitality	Altruism	Practicality	Growth
Acceptance	Accountability	Belonging	Ambition	Advocacy	Opportunity

Values exercise – what is kindness in science?

As individuals – choose your three most important values (the ones you couldn't possibly live without)

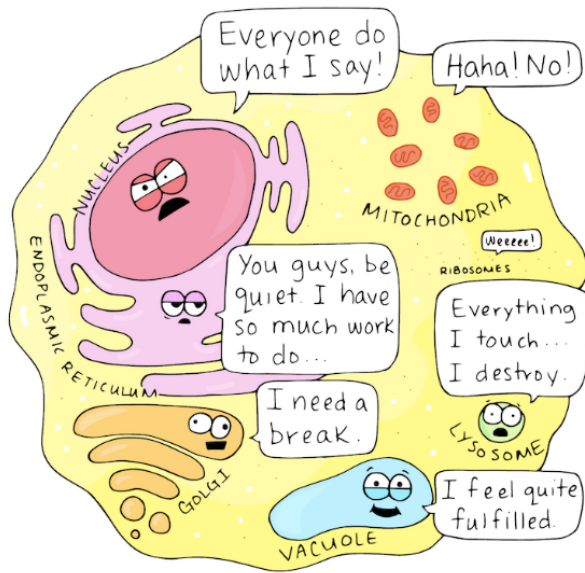


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If organelles could talk.

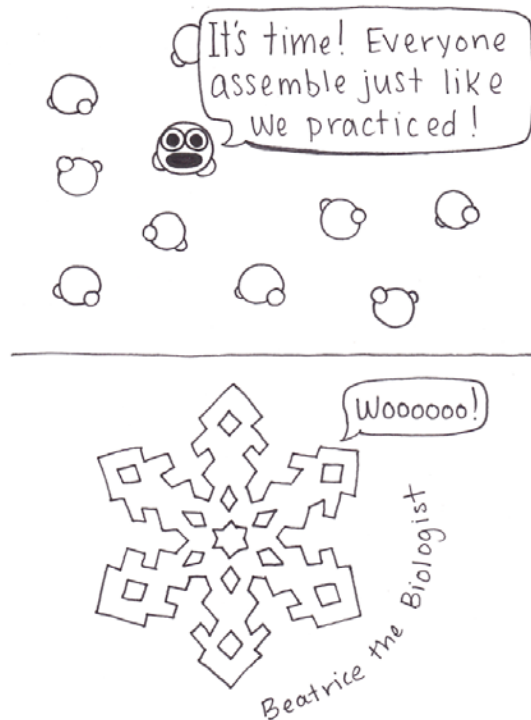
Beatrice the Biologist

Values exercise - what is kindness in science?

- Aggregate as a group – how many unique values are there?
- How does each value represents kindness in science?
Begin by discussing unique values and why they were chosen
- Determine HOW unique values differ, then converge on values that are shared
- Remember – kindness in science will come from acknowledging and understanding values that differ between individuals

Examples of kindness in science

Discuss examples of when someone else's kindness made a difference to you or a colleague. Why was this act of kindness significant? What can we learn from it?



Don't forget to record your discussions so you can refer to them later!

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Quick break!

Optional – team photo

Upload it to Twitter with a hashtag for your team name

Include @EMCRForum

#SciPath18 and

#kindnessinscience

Image Credit:
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Identifying challenges and opportunities

- Whenever the EMCR Forum Executive encounters a challenge, we foster an open and objective discussion of the problem in conjunction with potential solutions
- Discuss barriers that may impact on your ability to foster kindness in science and try to develop some proactive strategies to help overcome them
- Remember – the most productive discussions will happen by focusing on things that are within your sphere of influence

Five simple hacks

Come up with five suggestions to foster a culture of kindness in science. What can you do to make a positive difference for others? What kind of support would you like to receive?



Image Credit:
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Ah, here I am, just living my life as an ant...



Concept by Dr. Mark Martin, University of Puget Sound

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What's next?

Open discussion to determine how you can translate this session into tangible outcomes to foster kindness in science at your workplace or professional society

Questions or comments?

You can contact the EMCR Forum Executive with feedback about this session or anything relevant to EMCRs by emailing emcr@science.org.au

We encourage all EMCRs to join the EMCR Forum as members
It's 100% free and easy! Google "EMCR Forum membership"
to find the registration page

Keep an eye on your inbox for regular updates
Join the conversation on Twitter (@EMCRForum)

Thank you for adding your voice to the
EMCR Forum discussion about
Kindness in Science

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#kindnessinscience