A Few Reminders and a Question

Effective Teams

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Lunar New Year

The New Lunar Year started past Sunday, ushering in the Year of the Rabbit according to the Chinese Zodiac, and the Year of the Cat according to the Vietnamese Zodiac,

Happy Lunar New Year!

Different cultures celebrate in different ways, but festivities often extend over multiple days.

February is Black History Month

A celebration and a powerful reminder that African American achievement, culture, and history are American achievement, culture, and history,

February has its origins with historian **Carter G. Woodson**, founder of the Association for the Study of African American Life and History, and the birth months of U.S. President **Abraham Lincoln**, who issued the Emancipation Proclamation, and African American abolitionist, author, and orator **Frederick Douglass**,

The Berkeley Lab African American Employee Resource Group, open to *all* employees, has organized vibrant programs in recent years, often starting early in the month,

The African American History (Cultural) Program of the National Academy of Sciences - http://www.cpnas.org/aahp/ - is one among numerous resources to learn about and honor African Americans' many achievements.

Postdoc Resources

Berkeley Lab Postdoc Association – postdoc.lbl.gov organizes numerous events,

Berkeley Lab Postdoc Program - postdocresources.lbl.gov portal collates benefits and resources, e.g. upcoming seminars and workshops;

Thursday February 16, noon-1pm PT, *"Converting Your CV to a Resume"*

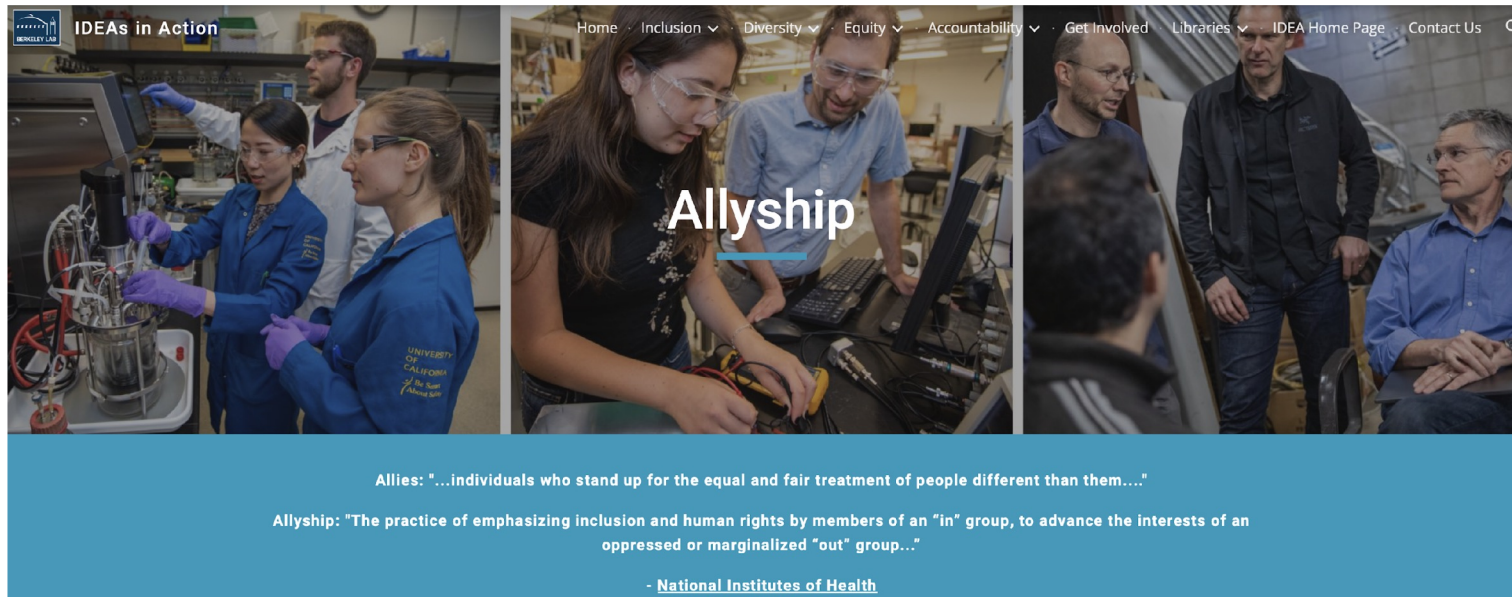Thursday March 2, 1-3:30pm PT, *"Writing in Science: Part 1 – Reviewing Fundamentals"*

Berkeley Lab is an institutional member of the National Postdoc Association, giving access to many complementary resources, e.g. the monthly SmartSkills series,

Tuesday February 28, noon PT, *"Industry"*

Tuesday March 28, noon PT, *"Take Charge of Your Immigration Education"*

Allyship

In 2022, the IDEA office added allyship to the resources at its ideas-in-action.lbl.gov website,

As you may have seen in Elements yesterday, the IDEA offices extends an invitation to join them for LeanIn's *"Allyship at Work"* program consisting of two workshops and three follow-up meetings, c.f. diversity.lbl.gov/2023/01/17/allyship-at-work-spring-2023/

Right to Be, righttobe.org, is another practical resource to help turn care into simple and effective action.

Now to a question

With travel gradually resuming for many, would you rather travel on a plane operated by

- a crew that is just a few hours past a three day, high-density, short-haul duty cycle, or

- a new crew after a minimum of three days off duty?

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Unsurprisingly, perhaps, this was studied; H. Clayton Foushee et al, in NASA Technical Memorandum 88322, *"Crew Factors in Flight Operations: III. The Operational Significance of Exposure to Short-Haul Air Transport Operations,"* 1986.

Surprisingly, perhaps, the *"post-duty crews were rated as performing better by an expert observer on a number of dimensions relevant to flight safety."* That is, *team performance* was an effective countermeasure to (the effects of individual) *fatigue*.

Team effectiveness has been studied in other domains as well. Some well known examples are Harvard Prof. Amy C. Edmondson's book "The Fearless Organization" and TEDx talk (11 min), as well as Google's Project Aristotle.

Matt Sakaguchi, *"The Quest to Build the Most Effective Teams at Google,"* LBL seminar - June 4, 2019.

Variables significantly connected with team effectiveness at Google, in order of importance:

Variables not significantly connected with team effectiveness at Google:

- Colocation of teammates (sitting in the same office)
- Consensus-driven decision making
- Extroversion of team members
- Individual performance of team members
- Workload size
- Seniority
- Team size
- Tenure

"It is important to note though that while these variables did not significantly impact team effectiveness at Google, that does not mean they are not important elsewhere..."

Take-away: *How a team works mattered more than who is on the team at Google.*

Slide-deck available via ideas-in-action.lbl.gov/inclusion/psychological-safety, which has a many other resources related to psychological safety.

See also: https://rework.withgoogle.com/guides/understanding-team-effectiveness/

Opportunities to Be Involved in Outreach and Service

- **K-12 STEM Outreach Opportunities**
  - Many roles open for Science en Acción (SeA) bilingual STEM camp
  - Opportunities for Reverse Science Fair in Berkeley
  - Support needed in the The Berkeley Lab Director's Apprenticeship Program (BLDAP)
- Visit the K-12 Outreach and Education homepage to sign up for the newsletter and read more about the programs!
  - https://k12education.lbl.gov/home

- **Community Service Opportunities**
  - Volunteer with the Food Bank of Contra Costa and Solano (FBCCS), the UC Berkeley food pantry, or the Alameda County Community Food Bank
  - Volunteer with Meals on Wheels to pack or deliver food to Berkeley's homebound seniors
  - Sign up to be a tutor for "Literacy for Every Adult Program" or another "Bay Area Literacy" program.

IDEA Resources

- URM Job Posting funding
- Luminary Cards
- IDEA SPOT Award Program
- LeanIn cards "50 ways to fight bias"

- Idea.lbl.gov
- Employee Resource Groups
- Physical Sciences Workplace Life Committee

Consider joining the Council!

- All-volunteer effort
- Looking for people from all roles and areas of NSD

Share your ideas for topics or other feedback:

NSD-IDEA-Council@lbl.gov