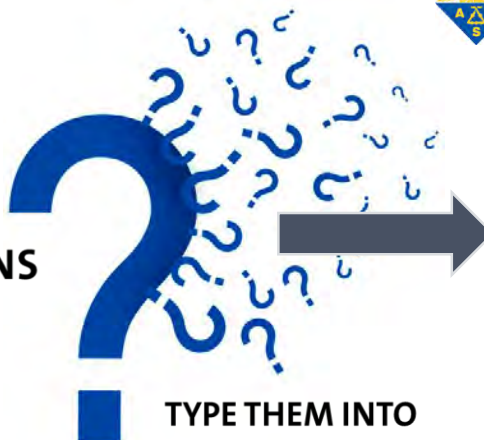
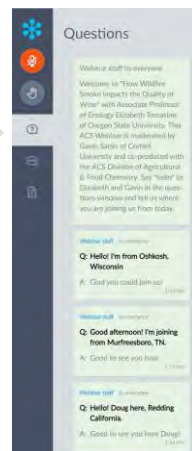




HAVE QUESTIONS OR COMMENTS



TYPE THEM INTO THE QUESTION BOX!



“Why am I muted?”
Don't worry. Everyone is muted except the presenter and host. Thank you and enjoy the show.

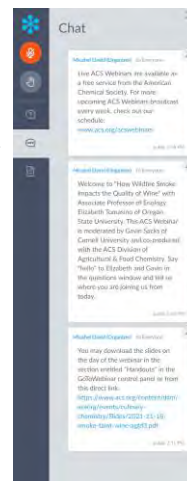


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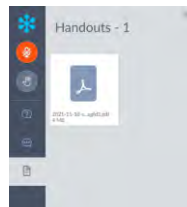


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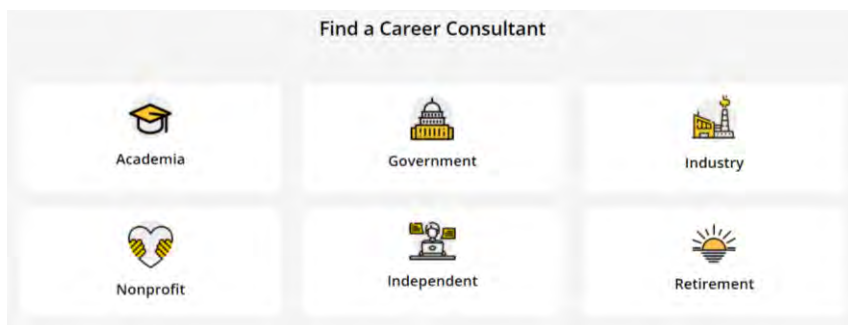


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- ACS Member-exclusive program that allows you to arrange a one-on-one appointment with a certified ACS Career Consultant.
- Consultants provide personalized career advice to ACS Members.
- Browse our Career Consultant roster and request your one-on-one appointment today!

www.acs.org/careerconsulting

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Virtual Office Hours: LinkedIn Profiles for Chemists



Thursday, Feb. 3rd @12pm ET

- Optimize your LinkedIn profile
- How to attract new career opportunities
- Best practices of virtual networking

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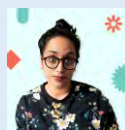
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A science podcast by the **American Chemical Society** about things small in size but **BIG** in impact.



Sam Jones, PhD
Science Writer & Exec Producer



Deboki Chakravarti, PhD
Science Writer & Co-Host

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<https://fs7.formsite.com/acsdiversity/ACSMemberFeedback/index.html>

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Wednesday, February 2, 2022 | 2pm ET

Yes And!

Improving Science Collaboration with Lessons from Improv
 Co-produced with the ACS Division of Professional Relations

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THIS ACS WEBINAR IS WILL BEGIN SHORTLY... SAY HELLO IN THE QUESTIONS WINDOW!



Yes and! Improving Science Collaboration with Lessons from Improv



MATT GRANDBOIS
Strategic Partnership Manager, DuPont
Electronics & Industrial



ANNABELLE LOLINGO
Chemistry Graduate Student,
Iowa State University

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Professional & Leadership Skills

- Skills that help you lead others as a professional also help you stand out from the crowd.
- Professional differentiation is important, but it cannot come at the expense of team goals.
- Chemical Professionals and Leaders understand the power of collaboration and how to contribute to a team.
- Honing your ability to commit to workplace collaboration can help you reach your career goals.



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Audience Survey Question

ANSWER THE QUESTION ON THE INTERACTIVE SCREEN IN ONE MOMENT



According to a Queens University study, **what percentage of employers rate collaboration as “very important” for their success?**

- About a Quarter
- About Half
- About Three-Fourths
- Almost All (95%)

** If your answer differs greatly from the choices above tell us in the chat!*



The
Second
City®

- Second City is a world-renowned improvisational theater company that has been the home of some of the most famous comedians for the past 6 decades.
- Successful Improv is often viewed as funny, outrageous, or over-the-top in order to entertain audiences, but it is much more...
- Successful improv requires a group effort where everyone contributes to create a unique experience for the audience and players.

Improvisation in the workplace



- What actors do on the stage, we do in the lab, in the office, or at home...
- We deal with crazy situations all the time: some are funny, some are serious, some are unimaginable, but all are real.
- We are usually never alone when dealing with these situations, so our ability to work with others is vital for personal and professional success.



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Core Tenet of Improv: *Yes, And...*



- This common phrase is at the center of all improvisational theatre, so it should also be at the center of our workplace interactions.
- *Yes, And* is a framework to help you:
 - **Accept** the contributions of others
 - **Support** their involvement
 - **Contribute** your own ideas.
- We will break down the two key concepts within this binary phrase: 'Yes' & 'And'

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Audience Survey Question

ANSWER THE QUESTION ON THE INTERACTIVE SCREEN IN ONE MOMENT



Do you work with a colleague that always says “no”?

- Yes
- No

** If your answer differs greatly from the choices above tell us in the chat!*

Every group has a ‘Negative Nelly’



- Many offices, laboratories, and work settings have a token “Negative Nelly”
- Providing criticism of other’s ideas is relatively easy when they don’t have alternatives of their own.
- Collaboration is built upon finding ways to make ideas work.
- Yes, *And* helps you create a framework for interacting, engaging, and collaborating with others to maximize your chance for success.





Getting from No to Yes



- The concept of 'Yes' creates trust between individuals as it embodies the acceptance of another person's ideas as being satisfactory or valuable.
- 'No' places judgement of the other person's offering as being insufficient, which can extend to the other person and their overall worth.
- 'Yes' and 'No' lie on two opposite sides of the **acceptance spectrum** when it comes to the acceptance and support of people and their ideas.

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'And' there is always a 'but'



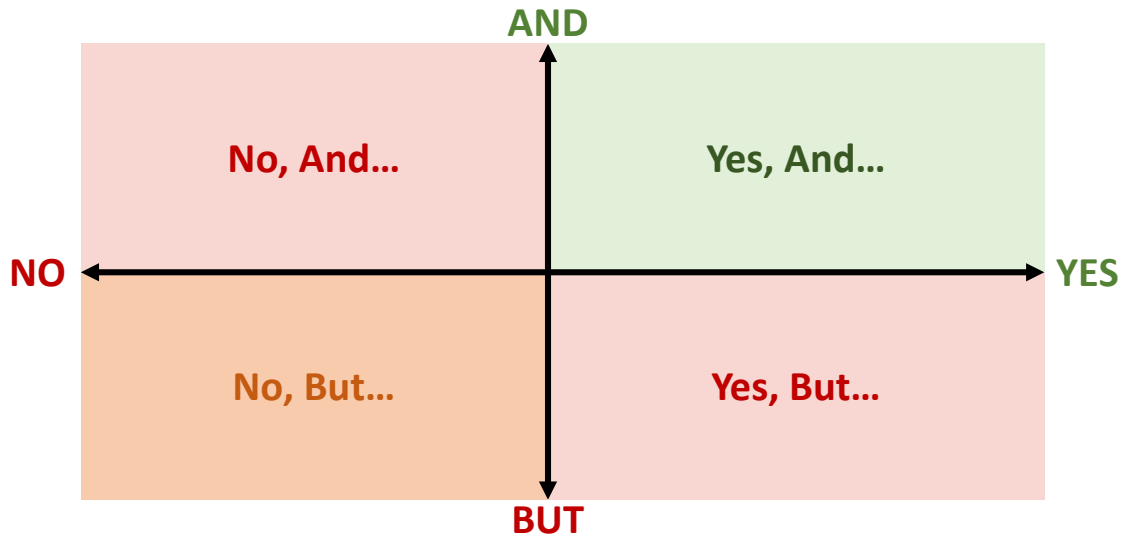
- The concept of 'AND' builds upon the offering and provides **momentum (p)** towards a successful solution.

$$p = mv \quad \text{momentum} = \text{mass} \times \text{velocity}$$

- The concept of 'BUT' rejects the substance of the offering and redirects it in a contrary direction.
- 'BUT' deemphasizes any previous offering relative to the new one (anything important always comes after the 'BUT').
- 'AND' and 'BUT' are at opposite ends of the **collaboration continuum** for building ideas collaboratively.

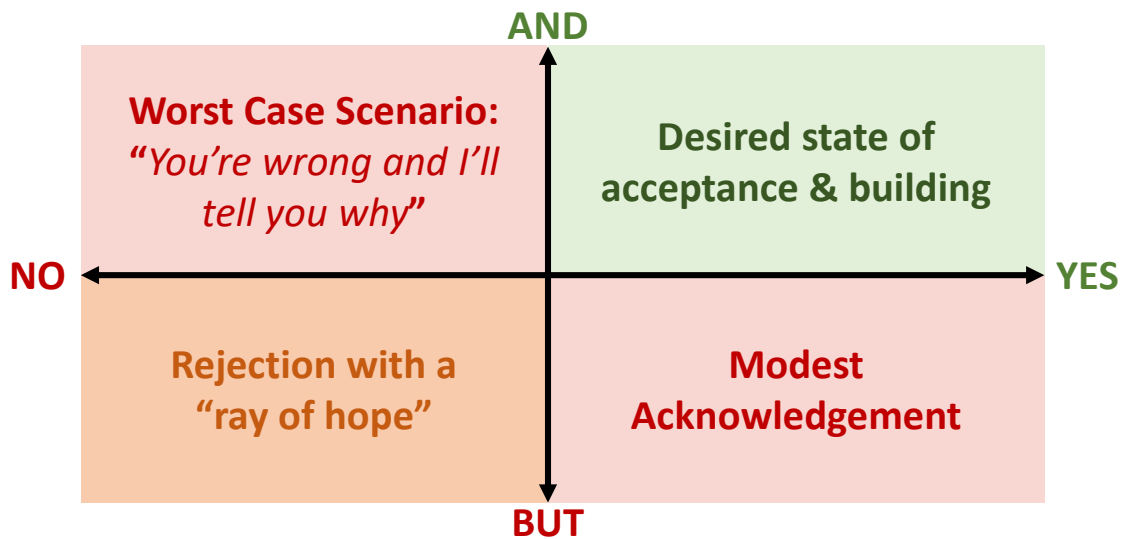
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Yes, And: An Acceptance & Building Framework



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Yes, And: An Acceptance & Building Framework



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Audience Survey Question

ANSWER THE QUESTION ON THE INTERACTIVE SCREEN IN ONE MOMENT



Should you say “YES” to everything?

- Yes 😊
- No

** If your answer differs greatly from the choices above tell us in the chat!*

Yes, *And* is many things, but it isn't all things..



- **Yes, And** is not meant to create an army of “yes men/women” that blindly accept the first idea that is thrown out by a team member.
- There are many instances where saying “Yes” can be harmful:

I know this is outside your role, but could you take on this extra work?

Hey! I have this great opportunity that doesn't align with your goals. Want to do it?

I know you were against this during our team meeting, but can you lead this project?

I'm really impressed with your work capacity. Can you handle one more thing?

As your boss, I really need your support on this. Are you in?





Using *Yes, And* to commit to collaboration

- Challenge yourself to find something in an offering that you agree with and then build upon it within the context of collaborative work.
- “Yes...” you may agree with problem statement or the scope or the intent behind the solution.
- “And...” you want to build off of those concepts while incorporating your contribution to the group effort.
- *Yes, And* creates a moment where you can put your trust in the team to reciprocate by accept your contribution and building upon it in return, thereby completing the cycle.



The Trust Fall Exercise

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Yes, And: an opportunity to grow

- Perceived inexperience or feelings of uncertainty can lead to shying away from a *Yes, And* approach towards collaboration.
- Commitment to collaboration can provide you the opportunity to learn new things and bolster professional relationships.
- *Yes, And* helps develop courage, perseverance, and resiliency that is the hallmark of a professional chemist.



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Resources & Next Steps



- Next Steps:
 - Observe how the Accept & Build Framework manifests itself at an upcoming meeting or group discussion.
 - Practice your approach to accepting others contributions by starting with “yes...” and incorporating your ideas by following with “and...”
 - Attend, watch, or participate in an improvisational theatre show with “Yes, And” in mind
- Resources:
 - “Yes, And” [book](#) by Kelly Leonard & Tom Yorton
 - ACS Institute – Competency: [Fostering Effective Teams](#)
 - ACS Division of Professional Relations ([acsprof.org](#))

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Summary



- Collaboration requires our personal commitment to building a team that is capable of creating something that we couldn’t achieve alone.
- Collaboration is built on a foundation of trust that occurs through reinforcing instances of acceptance and building.
- *Yes, And* is a framework that will help you improve your personal commitment to collaboration and improve your professional abilities.



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ASK YOUR QUESTIONS AND MAKE YOUR COMMENTS IN THE QUESTIONS PANEL NOW!

Yes and! Improving Science Collaboration with Lessons from Improv



MATT GRANDBOIS
 Strategic Partnership Manager, DuPont
 Electronics & Industrial



ANNABELLE LOLINGO
 Chemistry Graduate Student,
 Iowa State University

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Closing Thoughts

- Credit for success is infinitely divisible, so successful collaboration will benefit your career.
- Find ways to lead even while you're being led.
- *Yes, And* is a tool **and** a choice: know when to use it and when not to.





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