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Why am I muted?”
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https://chemidp.acs.org

www.acs.org/careerconsulting
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

Register @ www.acs.org/careerconsulting

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Sam Jones, PhD
Science Writer & Exec Producer

Deboki Chakravarti, PhD
Science Writer & Co-Host

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https://acsprof.org
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 LOLINCO
Chemistry Graduate Student, Iowa State University

Presentation slides are available now! The edited recording will be made available as soon as possible.

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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.
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!

• 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.

https://www.secondcity.com/
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.

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’
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 judgment 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.

‘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.
Yes, And: An Acceptance & Building Framework

Diagram:

- **No, And...** (Top-left quadrant)
- **Yes, And...** (Top-right quadrant)
- **No, But...** (Bottom-left quadrant)
- **Yes, But...** (Bottom-right quadrant)

Legend:

- **AND**
- **BUT**

- **NO**
- **YES**

**Worst Case Scenario:**

"You’re wrong and I’ll tell you why"

**Desired state of acceptance & building**

**Rejection with a “ray of hope”**

**Modest Acknowledgement**

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02/02/2022
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 you were against this during our team meeting, but can you lead this project?
  - 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.

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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.
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](https://acsprof.org)
  - ACS Division of Professional Relations (acsprof.org)

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.
Check out what ACS PROF has to offer!

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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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Zebras or Horses?
How a False Sense of Security Can Lead to Lab Accidents

Date: Wednesday, February 9 @ 2-3pm ET
Speaker: Mary Beth Makudy, ACS Chemical Health & Safety
Moderator: Ralph Stuart, Kennesaw State College

What You Will Learn:
- How to recognize the multiple contributing factors that lead to a laboratory accident
- How a laboratory accident can impact a chemist’s career
- What are ACS Chemical Health & Safety journal’s expectations for incident reports

Co-produced with: ACS Division of Chemical Health and Safety and ACS Committee on Chemical Safety

10 Tips for Creating Abstracts with Substance and Style

Date: Thursday, February 17 @ 2-3pm ET
Speaker: Oswaldo Oliveira Jr., ACS Applied Materials & Interfaces and University of São Paulo, Brazil
Moderator: Regiane Brocchi, ACS Publications

What You Will Learn:
- How to create a strong title
- How to craft a substantive abstract
- How to construct an impactful TOC graphic

Co-produced with: ACS-on-Campus

Why You Need to Care About Ethics

Date: Wednesday, February 23 @ 2-3pm ET
Speakers: Kelly Ellis, Towson University and Susan Scheible, Metropolitan State University of Denver
Moderator: Judith Curran, University of Pennsylvania

What You Will Learn:
- What are the rules and norms that promote ethical decision making
- How to report and commercialize new materials and chemical discoveries that require a knowledge of publication ethics and IP
- Why a responsible workplace promotes ethics education and brings enhanced knowledge to those teaching ethics

Co-produced with: ACS Division of Professional Relations

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