Lab Counterculture

- **Definition:** Working to undo and oppose systemic factors affecting graduate student and faculty well-being in academia.

- **Systemic Factors at Play:**
  - Focus on quantitative outcomes / perfectionism
    - Impacts quality of research, drives imposter syndrome
  - Interpersonal competition
    - Impacts lab environment, discourages teamwork
  - Time Scarcity
    - Impacts communication, discourages rest

Countering the Culture

- **Focus on quantitative outcomes / perfectionism**
  - **Counter:** Focus on effort, not outcome
  - **Ex:** Celebrate paper submissions rather than acceptances

- **Interpersonal competition**
  - **Counter:** Elevating the value of community
  - **Ex:** Ask members “how can the lab help you?”, focus on equitable distribution of resources, time, mentorship

- **Time Scarcity**
  - **Counter:** Prioritizing time with one another
  - **Ex:** Create structured group meetings focused on wellbeing rather than research productivity

https://pepperdine-graphic.com/opinion-give-kindness-more-often/