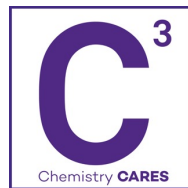


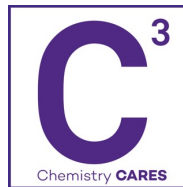
Lab Counterculture



- **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



Image by Vivian Hsia via
pepperdine-graphics.com