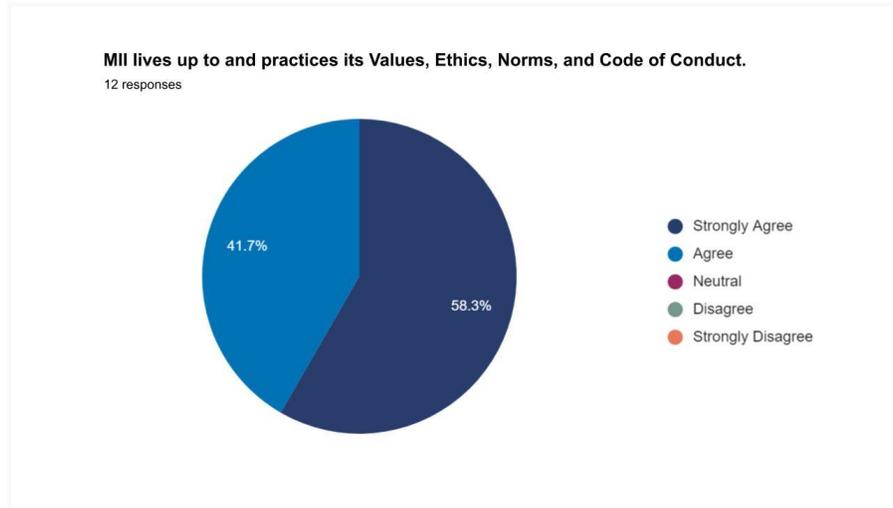


## 2022 Performance Evaluations: Material Innovation Initiative as an Organization 12 responses

### Does MII embody MII's Values?

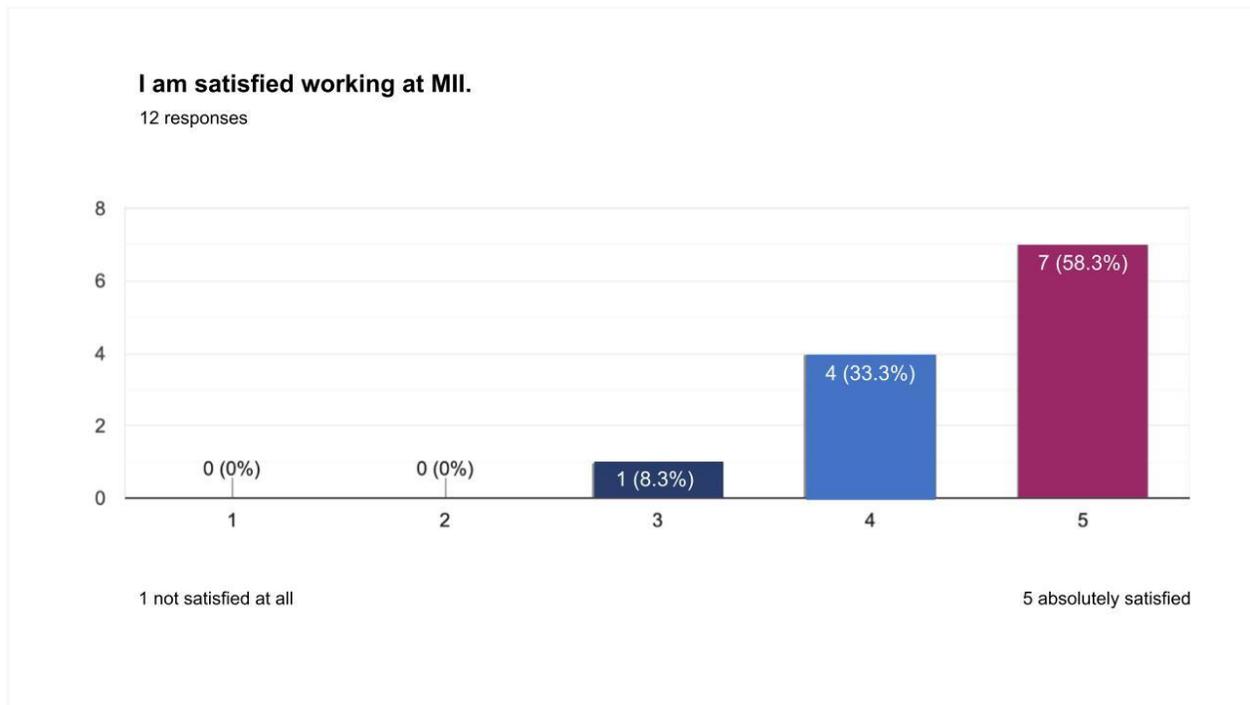
Agree to strongly agree



- I was inspired to apply to MII's Environmental Data Scientist position primarily because of its vision and values. Throughout my 10 years of professional experience, I have not worked in an organization that stands out for its values, ethics, norms, and CoC as much as MII does, and am proud that the entire team do their best to reflect/embody what MII lives and practices.
- I'm proud of being part of an organization that takes DEI and all sorts of inclusion seriously. I've never been treated poorly by anyone and truly feel empowered to do my best work.
- Partially because we are funded through donations but also because it is led by and comprised of people with integrity and compassion, MII is transparent with everything it does. Both inward-facing and outward-facing interactions are conducted with decency, fairness, and honesty.
- I think MII needs to work on inclusion but otherwise, does match its Values.
- I am yet to meet a person who has been at MII that is not fully deep-dive into its values and norms.

## I am satisfied working at MII.

Scale 1 - 5 with 5 being absolutely satisfied



## What I love most about MII

- I love working with the team, how everyone supports and cheers for each other. I love that we get the quality time to work on a project that helps stakeholders make sustainable choices. I like that my work is an important part of MII's vision and feel valued in projects related to sustainability. I'm also grateful and happy to have such knowledgeable, wonderful, and understanding supervisors as Sydney and Nicole!
- I love the people. The team is very purpose-driven and we do not work in silos because there is transparency in how we communicate with each other. This culture is very unique to MII.
- I feel connected to its mission, but what I love the most are the people I work with, and I couldn't ask for better, smart, and talented teammates.
- The aligned and coordinated mission to accelerate sustainable materials across a broad range of environmentally impactful industries is what excites me.
- I love MII's culture, mission (especially that we're helping animals and the environment), and emphasis on cultivating a work-life balance for all employees.

- Its people and its culture. It's clear that most team members are happy to culture-build and relationship-build with each other.
- I have really enjoyed the people. I sometimes wish we weren't fully remote so we could get to know each other more! But with that being said, I also really enjoy the flexibility of the work schedule. I've never worked at anywhere that has respected and valued who I am as a person and my life so much. I love MII because it allows me to work towards a mission that I care about while still being able to live life outside of work!
- I love the team members. A very thoughtful and intelligent bunch. I also appreciate how inclusive it feels working here.
- Flexibility e.g. where we work, what hours we work, working style - we are respected as individuals who work most efficiently and happily, differently!
- The people. Working with critical thinkers. Knowing we will make an impact.
- The mission, the values, the coworkers, and the environment.
- I love the team the most! I would not be able to be in development/remote without deep respect, fun, and camaraderie with the team.

### **What MII could improve upon?**

- MII is a close-knit team and working with the team has been very valuable for me, plus I haven't worked in a non-profit or a remote workplace for more than 6 months at a stretch, hence, I don't find myself experienced enough to suggest any changes or improvements. Just a small wish would be to have more socializing between the team, such as a brown bag lunch/dinner or breakfast (corresponding to the time of the day it is for each person) or even a kahoot quiz time, etc.. understand might be too much to coordinate.
- I want more team-building activities on Slack. Also, I want our team to have more opportunities for executive-level training.
- I'm still new to the team, so I'd need more time to answer this.
- More donations so I could be full time!
- I can't think of anything at the moment.
- I think there is room for more communication throughout the organization, including - particularly getting to know each other as people in a remote setting. I would like to look at that closer.
- I'd like more inter-departmental interaction! It sometimes feels like we are all different teams who only deal with each other during our biweekly team meetings. I'm not

sure what this would look like and I also think this might just be my own personal wanting to learn about what everyone is doing and their work.

- Better project management and calendaring/planning for the upcoming year so there aren't a bunch of deadlines happening at once, and building in time throughout the year for step-back thinking to access higher and more creative parts of our brain, question how we're doing things, if there's a better way, etc. So happy we hired Camilla and I anticipate she is working on this. :) Also looking forward to growing the team/budget and getting more support/resources.
- A little worried that as MII expands, the flexibility that I love would be lost. A lot of these changes seem to be inevitable to org going through the growth phase so I don't have any good answers as to how to pre-empt this cultural shift from happening.
- The tasks processes. Even though we've improved it a lot, I see this can be even better in the future.

#### **What we're doing to take the concerns into consideration.**

- We use a #social-fun channel on our Slack to get to know each other better. Previous questions have included, "If you could be an animal for a day, what animal would you be?" and "Do you have a hidden talent?"
- Encouraging "coffee breaks." MII encourages its team members to take coffee breaks together during the work day. These 15-20 minute breaks allow team members to catch up and talk on a social basis, rather than just work-related.
- MII has its first in-person retreat in October 2022! We are excited that this retreat will help build better relationships across the team.
- Our training budget will increase from \$200 per employee to \$300 in 2023.
- MII has implemented Asana to assist us in tracking our tasks, including, but not limited to, the estimated time a project/task will take versus the actual time it takes so that we can better estimate the time required moving forward.
- MII remains committed to flexible working hours and allowing our staff to use their time as they see fit.