

Introduction to Staff Satisfaction Report (2022)

The following document is the outcome of our 2022 Staff Satisfaction survey, completed in October 2022. This report was written for review by the MII team, MII board, and the general public.

MII conducts twice annual team satisfaction surveys, one anonymous and one not. This survey was completely anonymous and at no point were the respondents identified for any purpose. This was made aware to the team prior to completing the survey.

While MII is pleased to publicly release this report, we do not wish to do so at the risk of our team members' honesty in any future surveys or reviews. MII team members have all consented to the release of this version of our Staff Satisfaction Report (2022). MII will continue to separate its reviews into public and internal so as not to jeopardize the honesty of the feedback our team provides. MII strives to be as transparent as possible, with the understanding that our team's comfort and willingness to provide truthful opinions is paramount to our organization.

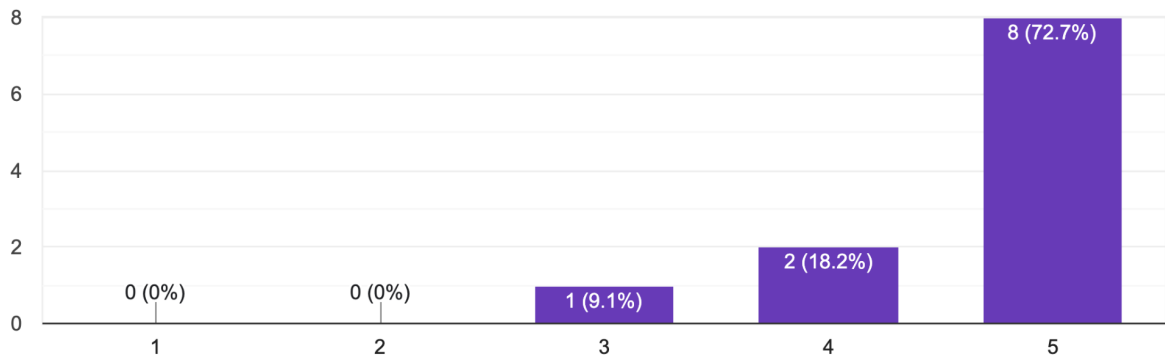
We would like to take this opportunity to thank the MII team for their time and thoughtful reflection on their time at our organization.

Should you have any questions or concerns about this content, please contact MII's COO, Cortney Busch, at cortney@materialinnovation.org.

Staff Satisfaction Results

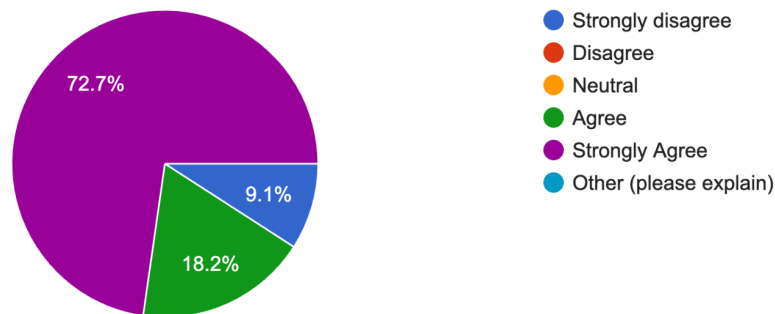
I am satisfied with my job at MII.

11 responses



I plan on staying at MII for the foreseeable future.

11 responses



Please explain if you like.

3 responses

Positive:

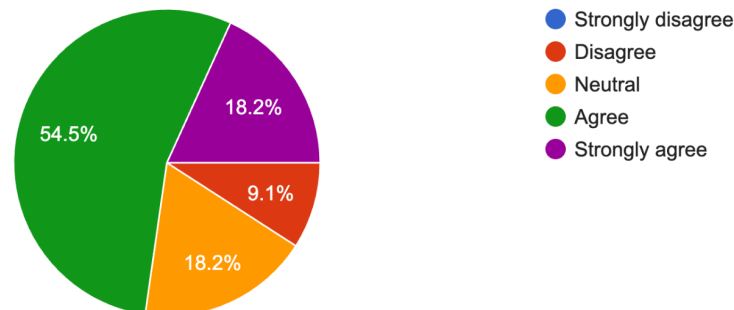
- I simply love our culture, mission, and values. We have a very talented team with whom I've got a lot to learn - and I love this challenge/opportunity.
- I plan on staying at MII for the foreseeable future because of the following reasons:

- The CEO and Operations dept care deeply about the staff's mental and social wellbeing.
 - Even if we are a start-up and have a tight budget, the company tries to give me as many resources as it possibly can so that I am able to do my job well and not feel too overburdened with work.
 - This is the first place where people don't work in silos. The team is very kind and thoughtful.
 - I like to be constantly challenged and we take up very interesting projects that are professionally stimulating.
 - I feel that I fit in the right position and I look forward to growing along with MII and the Nex-gen Material industry.
-

Note: The following questions are regarding our Staff Evaluations held Summer of 2022. Unlike the currently discussed Staff Satisfaction Survey, this was not an anonymous process.

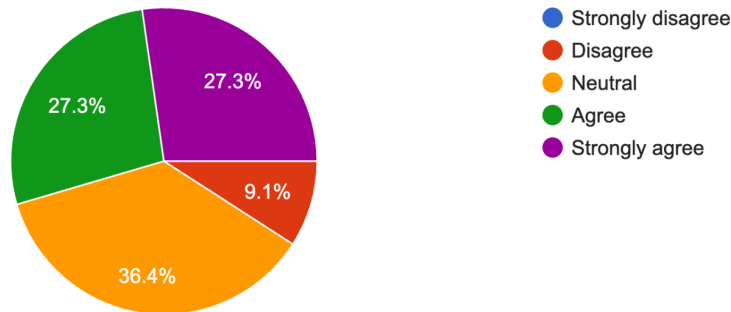
I thought the evaluation process in Summer 2022 was useful.

11 responses



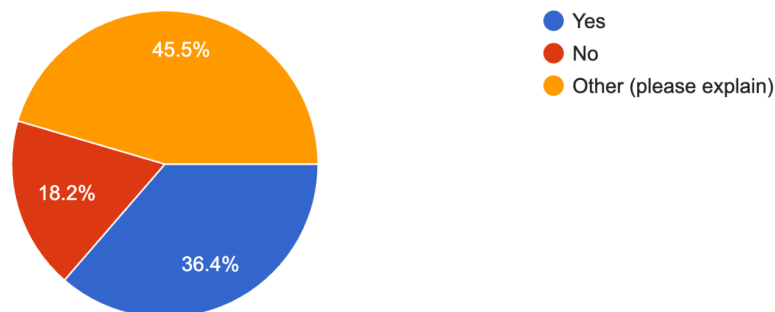
I felt I could be just as honest in the Summer 2022 staff evaluations as I usually am in surveys despite the evaluations being associated with my name.

11 responses



Moving forward, I would like all staff satisfaction surveys to be anonymous. (Please note that if the surveys are not anonymous, there will be no retaliation under our Whistleblower Policy for more information).

11 responses



Please explain.

10 responses

Pro-anonymous:

- Just think this is a good policy to promote safe spaces.
- Just feel I can be more open with my feelings if anonymous
- Not that it's MII based but I have workplace trauma and I think this was too much considering.

Neutral:

- I'm fine either way.

- I will defer to everyone else. I would like our culture to be one where people could be open and honest and having names will help us better address their concerns. But if most people don't and we can't address their worry now, then better to make them anonymous.
- Not sure
- I have mixed feelings! I feel like we should have both options.
- Note that I missed the evaluation process this summer while on leave.

Pro-identified:

- I am okay with the surveys not anonymous in the future because I trust that the senior team is mature enough to support whistleblowers without chastising them.
- We have the anonymous way of getting in touch with HR through other forms. So I don't think it is necessary to have the evaluations anonymous too.

With the understanding this is anonymous, MII can improve as an organization and/or employer by...

9 responses

- Need more stability of staff - too many changes too frequently. When people leave and their positions are not yet filled, remaining staff should not be expected to take on other people's jobs. We also should not expand our work scope and/or take on more work without additional staffing.
- Not being as reactive to all the requests we get; choose the projects that are the best use of our time; more in-person get togethers
- Defining better its priorities, so the team can also prioritize their work accordingly.
- Slowing down a bit and giving staff some breathing time.
- Adapting to many new changes instantaneously (reporting style, project collaborations, task sharing, redesigning key objectives, etc.) along with increased team collaboration in the recent months has been draining and is reducing focus/efficiency on previously planned activities, outcomes and outputs. Would it be possible to provide a bit more time to observe and learn/soak before moving on to the next adaptation cycle, as well as take a step back once in a while to re-orient focus to assess progress on previously planned outcomes/outputs?
- As our programs have shifted and grown, I feel I am constantly behind on my work, as new tasks get added to my plate before I can finish previous tasks. I think we need to be more cognizant that there should be about 25% of our future time allotted for unexpected changes/new tasks, so that we can more accurately plan our projects and goals for successful completion. As MII has become "legit" department heads need to spend more

time on big picture strategy, planning, managing direct reports, presentations/stakeholder engagement and less time on detailed research and report writing, and for that we need expanded staff to accommodate this.

- Defining better metrics and OKRs. I know we are working on this now, so we'll be even better.
- ??? i'll let you know if i think of something
- I think we are making a lot of progress. There is a lot we still need to improve but I see us getting there :)

Note: The responses to this question identified four areas of future employment:

(1) Staff Stability

Team members have voiced their concerns over shifts in our staff. In the months leading to this survey, MII made several changes to our staff, including the departure of three members of our Development department. We are excited to be in the process of hiring a Development Coordinator and Chief Development Officer, along with the temporary return of two of the previously mentioned departed team members.

(2) Slowing Change

As we recently celebrated our 3-year incorporation anniversary in early December, 2022, we've had time to reflect on how MII has grown and changed over the last three years. We are an organization built on the idea of progress, the progress of the next-gen materials industry. Because this industry is so novel, we are always adapting in ways to best promote our mission and serve the next-gen materials community. However, we realize that change is not abstract; there are real consequences, both good and bad, intentional and not. The wellbeing of our staff, and their ability to achieve work-life balance, is our top priority.

(3) Priorities Refinement

A few responses mentioned the need for MII to refine our priorities. We are thrilled to write that since the close of this survey, the team has spent countless hours working on a Logic Model to address just this issue. With refined short-, medium-, and long-term goals, we are confident in the direction our organization is heading.

(4) Team Collaboration

MII is proud to hire the best of the best from all across the globe. Of course, this means we operate fully remote. Remote workplaces introduce certain challenges, especially around team collaboration. We are always looking for ways to increase interdepartmental teamwork, including by hosting our first annual in-person MII Team Retreat. MII will continue to foster a space that encourages sharing ideas, knowledge, and responsibility.