

"The future is uncertain, so you have to take advantage in the moment." –BIOLOGY STUDENT ATTENDEE

SmithGroup and Caltech hosted a national forum with academia, private industry, government and students to glean the identity and role of the scientist in the years to come. Many thanks to **NASA, DOW, Caltech, City of Hope**, and the private developer and student community for their insights, observations and dialogue.

LAB2050 is a decades-long research initiative to explore the future of laboratory and research trends. The current iteration is people-focused in order to dive deep into who we are designing laboratories for.



**OUR GOAL**

- Explore the notion of the WHOLE scientist as opposed to the physical lab itself
- Consider current and projected future demographics regarding research scientists and environments
- Foresee ever-evolving researcher attributes, characteristics and aptitudes
- Anticipate social dynamics and individual needs in the research space



WHAT WE HEARD FROM GEN Z	WHAT THE INDUSTRY WANTS	WHAT SCIENTISTS WANT
<ul style="list-style-type: none"> <li>■ Up-aging is occurring over past generations</li> <li>■ Seeking informality, sense of fun</li> <li>■ Wanting a voice—to be heard, known, valued and recognized</li> <li>■ Responding to higher purpose</li> <li>■ Freedom to explore and feed curiosity</li> </ul>	<ul style="list-style-type: none"> <li>■ Business and budgeting skills</li> <li>■ Communication skills</li> <li>■ Ability to shift communication style—to culture, to technical, to social styles</li> <li>■ Loyalty and longevity</li> <li>■ Diversity across all dimensions in the talent pool</li> <li>■ Pipeline of available talent!</li> </ul>	<ul style="list-style-type: none"> <li>■ Freedom to innovate—increased discovery</li> <li>■ Ability to celebrate failure</li> <li>■ Diversity of thought across demographics and disciplines</li> <li>■ Multidisciplinary will still rule</li> <li>■ Cool science will draw talent, but doing it sustainably becomes equally important</li> </ul>

KEY TAKEAWAYS	REMOTE IS HERE TO STAY	HUMANS NEED LUNCH	REVERSE MENTORING	EMPATHY & HUMAN CONNECTION	TRUST & EMPOWERMENT
<p><b>KEY TAKEAWAYS</b></p>	<p>To the extent possible in scientific work, the value of a hybrid approach has been cemented in our culture.</p>	<p>Minor and major a-ha moments will always occur during unexpected casual interactions.</p>	<p>The younger generation's voices have much to offer and need to be heard.</p>	<p>Face-to-face interaction is irreplaceable and we must not lose it.</p>	<p>Bringing up future generations faster within an organization will replace brain drain.</p>