

Caucal Collaborative Degeneration



Go to Menti.com and enter 4224 7475.

Get out a pen and paper



What makes remote meetings hard?

no facial expressions
 people tend to multitask
 sharing keyboard and mouse
 different time zones
 losing focus
 distraction
 get turn to speak
 fear of missing out
 ppl interrupt one another
 length of time
 distractions
 misunderstanding
 multitasking
 off cameras
 not seeing the faces
 nothing
 bad connection
 hard to explain ideas
 misunderstandings
 detachment from others
 lag
 not following results
 bad microphones
 hard to pay attention
 no cameras



Chelsea Troy - Staff Engineer @ Mozilla



What is a caucus?

A caucus is a type of meeting with no rules about who talks in what order or for how long. Instead folks jump in whenever they have something to say.



The unwritten caucus rule:

The first person to utter something gets the floor.



Caucal Collaborative Degeneracy

A breakdown in collaboration caused by the format of a caucus.

1. People **stop listening** because they are intently waiting for a pause so they know they can talk.
2. People **interrupt more often** because the only way to be heard is to just start talking.

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Add 8 points immediately



Add one point for each of these that is TRUE:

- I'm good at speaking without preparing
- I usually have lots of opportunities to share my thoughts
- I don't always have to think about what I have to say before I start saying it
- When I start to speak in a meeting, I rarely find myself getting interrupted
- I only need a little bit of information about a topic before I start to form an opinion on it
- When I share my thoughts in a meeting, people usually listen
- I think that my ideas are usually valuable contributions to discussion
- I get to participate in lively debates about the future of our business, products, or people

SUBTRACT one point for each of these that is TRUE:

- I often start to speak and then miss my opportunity
- I word my thought very carefully so I am not seen as 'abrasive' or 'aggressive'
- I regularly get interrupted multiple times in a single meeting
- When I share an idea, sometimes someone repeats my idea later without mentioning that I said it
- When I share a thought, I usually get 'devil's advocate' questions that challenge me or ask me to prove it
- I think there are topics that my personal experiences do not qualify me to discuss
- Sometimes I watch lively debates, but I don't feel comfortable or welcome participating in them.
- I often leave meetings feeling disappointed that I did not have the chance to share my ideas



What is your caucus score?



How to design a meeting to lower the impact of caucal degeneration

- Have people write ideas out before talking about them
- Discuss a way for people to indicate they have something to say
- Have an agenda beforehand

Ways to lower the impact of caucal degeneration

- Use the 7 second rule
- Echo people who might not be heard
- Ask clarifying questions

Let's try it!



**What are 10 things
everyone has in
common?**



What did you observe?

silent thinking

thumbs up got answers from (almost) everyone

Despite being "forced" to do so, it was nice seeing everyone on camera

lot's of quiet

It was lengthy

shyness

brainstorming

social anxiety is a pain

not prepared to the topic

What did you observe?

Thumbs up voting worked well. Someone should suggest/prompt the group to go to a vote like Pavel did.

Raising hands (sometimes)

Written things would have been useful

long silent breaks

Thumbs voting was speeding up the process

whiteboards and/or some area to write things asynchronously

lags

people suggested commonality, but did share data about themselves and then look for common. People didn't ask others for data

i also like roasted lamb

Questions?





<https://chelseatroy.com/2018/03/29/why-do-remote-meetings-suck-so-much>

