

To determine which engineers to assign fairly and maintain team morale, follow a transparent, participatory approach:

1. If there are fewer volunteers, use a random draw or lottery system among those who haven't had similar opportunities or challenging assignments recently. Communicate transparently.
2. Hold a team meeting to explain the project's importance, duration, and the challenges of the location.
3. Emphasize that the selection process will be fair and considerate of everyone's input.