

Career Development for Performing Artists in 10 Easy Steps

Please refer to the course's presentation slides for full instructions

1 Define what you want in life. Answer the questions below to start and add your own:

- What is your dream job? _____
- Where do you want to live? _____
- How long are you willing to commute? _____
- What kind of lifestyle do you want to live? _____
- Do you want a family? _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____

2 Find your Career Anchor

2.1 Career Anchors Questionnaire

(Adapted from Broadening Horizons Programme and University of Limerick Cooperative Education and Careers Division)

2.1.1 Complete all the statements relating to Career Anchors giving each statement a score:

- **Never True of Me 1**
- **Seldom True of Me 2**
- **Often True of Me 3**
- **Always True of Me 4**

Statement	Score
1 I want to be really good at my job, one of the best, an expert.	
2 I really feel most satisfied when I am able to manage the work of others to achieve a common goal.	
3 Ideally, I want to do things my way and to my own timetable.	
4 I would much rather build my own business than be the boss in someone else's.	
5 I believe that security and stability are much more important than having the freedom to choose how I work.	
6 My ideal career will enable me to integrate all of my needs – whether work, personal or family.	
7 It is important to me that I use my talents to further the greater good.	
8 I get a kick out of solving the unsolvable or winning against the odds.	
9 I will only feel really successful when I have the freedom to define my work.	
10 I feel most satisfied and fulfilled when I am able to use my expertise, talents and skills.	

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11 I would really like to start my own business one day.	
12 I would be very uncomfortable working in an organisation that took a lot of risks. I prefer to work for an organisation that offers stability and security.	
13 I would rather seek employment elsewhere than move to a role that seriously undermined my ability to serve the greater good/others.	
14 I prefer to work on projects that really challenge my problem-solving skills and have a competitive element.	
15 I would rather find a new job than accept a role that puts constraints on how I do my work.	
16 Balancing my work with my family and personal commitments is more important to me than a senior position.	
17 One day I would like to be the boss, in charge of a whole organisation.	
18 Reaching a position of seniority in my area of expertise is far more important to me than becoming a more senior general manager.	
19 I want to make a difference in my career. I will only be truly satisfied if I feel I have made a real contribution to society.	
20 Working on difficult problems are more important to me than achieving a high-level position.	
21 My preference in choosing a role would be to seek out opportunities that minimise any interference with my personal life (family, friends etc).	
22 I would feel really fulfilled if I were able to create an enterprise that was primarily the result of my ingenuity, skills and efforts.	
23 Job security and financial independence are really important to me.	
24 I would rather become a general manager with broader responsibilities than become a senior functional manager in my area of expertise.	

2.1.2 Transfer the scores (1-4) to each of the statements on the Career Anchors score chart below. **Be careful as statements are not in order.**

2.1.3 Add up all the scores for each Career Anchor (column) on the score chart.

TF TECHNICAL/ FUNCTIONAL COMPETENCE	GMC GENERAL MANAGEMENT COMPETENCE	AI AUTONOMY/ INDEPENDENCE	SS SECURITY/ STABILITY	EC ENTRE- PRENEURIAL CREATIVITY	S SERVICE/ DEDICATION TO A CAUSE	PC PURE CHALLENGE	LS LIFESTYLE
1.....	2.....	3.....	5.....	4.....	7.....	8.....	6.....
10.....	17.....	9.....	23.....	11.....	13.....	14.....	16.....
18.....	24.....	15.....	12.....	22.....	19.....	20.....	21.....
TOTAL.....	TOTAL.....	TOTAL.....	TOTAL.....	TOTAL.....	TOTAL.....	TOTAL.....	TOTAL.....

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Technical/Functional competence

- This kind of person likes being good at something and will work to become a guru or expert. They will commit themselves to specialising in their field. They like to be challenged and then use their skill to meet the challenge, doing the job properly and better than almost anyone else. They may be willing to be 'functional managers' but will not value the concerns of general management. If the work does not test their abilities and skills, they will very quickly become bored.

General Managerial competence

- Unlike technical/functional people, these individuals want to be managers; and not just to climb the ladder, or earn more money. They find that it is management per se that interests them. They like problem-solving and dealing with other people. They thrive on responsibility and ideally will look to rise up through the organisational levels so they can be in a position to make major policy decisions. To be successful, they will need analytical, emotional, interpersonal and intergroup competence.

Autonomy/Independence

- Some people come to recognise that they find it really hard to be bound by other people's rules, procedures, working hours, or dress codes. In short, all of the things that come with working in any kind of organisation. Primarily, these people have a need to work under their own rules and steam. Regardless of the type of work, they want to do things in their own way and at their own pace. They like clearly delineated, time-bound work within their area of expertise. As such, they will often gravitate towards careers that afford them as much autonomy as possible.

Security/Stability

- Security-focused people seek stability and continuity as a primary factor of their lives. We all need varying degrees of security at different points in our lives, however for some this is the predominant orientation throughout their lives and will certainly guide their career decisions. They will often seek out stable organisations that provide the greatest opportunity for job security. They also tend to prefer stable, predictable work tasks. They also need to believe that loyalty makes a real contribution to an organisation's performance.

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Entrepreneurial Creativity

- People who have this anchor have an overriding need to create new products or services. Whilst creativity exists in one form or another in all the groups, for the entrepreneur creating a new venture, product or service of some sort is essential to their sense of success and fulfilment. They are obsessed with their need to create, are restless and continually require new creative challenges. They like to run their own businesses, but differ from those who seek autonomy in that they will share the workload. Ownership is more important than making money, although this is viewed as a key measure of success.

Service/Dedication to a cause

- Some people will pursue a career because they want to embody their core values in their work and careers. As such, they have a keener orientation towards their values than any talents or competencies. Their choices will be based on a desire to improve the world in some way. They will want work that allows them to influence their employing organisations in the direction of their values. Service-oriented people are driven by how they can help other people more than using their talents (which may fall in other areas).

Pure Challenge

- Some people are driven by challenge. They will define success as overcoming tremendous obstacles, solving the unsolvable or winning out against impossible odds. They will seek constant stimulation and difficult problems that they can tackle. Most people will want a degree of challenge in their work, but for this type the challenge is the only thing that matters. Such people will change jobs when the current one gets boring and their career histories can be very varied.

Lifestyle

- Initially it appears that the notion that one's career anchor is organised around lifestyle is a contradiction in terms. However, many people who are highly motivated towards a meaningful career find themselves in situations that mean their careers must be integrated into their total lifestyle. This is an evolving process, ergo people who find themselves in this situation want flexibility above all else. When seeking employment they are more likely to be interested in an organisation's attitude towards personal/family concerns, than the sector or area of expertise.

3 Write Your Mission Statement (approximately 25 words)

4 Create your Smart Goals

<i>S</i>	
<i>M</i>	
<i>A</i>	
<i>R</i>	
<i>T</i>	

<i>S</i>	
<i>M</i>	
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<i>S</i>	
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<i>T</i>	

5 List the Resources You Already Have

5.1 Personality

5.2 Skills

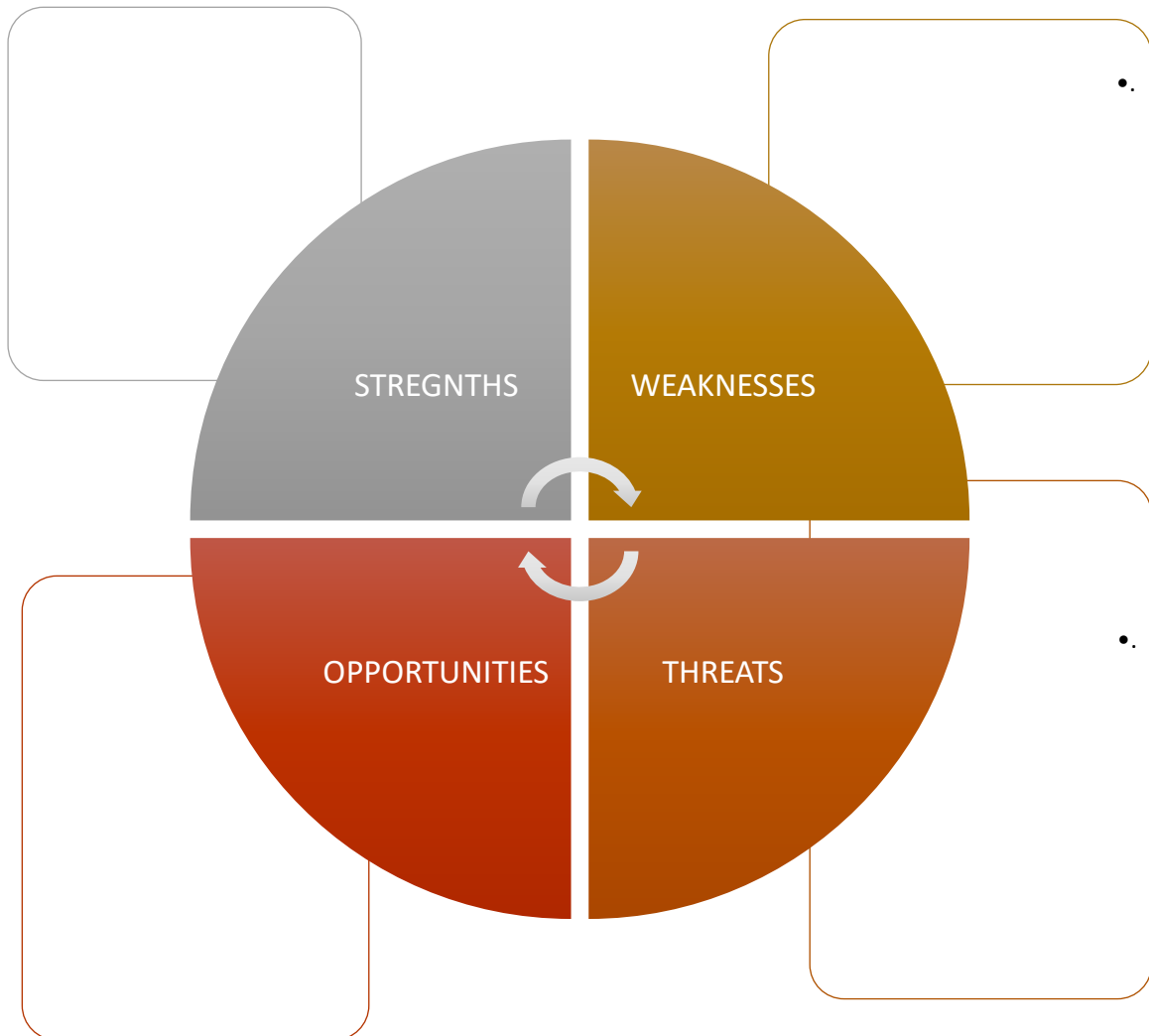
5.3 Experience

5.4 Network

5.5 _____

5.6 _____

5.7 SWOT Analysis



6 List the Resources You Need

6.1 Training

6.2 Skills

6.3 Experience

6.4 Funding

6.5 Partners

6.6 _____

7 Advices:

7.1 _____

7.2 _____

7.3 _____

7.4 _____

7.5 _____

7.6 _____

7.7 _____

8 Allies/Stakeholders

8.1 _____

8.2 _____

8.3 _____

8.4 _____

8.5 _____

8.6 _____

8.7 _____
