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Developing Group Work Life Skills Within The Music Industries

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# Developing group work life skills

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# Developing group work life skills

Real world
contexts

Music
industries

Developing an
awareness of
ourselves
and of others

# Developing an awareness of our personal attributes in band rehearsals



Willingness to help others?

Verbal contribution?

Creative input ?

Personal responsibility?

Effective leadership - is he an Alpha Male?

Interpersonal skills?

Open to ideas?

Able to listen to the others?

Give and take?

Gives constructive feedback?

Patience?

Able to accept feedback appropriately?
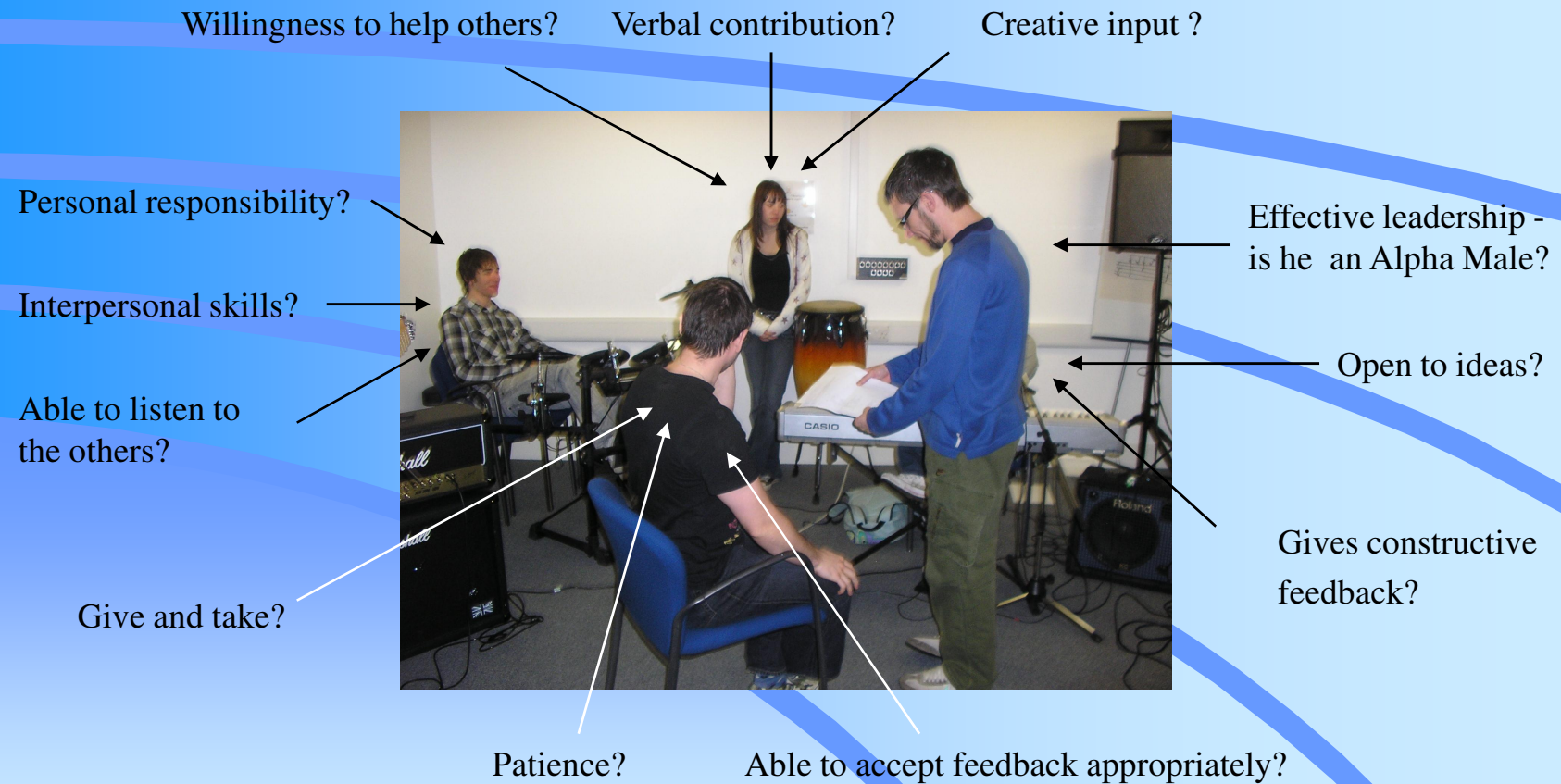
# An action research approach

- Improvements to tutor practice
- Activities which might support the development of band members' rehearsing awareness
- Action research cycle/rehearsing and performing cycle
- 120 bands, sixteen in-depth individual interviews and extensive peer marking data from 2000- 2011
- A social constructivist context

'*We can work it out…*'

Peer learning

…'*with a little help from my friends*'

# How might we describe our personal attributes on display in the rehearsal?

attributes that the group feel are important their band…?

attributes that are important to each band member…?

individuals' personal 'strengths' in the rehearsal…?

individuals' personal 'weaknesses' in the rehearsal…?

# Peer learning principles and training

Rational

Agreement

Transparency

Moderation

| Name: | Robbie Williams |
|---|---|

| Please list three personal attributes or qualities ('personal weaknesses') that you believe can be developed/ improved in your rehearsing | |
|---|---|
| 1 | Patience with others |
| 2 | More focus and concentration |
| 3 | Learning my part at home |

| Please list two personal attributes or qualities ('personal weaknesses') for each of your previous band members that you believe they can develop/improve | |
|---|---|
| Lady Gaga | Being a team member<br>Responsible for learning lyrics ahead of rehearsal |
| Eric Clapton | Being more open to feedback<br>Contributing more ideas |
| Bono | More willing to help band mates<br>Listening to others' views |
| Chad Smith | Being enthusiastic<br>Confidence |

# Peer feedback example

| Mark out of 5 | 'Personal weaknesses' that you wish to improve | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 1 = poor<br>2 = below average<br>3 = neutral<br>4 = above average<br>5 = excellent | Open to feedback<br><br>Or<br><br>Blinkered | Willing to help others<br><br>Or<br><br>Doesn't help others | Enthusiastic<br><br>Or<br><br>Lacking enthusiasm | Team member<br><br>Or<br><br>Control freak | Confident<br><br>Or<br><br>Lacking confidence | Learns lyrics<br><br>Or<br><br>Leaving it until last minute | Listening to others<br><br>Or<br><br>Ignores others | Contributing ideas<br><br>Or<br><br>Too quiet |
| L Gaga | x | x | x | 3/5 | x | 4/5 | x | 3/5 |
| E Clapton | 3/5 | x | x | x | 3/5 | x | x | 2/5 |
| Bono | 3/5 | 1/5 | x | x | x | x | 3/5 | x |
| C Smith | x | 5/5 | 4/5 | x | 5/5 | x | x | x |

*'Band on the run…'*

'Personal weaknesses' chosen by
   our previous band members…

- *"band members should choose, because they are more honest at identifying your weaknesses" –SA*

- *"you have to listen and respect someone willing and brave enough to tell you your faults" –NL*

- *"they reveal your weaknesses and once you know these you are fine" -EJ*

- *"former band members who rehearsed … with you ….could choose these attributes for you, that you can work on…they know you…" –SA*

# Interviews

Semi-structured in-depth interviews conducted with sixteen band members. *Grounded Theory* was adapted to analyse the interview data

Six substantive categories emerged:

- Self-knowledge
- Feedback
- Honesty
- Confidence
- Self-efficacy
- Tutor practice

## 'I've got a feeling…'

## Self knowledge



- "it made me look a lot more at myself" –YL
- "subconsciously, I was always thinking about them two things I needed to improve on" –TP
- "it lets people know what they think of you as well as what you think of yourself" –OD

*'Call me…'*

# Feedback



- *"an exceptional way of getting feedback" -EJ*
- *"it enables you to understand how to improve"- EJ*
- *"it teaches you to try harder, do better"-OD, HA, NL, HS*
- *"I made a conscious effort to work on my attributes" –EN*
- *"hard to work with people who cannot accept criticism" -EJ*
- *"if criticism makes you take stock, then peer assessment is OK" –NL*
- *"my [self-selected] weaknesses – they're not what the other people would perceive as my weaknesses" -SA*
- *"I need constructive criticism, not a stab in the back" –WK*

*'Just the way you are…'*

## Honesty



- " [it is] difficult to try to influence people to be impartial if they are determined to give low marks"-EJ
- "[there are] difficulties in telling the truth face-to-face, so written feedback is good" –SA, DS
- "written feedback avoids confrontations" – HA, SA
- "it's tough assessing your friends" –OD
- "I try to be honest with my friends" -HA, MR
- "some give friends better marks…I'm more critical with strangers" –OD
- "personal feelings get in the way sometimes, and people will purposely mark low out of spite" –EJ

*'I still haven't found what I'm looking for…'*

## Confidence



- *"I suppose in the rehearsal process in the past, I've always been the one to kind of take a back seat and kind of just sit and do whatever I'm told to do, if you know what I mean. So, because they put me in the position of, you know, deciding this, that and other, I've learnt to be more assertive"* –DS
- *"It made me look a lot more at myself, and looking at their confidence like, with mine"* –YL
- *"You definitely notice people who are confident on their instruments, put forward, put their ideas forward more than people who tend to maybe not have had as much experience of playing with people; they like to sit back a little bit"* – OM
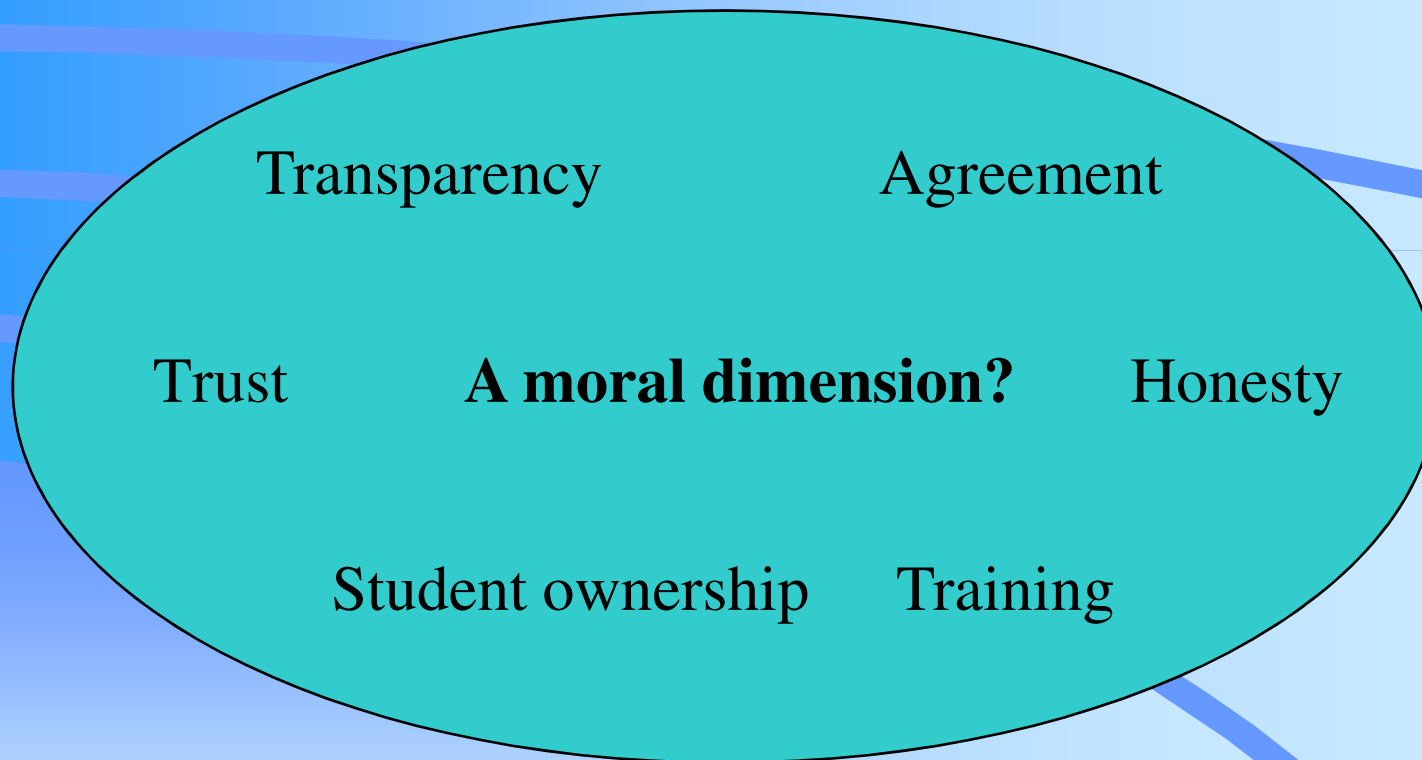
*'Simply the best - better than all the rest...'*

## Self efficacy judgements

- 'Free riders' and weaker students consistently awarded themselves higher marks, compared with those that were awarded by their bands.

- 'Shooting stars' tended to under-estimate themselves when self-assessing, compared with those awarded to them by their band.

- Females tended to under-estimate themselves when self-assessing, compared with those awarded to them by their band.

*'R.E.S.P.E.C.T...'*

**Tutor practice**

Transparency        Agreement

Trust     **A moral dimension?**     Honesty

Student ownership     Training

*'Knowing me , knowing you…'*

# Developing group work life skills

- Awareness of yourself and of other musicians in the group
- Seeing yourself through the other's eyes
- Knowing yourself through other's thoughts

# End of presentation

With thanks to:

Abba, Aretha Franklin, Billy Joel, Black Eyed Peas,

The Beatles, Tina Turner, U2, Blondie and Paul McCartney

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