

**What is the most important thing
you wish a person supervising you at a theater would do?
What is the most important thing you wish they would NOT do?**

1. Do trust me.
2. Please don't micromanage.
3. Do clearly let people know facts and figures with ample time to accomplish things.
4. Do not conceal information or play power games.
5. Do be clear about the work needed and set boundaries on roles. Roles do not need to be traditional. But they need to be agreed on.
6. I would like more recognition for my work.
7. Do take advantage of teachable moments.
8. Do plan early! And don't wait until the 11th hour to make decisions.
9. Do not sexually harass.
10. Do not make assumptions about me or my art.
11. Do not play the blame game when things don't go as planned.
12. Do not micro-manage the artistic process.
13. Do adhere to fiscal responsibility.
14. Do not be a hovercraft or a control freak.
15. Do not incite panic or extreme anxiety.
16. Be respectful of time and opinions.
17. Those in administration and business capacities need to know when to not become too meddling the artistic choices, and artists should do the same with the business side.
18. Do listen, understand, and provide opportunities for development and self-care.
19. Do define my role and allow creative control within it.
20. Do not claim un-deserved or unproductive power.
21. Do respect Employment laws.
22. Do not treat Employees unfairly.
23. Do set people up for success.
24. Do not micro manage.

Source: The PAHRTS (Performing Arts Human Resources Toolkit Series) survey, funded by the Mardag Foundation and developed by a [Minnesota Theater Alliance](#) steering committee and consultant [Rachel Brown](#) was conducted in August 2015. Over 400 people who work in MN theater – in production, creation, and administration roles—responded to the 34-question survey. For more info, see: <http://minnesotatheateralliance.org/content/about-pahrts>



25. Do respond promptly to time-sensitive questions.
26. I wish that the entire Twin Cities artistic community was required to participate in some kind of racial/gender equity training. Everyone.
27. Do not treat over hires as interchangeable cogs - they are individual people.
28. Take my equipment upgrade recommendations as a mandate to replace decades old and dilapidated gear.
29. Do give me the latitude to try new things and take some chances.
30. Never micro-manage me. I feel insulted and not able to do my job that I've been hired to do when I have someone telling me how to do everything.
31. Do respect me as an artist and a professional.
32. Do be as flexible as possible in making allowances for other professional and personal obligations.
33. Do prioritize safety.
34. Stop hating people who actually do the work.
35. Do not distrust the people you hired.
36. Do communicate the outcome of a callback.
37. Do not micro-manage the art.
38. I wish you would recognize my worth. I wish you would recognize me period.
39. Transparency, understanding, and respect are the most important. Dishonest and gossipy behavior is the worst.
40. Do get to know the skill levels of those with whom you are working.
41. Do encourage my development and continue to grow my skills and deepen my knowledge.
42. I am usually the person in charge so I don't see much of a problem.
43. Do have open dialogue about what your concept for the show is, what you're hoping the audience will get from it, and the importance of the story you're telling.
44. Do not single out and ridicule or "ride" certain people all the time.
45. Give me breathing room.
46. Do not set people up for failure by setting unreasonable goals.
47. Do be visibly, consistently, supportive.
48. Do not make me work in unsafe conditions.
49. Do not throw me to the wolves when you can't meet deadlines.

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50. I would kill for more groups who actually do math and budget their shows appropriately.
51. COMMUNICATE!!!!!!!!!!!!
52. Do let go of some of your control issues and think about creating new positions to manage the workloads better.
53. Personally and frequently acknowledge the work being done by individuals.
54. Do not use People of Color as marketing tools just to get a grant or be trendy. If you're serious about diversity, it can't just be a poster.
55. I don't deal well with ambiguity when it comes to schedule, pay and responsibility.
56. Do not try to be funny. Just because you're in authority doesn't mean you're cute.
57. Do not gossip, especially regarding co-workers.
58. Stop reading business books and start taking workshops to improve your interpersonal skills.
59. Do receive constructive feedback without hostility.
60. Be my advocate when necessary.
61. Set a good example for me.
62. Be more open-minded and less rigid with rules and tradition.
63. Do acknowledge my strengths and weaknesses better.
64. Do not belittle someone's viewpoint.
65. Make the theater's mission, vision, goals and organizational structure clear. Then help me see how I can fit in.
66. I need mentorship. I feel so alone in my work so often ... I need freedom to explore and learn, but I want some help processing those lessons.
67. Do trust me and give me the freedom to fail. Then trust me to make adjustments until I can succeed.
68. Do communicate praise and thank everyone often.
69. Do not talk too much about what will "sell."
70. Even if you can't pay me what I am worth, at the very least show gratitude for my donated time.
71. Do ask questions.
72. Do not make assumptions.
73. Do listen.

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74. Do not make assumptions.
75. Do not micromanage.
76. Do not act like a jerk.
77. Care for us.
78. Treat me with respect and value my time.
79. Ask what I do, rather than assume you know.
80. Ask what I want and need to do my job better.
81. Support me as a fledgling artist.
82. Respond clearly and promptly to questions.
83. Have my back.
84. Do give regular, honest feedback (good and bad), delivered so frequently that it isn't a surprise and that it can become an opportunity to learn from.
85. Communicate and be consistent.
86. Be less political and more patron-centric.
87. Do not hoard information.
88. Do not lie or cheat.
89. Do not abuse your financial position.
90. Do not demand things suddenly, without proper warning
91. Do not make decisions that affect employees without getting their input or at least giving them a heads-up before making such decisions.
92. Support my decisions and fight for my time.
93. Recognize how hard I work and the positive change I create in the organization.
94. Promote the artistry and work of others.
95. Trust me.
96. Provide clear communication.
97. Supervise pleasantly with clarity and transparency in an organized way.
98. Empower me to work independently, providing support and guidance as needed.
99. Do not withhold information, micro-manage, or rule with fear.
100. Make it your priority to help me do the best possible work - and know when to get out of the way and let that happen.

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