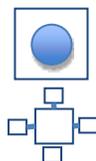




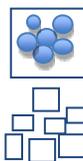
Data Works Sheet: Role in Relationship to Theater(s)

*using survey data to launch reflection, discussion,
and action in Minnesota theaters*

We asked ... How people work in relationship to a MN theater(s). People selected the phrase that best describes where and how they **currently** work in MN theater(s) and then the one that describes where and how they **would like** to work. These were the four choices, with symbols:



One theater with one key job/role/area of work



One theater with multiple jobs/roles/areas of work

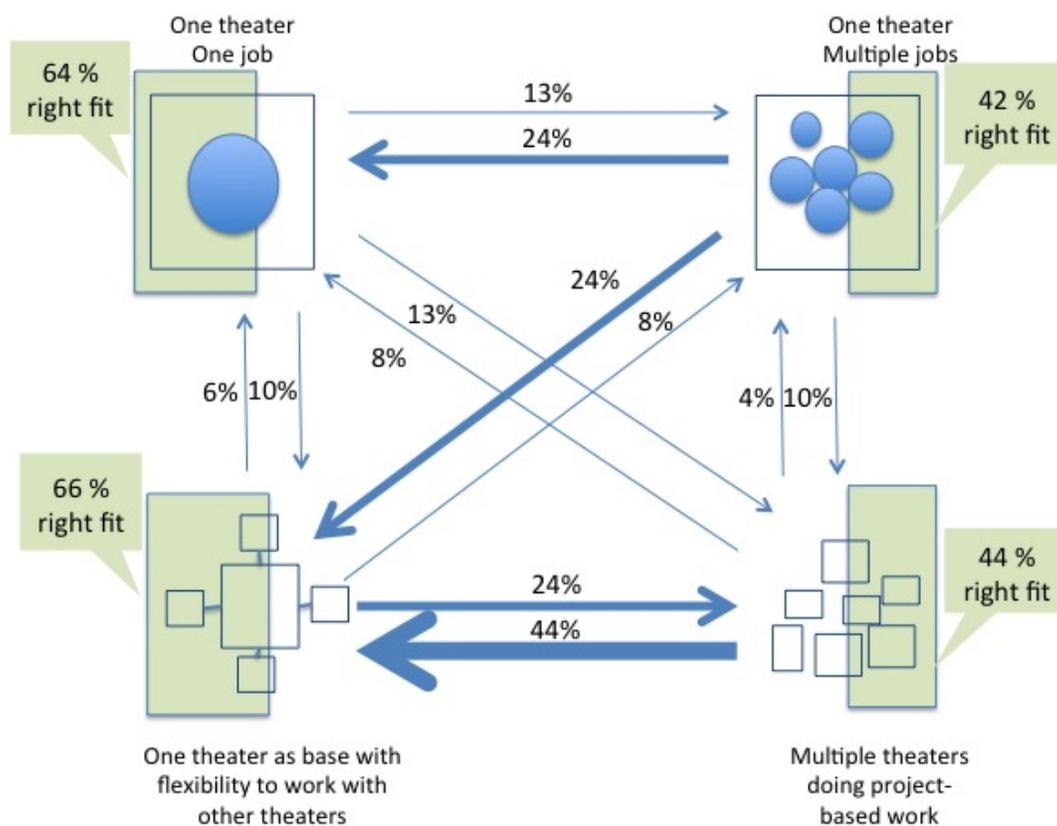


One theater as a base with flexibility to work with other theaters



Multiple theaters doing project-based work

People said ... In terms of current work, the respondents were fairly evenly split among the four groups. Looking for “right fit,” 50% selected the same option for both where they are and where they want to be. The green shaded area shows the specific percentage of right fit for each choice. The arrows in the graphic show the direction of movement, for those who desire it, and the percentage for each.



Source: The PAHRTS (Performing Arts Human Resources Toolkit Series) survey, funded by the Mardag Foundation and developed by a [Minnesota Theater Alliance](http://www.minnesotatheateralliance.org) steering committee and consultant [Rachel Brown](http://www.rachelbrown.com) 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. As a pilot study, this data is NOT representative of the field as a whole but provides a starting point for discussion and more research. For more information, see <http://www.pahrts.mntheateralliance.org>



Breaking the data down ...

- As one would expect, more survey respondents who said their primary role is Administrative say they currently work at *one theater* with either *one* (33%) or *multiple* (28%) roles.
- “Right fit” was calculated by comparing respondents' two answers to see if they matched. Those with the highest rate of “right fit” were people in Production working in *one theater with one role* (82% of those who currently work in that way would like to do so) or in *one theater as base with the flexibility to work at other theaters* (65%). Also showing high rates of “right fit” were people in Administration working in *one theater as base with the flexibility to work at other theaters* (79%) or in *one theater with one role* (76%).
- Respondents who said their primary role is Artistic/Creative reported the highest rate working at *multiple theaters doing project-based work* (47%). They also showed the lowest rate of “right fit” with two-thirds showing a disconnect between where and how they work now and where they want to be.
- As seen in the graphic, the choice toward which more of the respondents are looking to move is *one theater as base with the flexibility to work at other theaters*.

Thoughts and Questions ...

... for Organizations

- Are your people in the “right fit” relationship with your organization? If not, what can you do to help?
- Is there a way you can hire from within by changing the relationship with people?
- When you are recruiting or hiring, are you intentional about creating and defining the type of relationship you want to establish? Is it the right one for the job?
- The option with the greatest desired movement toward it was *theater as base with the flexibility to work with other theaters*. Are there ways in which your theater could serve more of a base for people?

... for Individuals

- Where and how do you currently work? Are you in a “right fit” relationship with an organization(s)? If so, celebrate! If not, what can you do to change the relationship?
- Who do you know working in the way that you would like to be? Talk to them. How did they get where they are? What advice do they have for you?
- If you have a supervisor or key person you work for, have you shared with them the type of role/relationship you would like?
- Those who are looking for a theater as a base, do you have a particular theater in mind? Talk to someone there about building a path to it.

For more information, see the Hiring and Staff Retention sections of the PAHRTS online Toolkit at <http://www.pahrts.mntheateralliance.org>

Leaders: How to Use this Data Works Sheet in Your Organization

1. Examine the data yourself and reflect on your responses to it.
2. Explain to staff the background of the data and its purpose – to help organizations improve management of their most important resource, the humans!
3. Ask staff to respond to the questions themselves. Let people keep their responses private.
4. Together, review the data presented in this Data Works Sheet. Given your organization’s context, what is surprising? Obvious? Different? Affirming? Challenging?
5. What practices can you, as individuals and an organization, change to address the issues raised through these reflections?

Source: The PAHRTS (Performing Arts Human Resources Toolkit Series) survey, funded by the Mardag Foundation and developed by a [Minnesota Theater Alliance](http://www.minnesota-theater-alliance.org) steering committee and consultant [Rachel Brown](http://www.rachelbrown.com) 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. As a pilot study, this data is NOT representative of the field as a whole but provides a starting point for discussion and more research. For more information, see <http://www.pahrts.mntheateralliance.org>

