



2020 ARTISTS THRIVE SUMMIT

Session: Rethinking HR Post-COVID19 and Beyond

ALIGNMENT WITH ARTISTS THRIVE I WORK WITH ARTISTS SELF-ASSESSMENT TOOL

ORGANIZATIONAL CAPACITY			
ARTISTS GIVE UP	ARTISTS STRUGGLE	ARTISTS SURVIVE	ARTISTS THRIVE!
We experience high turnover or are in perpetual start-up mode, therefore staff has almost no capacity to understand, work with or provide resources to artists.	We have limited staff with the time or expertise to understand, work with or provide resources directly to artists.	We have adequate staff capacity to work with and provide resources directly to artists.	We have robust staff capacity to co-craft and design resources for artists.
We do not invest in any staff professional development.	We invest in a modest range of professional development on what we consider core competencies, which does not include skills to work with artists.	We invest in a broad range of professional development. Our offerings don't formally focus on skills to work with artists, but we wouldn't deny staff pursuing such skills.	We have progressive HR development policies, a continuity of internal expertise, and a network of experts that enable us to work authentically and effectively with artists as our partners.
We do not consider artists in our hiring process.	Artists on our staff are not encouraged to share their artistic interests or talent with the organization.	We are committed to hiring artists and having artists part of shaping our overall strategy and program/service design.	Artists are embedded in every level of our organizational structure and are central to forming and driving strategy, program/service design, and assessment. They are also active ambassadors of our shared mission.

Complete the interactive assessments, view stories, and locate resources to support your work at

WWW.ARTISTSTHRIVE.ORG