

## **The summary of PHD dissertation**

Key competencies development methods of artists working in creative sector.

Key words: key competencies of artists, competency development methods, competency development in creative sector.

This doctoral dissertation attempts to introduce a collection of methods which are used by polish artists in order to develop their key competencies. Competency development in creative sector is a highly complex issue given that creative work is characterised by many unusual qualities (for example low-income and high-performance problem). Apart from the artistic precariat concept, creative professions require unique skills, expertise, attitude, personal characteristics and mindset. Hence, the goal of this paper is to select them, define and discover what are the specific methods that help artists to grow.

As the competency development is still rarely discussed in scientific literature, the main purpose of the dissertation is to **establish a set of methods by which professional artists can develop their key competencies.**

The specific objectives includes:

1. Organize and expand knowledge in the area of competency development in creative sector,
2. Diagnose and establish a list of artists' key competencies,
3. Identify and describe methods that can be used to develop artists' competencies (both full-time artists and freelancers),
4. Identify barriers to implementation above-mentioned methods.

Author of the thesis applied original research procedure divided into two stages:

1. Setting a list of key competencies of artists working in creative sector,
2. Setting a list of key methods that can be used both by creative organizations and freelance artists in order to develop key artists' competencies.

Exploratory research procedure based on interpretative paradigm and using mostly qualitative methods allowed an author to avoid formulating hypothesis which are peculiar to quantitative research. In order to examine and address research problem accurately, she decided to formulate these research questions:

1. What are the key competencies of artists working in creative sector?
2. What methods can be used to develop key artists' competencies?
3. What kind of methods of developing key competencies are used by creative sector organizations?
4. What kind of methods of developing key competencies are used by freelance artists?
5. Are there any differences in implementing above-mentioned methods among creative sector organizations and freelance artists?
6. Are there any barriers to implementation of these methods identified by organizations and freelance artists?

### **Research methodology**

The willingness of in-depth exploration of the research problem resulted in a complex and long-running research process involving many research techniques (mix-methods).

In her research, author included most of the creative industries as well as the perspective of both full-time artists and freelance artists. In order to set a list of key artists' competencies she conducted an FGI (11 interviewees), a CAWI (329 responders) and asked for opinions of 7 experts. In order to set a list of methods that can be used to develop key competences she conducted 12 IDIs.

Through the whole process she was systematically reviewing literature on the subject and conducting non-structured participant observation. Using so many different techniques and methods allowed her to explore research subject in detail and propose direction for further research development.

### **Findings**

This complex research procedure resulted in a diagnosis of 34 competencies which may be considered as crucial for artists working in creative sector. Author classified them due to two criteria: the subject of undertaking activities (creative competencies and organizational competencies) and the object of undertaking activities (intra-personal competencies and interpersonal competencies). As the next step she proposed the key competency profile for artists (consists of 11 key competencies), which includes examples of behavioural indicators and applies to

most creative sector industries. Further research allowed to specify 27 methods by which artists develop their key competencies as well as creative organizations develop the competencies of their employees.

Large part of the diagnosed methods turned out to be implemented unintentionally by artists, which means that they were often performed unconsciously, in a disorganized manner.

As a result author proposed the original concept of 11 maps of key competency development methods in creative industries.

The maps cover 35 methods that are used by creative organizations, full-time artists and freelance artists. As it appeared, each of the key competencies can be developed with at least 7 different methods. Creativity, which was considered by the experts as the most distinctive competency of artists, can be developed with 19 methods. What is more, author managed to diagnose 5 barriers to implementation of above-mentioned methods.

However, these findings cannot be referred to the general population, as the research procedure covered only polish creative sector. Though they might be an inspiration for creative organizations in planning and launching activities that support artists in developing their key competencies.