

Volunteering with Creativity Works Plus



Photo Credit: Eric Aydin-Barberini, Creativity Works: Visual Storytelling
(Photography with Magnum Photos and Create Jobs) alumnus



Creativity Works (including Plus) is a Mayor's Fund for London programme, supported by the Berkeley Foundation and Citi Foundation.

The programme is delivered by A New Direction, through Create Jobs, a not-for-profit organisation that exists to ensure that all children and young people in London can develop their creativity and play an active part in the culture and heritage of the city.

<https://www.anewdirection.org.uk/>



Our key principles

You are partners

The relationship between you and your young person should not be one way. Think of it as a partnership. While you will have lots of knowledge to impart to those just starting out in their careers, they will also have some learnings which you can take away with you and implement in your practices. It's not just about telling your young person what to do and what to think. It's an exchange of ideas within a non-judgemental environment.

Keep it professional

In your discussions with your young person, you will explore issues, opportunities and development. Your focus will be to develop strengths and resources, rather than remedying deficits. You are not a counsellor, nor should you be providing therapy. The focus is career development and you should be aware of the boundaries of the relationship. We encourage a friendly bond to develop, but bear in mind that this is not akin to becoming friends.

Find their agenda

Some young people are easily able to identify what they want to get out of the project and others can still be unsure. The first and most important step is identifying what the young person's professional aspirations are. Establishing a clear direction is vital for a relationship to work. We have had preliminary discussions with the young people and are confident that they will be ready with ideas on roles that they want to apply for, areas they need more direction in and goals that they want to set. Getting a sense of their experience, input on which industry they want to join and roles they are interested in will assist in setting the tone for the relationship you will develop and what capacity you will be supporting them in. All of our alumni have joined the Creativity Works programme to make a change and think differently about their career progression. Your role will be to identify the cumulative small steps they can make in order to have a larger impact.

Try to facilitate, not instruct

Young people will progress by acquiring new awareness, insight, skills, ideas and knowledge. To be most effective in this supporting role, it is important for them to have a mindset driven by a line of inquiry on how they can continually evolve and not provide all the right answers. Explore and ask how they are approaching their tasks/ideas. You should aim to act as a soundboard, encouraging them to develop their own solutions and providing them with tips on how they can do so.

Affirmation is powerful

We encourage you to develop a relationship with your young person, as well as an understanding of the context that they are in and where they are going. While it is important to remain objective, knowing that you value and respect them as well as their goals and ideas, and that you believe that they can achieve their goals can be huge for them. Getting confirmation from a more senior, experienced professional is powerful.

How to be effective in your role

Verbal	Non-verbal
Remembering	Distraction free
Questioning	Smile, nod, affirm
Reflection	Posture
Clarification and summarising	Eye-contact

Clarifying is usually adapting what someone says to ensure that you understand the meaning of what they have communicated.

Making suggestions is often less abrasive than giving advice as you are guiding someone to come to their one conclusion, rather than telling them how to do something.

Asking for permission is something we promote in order to establish healthy boundaries. It also sets a precedent which encourages trust and places control in the hands of the young person.

Giving constructive feedback can be instrumental to a young persons' development as it allows them to understand someone else's perspective on them and/or their work. There are a number of ways to give feedback and is most effective if it is deserved, specific and can be learned from.

Silence can provide a good opportunity for reflection and can often be comforting. However, by giving too long of a silence you can appear uninterested or dismissive. When you need to break the silence you could use the following statement: 'Would you like to think further about this, or shall I ask you another question?'

Asking open questions allows for a detailed answer and opens up the conversation. Avoid questions that could be answered with a 'yes' or 'no'.

Handy Prompt Questions

<p>Current situation:</p>	<p>What skills/knowledge/attributes do you have? What would you like to get out of this session?</p>
<p>Goal:</p>	<p>What would you like to achieve? What does success look like (at the end of the programme? In 3 months? In 6-months?) On a scale of 1-10 where are you in relation to what you would like to achieve?</p>
<p>Options:</p>	<p>What small steps need to be taken? What's stopping you? What if this obstacle wasn't there anymore? What else do you need to reach your goal? If anything was possible what would you do?</p>
<p>Next steps:</p>	<p>What are the pros and cons of this option? What actions will you take? When are you going to start? How will you know you have been successful? How will you ensure that you do it? On a scale of 1 -10 how committed/motivated are you to doing it? What's stopping this being a 10?</p>