

Thrive!

**Creating a Positive Culture of Community,
Compassion, and Excellence**

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Dr. Matthew Arau

President, Founder & CEO of Upbeat Global
Chair of Music Education and Associate Director of Bands
Lawrence University Conservatory of Music
Appleton, Wisconsin



upbeatglobal.com



Upbeat Global



[@upbeat.global](https://www.instagram.com/upbeat.global)



matthew@upbeatglobal.com

If character describes how an individual thinks and acts, then the culture of an organization describes the character of a group of people and how they think and act as a collective. - Simon Sinek

CULTURE

From the Latin *cultus*, which means *care*.

The set of shared attitudes, values, goals, and practices that characterizes an institution or organization.

Daniel Coyle's definition: Culture is a set of living relationships working toward a shared goal.

When you think of *your* music ensemble, what is the first word that comes to mind? _____.

How do *you* create a positive culture in your music ensembles? _____.

How well do your personal values and priorities align with the values and priorities of your music program? _____.

PILLARS OF A POSITIVE AND COMPASSIONATE CULTURE

1. Safety and Security

2. Community, Connection, Belonging, Trust

3. Common Purpose - Alignment of Vision



Emotions and Culture

Oxytocin - connection and belonging

Serotonin - pride

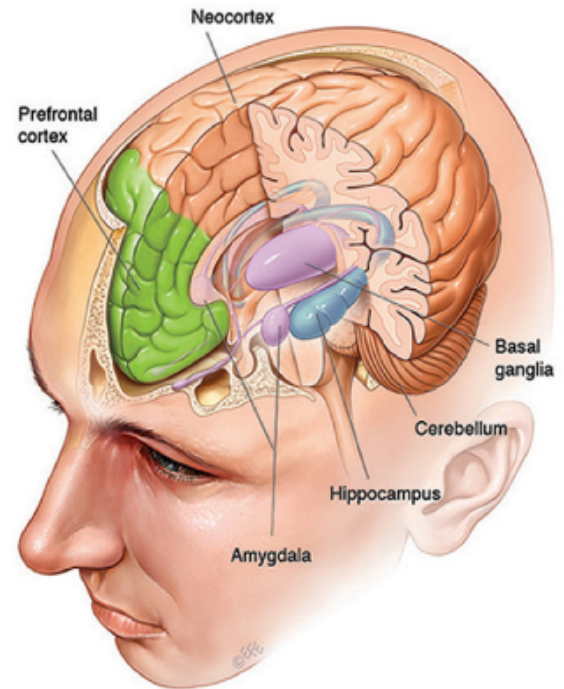
Dopamine - achievement

Endorphins - energy

Cortisol - stress and fear

Prefrontal cortex and Neocortex -
creative, solution finding

Amygdala - fight or flight



Emotional Safety in MUSIC

Emotional Identification through MUSIC

Emotional Understanding through MUSIC

Emotional Regulation through MUSIC

Emotional Connection through MUSIC

Emotional Expression through MUSIC

Emotional Intelligence through MUSIC



COMMUNITY AND CONNECTION

As human beings, we are hardwired for love, connection, and belonging.

What will you do to create a sense of connection and belonging with your students?

You can have all the knowledge and skill and credibility in the world but if you cannot connect with others, build a relationship with others, and impart that knowledge to others it has little value. - John C. Maxwell

TRUST -- Trust takes **time** to build and it is easily lost. The leader needs to take the first step towards trusting others in order to establish trust.

Trust is strengthened through a strong character, a high level of competence, and the ability to connect with others.



SEEK FIRST TO UNDERSTAND, THEN TO BE UNDERSTOOD

Take time to listen to others and to try to see the world through their lens, before asking them to see the world the way you do.

What do you see when you look at the picture below? _____

Find another teacher that sees something different and write down what they see.



PRINCIPLE OF VALUE

When you share with someone that you value them, their value of you elevates, and both of your values rise in an upward spiral, eventually leading to both of you becoming the best version of yourself.

Write something kind about someone that you know here and then let them know your positive thoughts. _____

It's one thing to communicate to people because you believe you have something of value to say. It's another to communicate with people because you believe they have value. People's opinion of us has less to do with what they see in us than it does with what we can help them see in themselves.

- **John C. Maxwell**

COMMUNICATE with COMPASSION

- 7% Words, 38% Tone, 55% Body Language
- Non-verbal communication: where your heart goes, energy flows.
- Smile
 - *Ron Gutman: "the act itself of smiling lifts your mood, boosts your immune system, decreases stress, lowers blood pressure, and reduces your risk of heart attack. One smile alone can provide the same level of brain stimulation as up to two thousand chocolate bars! Smiling is also associated with living longer."
- Language affects us at a cellular level. The things we say, read, and hear can literally change our physiology. **Use words that inspire connection, such as "we, let's, us, together, join us."**
- Praise – be specific and focus on the process.
- Text, Social Media, Email Communication – be respectful. You can't take it back afterwards.

LISTENING

5 Levels of listening

1. Ignoring
2. Pretending to Listen
3. Selective Listening
4. Attentive Listening
5. Empathic Listening

HOW WE COMMUNICATE

How we communicate sends a message.

- Our posture, smile, eye contact, body language.
- Our tone of voice and language – Upbeat.
- Our intention – make it about others. Not us.
- Our attitude – An attitude of gratitude. Positive. Part of something bigger than ourselves.
- Our language and word choice in texts, social media, and emails matters.

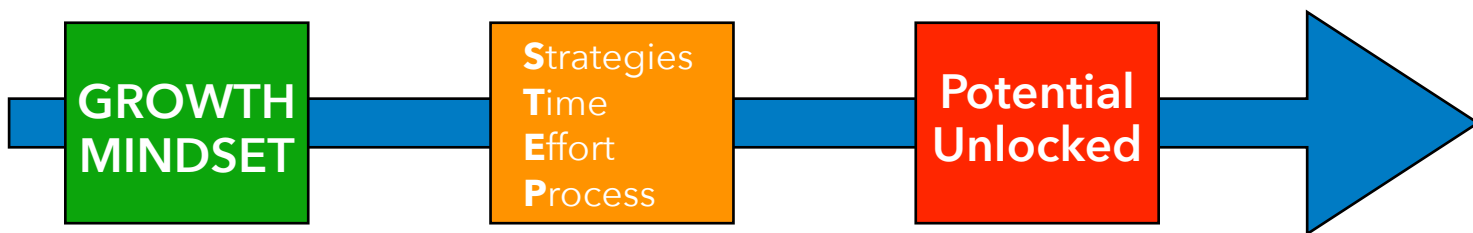
We should strive to listen to each other as human beings with the same level of care, focus, and intensity that we listen to each other while performing music together.

MINDSET and EXCELLENCE

- How we think about our own potential, ability to learn, and grow.

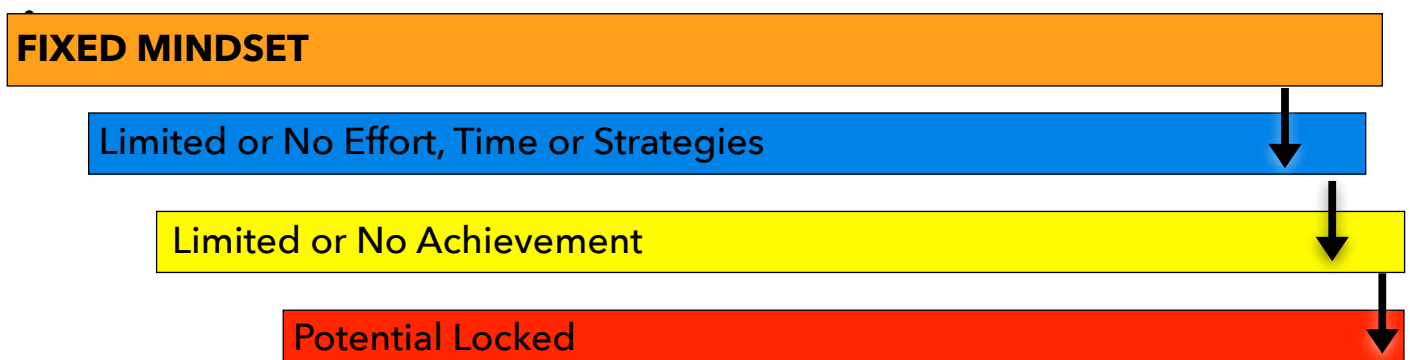
Growth Mindset

- The belief that our intelligence, talent, and abilities can be grown or developed with persistence, effort, and a focus on learning.
- The growth mindset removes the ceiling on achievement.
- Musicians with a growth mindset embrace effort, struggle, and challenge.



Fixed Mindset

- The belief that intelligence is something we are born with and the level of intelligence and talent cannot be changed.
- The fixed mindset limits achievement.
- Students with a fixed mindset avoid effort, struggle, and challenge.



Your belief will drive your behavior. The thought "I don't think I can" often arises out of "I don't think I am." You will never be more than how you see yourself.

- John C. Maxwell

CREATING A COLLABORATIVE VISION

List values, qualities, traditions, and big goals that you have for your music program?

Combine your central ideas into a cohesive and inspired vision _____

What action steps can you take to make the vision a reality? _____

What are your section goals connected to this vision? _____

What steps can you take to integrate the principles of your vision into every aspect of your music program? _____

Create **UPBEAT** Goals

Unwavering
Positive
Belief
Energizes
Actionable
Thoughts

Have vision beyond your current circumstances. Imagine your best future self, and start acting like that person today.