

MAST PROFESSIONAL and PERSONAL DEVELOPMENT

Career Development Guide for Art - Science - Technology

Work Package 1: Deliverable 1.5+1.6

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SUMMARY

The MAST project Career Development Guide serves as a professional and personal development reference in the realm of Art, Science and Technology (AST). It aims to support a variety of needs for emerging practitioners and will also continue to be supported through Unicult learning events and opportunities through the project network partnerships. MAST stands for *Master Module in Art, Science and Technology*. Between 2018-2020, the project has successfully developed an applied study module at the intersections of Art, Science and Technology, combining methodologies and practices that intertwine the academic sphere closely with the industry realms of the Culture and Creative Sectors.

It has been estimated that by 2025, already over five million jobs will be lost to automation, and the World Economic Forum assumes that more than one-third of the skills we believe are essential for today's workforce will greatly change. However, there will also be new future jobs available to university graduates, mostly related to education, creation and innovation. While advancements in technology may combine to provide students with the tools to explore, experiment and find innovative solutions to complex problems, they will also open up a world of new career opportunities. In fact, the key skills for future employment involve the use of human skills such as creativity, emotional intelligence, analytical (critical) thinking, active learning with a growth mindset, judgment and decision making, interpersonal communication skills, leadership skills and (inter)cultural competence. Jobs in the AST realm will take many forms, and therefore will require a range of abilities and training. This guide addresses students, alumni and a range of professionals to give them an overview of career opportunities in art, science and technology along with ways to transform their knowledge and skills for the better, indicating places to look for more information and a selected set of resources. In the MAST Learning Velocity Lab, (described within these guidelines along with several examples and accounts of successful MAST alumni), students were able to develop and experience skills throughout the entire innovation process including start-up formation, foundation skills, divergent-thinking, intermedia creativity, problem-solving and cross-cultural empathy, and social inclusion geared towards the improvement of quality of life.

The MAST Career Development Guide is primarily a starter guide for developing the knowledge and skills needed throughout your life and especially the career development process. A wide

range of resources for artists are provided in the guide to help develop your professional future and tone personal and professional skills by:

- Defining your goals,
- Identifying business opportunities,
- Designing and testing your future prospects,
- Planning your business logistics,
- Balancing between being an artist and a business person,
- Finding alliance with peers, colleagues and mentors.

The MAST mission is to educate new cross-domain competent leaders who can shape a better world by ways of anti-imperialism, decolonization of knowledge, mutuality, trans-species kinship, inclusivity etc., and that mission extends to the philosophy that *your own* career development is a process to strategically explore, plan and create a better future *for us all*.

#KEYWORDS

career, future of work, professional development, personal development, capacity building

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1. INTRODUCTION

To develop a holistic approach, it is important to not focus strictly only on the professional aspects of one's being, but also to take the time and develop one's character in different dimensions, personally, socially and emotionally. For that reason this publication proposes to focus on personal development along with the development of professional skills, taking into consideration all areas of one's life to strengthen skills, personal character and wellbeing. Along with more traditional and A-S-T specific career development guidelines, especially within the context of Cultural and Creative Industries, we provide resources for breathing exercises and an Ikigai overlook on life.

Our Career development model is inspired by Nikola Tesla's statement: "If you want to find the secrets of the universe, think in terms of energy, vibration and frequency". We structured this guide by the same meaning,

EFV (energy, frequency and vibration are applied through sections of this guide, where

1. Energy is you (student),
2. Vibration is movement and
3. Frequency is measurement.

We are also introducing the concept of a Conscious Artist.

A Conscious Artist is one who is highly creative, data-driven and digitally fluent, bold and passionate, and a just and honest individual.

1.1 The MAST Career Development Steps

MAST CD STEPS are:

1. **Assessment**
2. **Strategy**
3. **Transition**

STEP 1: Assessment

Self-awareness, Personal Management, create your Personal Brand based on your identity, strengths, ambitions and interests.

STEP 2: Strategy

Create tailored resumes and cover letters, practice interview skills, build a professional presence, research employers, and develop a strategic document. Grow your network, brainstorm and gather information and advice.

STEP 3: Transition

Apply, establish, attend interviews and follow up. Perceive your career development as your project, your strategy and organically transitioning growth.

Energy, in very plain terms, is the ability to act and move forward, it is the measurement of your current state.

Vibration is the movement constrained to some default position but that can move around it to a limited extent in a repetitive pattern. Everything that exists is based on vibrational frequencies.

Frequency is the inverse of period, frequency is a measure of how fast things are moving forward and are achieved.

ENERGY	efficiency intensity power spirit stamina strength toughness vitality activity	YOU
VIBRATION	fluctuation oscillation pulse reverberation tremor beating pulsation quake quiver resonance shake shimmy throb throbbing trembling vacillation wave	YOUR ACTIONS
FREQUENCY	density number prevalence recurrence regularity repetition abundance beat constancy iteration oscillation periodicity persistence pulsation reiteration rhythm	YOUR (short time and longtime) RESULTS

2. PROFESSIONAL DEVELOPMENT

“I don't feel that it is necessary to know exactly what I am. The main interest in life and work is to become someone else that you were not in the beginning.” — Michel Foucault

Every person will have their own career path and no one comes into a profession fully formed. To become a master of a profession takes time and discipline. Every path will eventually encounter obstacles, hurdles and failed attempts. No one has it all planned out and played out to perfection, which does not mean that a plan or a direction is not helpful. Aiming somewhere is the first step towards a goal, towards a new you.

2.1. Assessment

The starting point in the career development process is identifying your skills, interests, values and preferences to determine what types of positions are of interest to you and what would be the best fit.

Some Self-Assessment Tools:

- Myers-Briggs Test: a questionnaire that describes your preferred way of interacting; HumanMetrics and www.16personalities.com
- [Strong Interest Inventory](#): another personality test that compares your interests with those of individuals successfully working in a range of jobs;
- [Career Beliefs Inventory](#): a career counseling tool

2.2. Portfolio: Developing AST Statements, Biographies, Resumes/ CV's and Cover Letters

To start your professional career as someone working in the (cross)fields of art, science and technology, it is important to find a way to put your foot in the door - figuratively speaking. More often than not, your first impression is going to be through your biography/CV or AST statement. For that reason, it is important to not overlook this ubiquitous, simple, yet important document.

To help you develop a good AST Statement we suggest to first provide:

1. A general, approx. one page, introduction to your work or a specific project.
and secondly to include the following:
 2.
 - a. Why have you created the work, its vision and its history?
 - b. Where does your work correspond with current AST descriptions or development?
 - c. Individuals that influenced your work.
 - d. How is a certain technique important to your work?
 - e. What is your personal creed on project work, and the results it brings about? .

Considerations:

Who is your audience?

What will your statement be used for?

Include your statement in a program for performance, conference, or panel.

Include your statement in the application package of grants you are applying for.

Example: [Artist's Statement — Patty Smith](#)

Resume

There is a difference between a CV and an artist resume. The CV is a record of all your professional activities, usually intended for use in academic situations, as well as for applications to employment opportunities. The artist résumé is an abbreviated document, typically one to four pages in length, and is often tailored to reflect a specific expertise. The artist résumé is used in conjunction with commercial and non-profit galleries, the search for exhibition opportunities, residency and grant applications, public art proposals, etc.

A widely accepted form of CV, especially in European countries is the [EuroPass CV](#), it also offers a good starting point for a more general CV that can be used outside the EU zone as well. This CV provides all the important information that a recruiter or other interested party might want to know. Cover Letters or E-note?:

Differences between Cover Letters and E-notes:

- A cover letter is attached to an application online or e-mail.
- An e-note is email - short, crisp, concise, brief, and easy to follow.

When applying for certain grants, or positions, different organisations or entities will require you to provide a cover letter or e-note. To better understand the difference, you can take a look at the following link:

[GYST Article: Resumes & CVs for Artists](#)

2.3. AST Internships

When starting out your career and while you are not yet an established AST practitioner, it can be hard to find a position or be accepted for a residency or grant. To jumpstart your career, a good option can be an internship. Internships are generally geared towards professionally inexperienced individuals for the sole purpose of helping them gain some experience.

An internship is a great way to learn and build your career.

Even before you step into the world of careers, companies ask for prior experience, which can be gained by doing internships.

Apart from gaining work experience, internships provide additional benefits such as:

1. Building skills
2. Knowing the industry
3. Building a network

The link below is a resource for potential internships:

[Art & Fine Arts Internships Abroad](#)

2.4. AST Residencies (Suggested List of Residencies/ Funding and Mobility)

Residencies in the realm of AST can provide a good opportunity to develop a project or idea in a new environment. In opposition to working in your regular space, this can be a good opportunity for your personal and professional development, as it also can be a good place to broaden your professional network. Residencies can be a powerful tool to bring fresh ideas and fresh relationships to an already well established practice. Or, in case of stagnancy, can reignite some of the former passion. [Funding and Mobility resources — CCA](#)

2.5. Working for the Government, Institutions or Companies - Negotiations and Interviews

Sometimes working alone is not sustainable, for that reason it might be beneficial to look at alternative options to be able to access further grants/funding or to expand your team. StartUps and NGOs bring different benefits, as well as their specific drawbacks. Before you commit to one form or another, make sure to research the specificities that these two types of organisations have in the respective country you plan to found them. In most areas, both forms of organisations have established support groups available. Look into services that might help you with the initial steps. The main difference between NGO's and StartUps is in how they approach the market and funding. NGOs work mostly with public funding and tend to be geared towards enriching the community, while StartUps are entrepreneurial and can be both dependent on public and private funding, but are often after private capital (investment). This should be taken with some stride, since exceptions and different approaches exist, mostly due to local law.

There is only one thing that is important in negotiations, and that is that you achieve the result you want. Focus on the goal. Here is an example, let's say you are negotiating your pay or price of your work: If you are asked to define your working hour and you calculated that 70 Euros per hour would be something you are willing to accept, then you would say – “it falls into the range from 70 to 90 euros per hour”. Negotiating skills are essential for a successful career.

2.6. Establishing Your Own Platform - StartUp, NGO, Company

Whatever your involvement in startups is: as an entrepreneur, an investor, an ecosystem builder, or just someone curious to find out more, the Startup Europe Club offers trusted information and support on topics ranging from funding and scaling up, to investment opportunities and networking.

[Startup Europe Club | Startup Europe Club](#) is the place to find information, opportunities and resources on nearly every aspect of the startup world.

2.7. Fundraising for Your Work, EU Grants, National, Regional and Local

In order to have a successful career, at least a basic knowledge in art and cultural management and policy should be achieved. Obtaining funding for your work could be public or private. Private funding would be investments and public funding would be applying to local, regional or European grants. Grants could be received for your research or you could set up an online crowdfunding campaign.

Auctions are another way to raise funds and sell your work.

Knowledge of producing budget plans as part of your business plans and strategy are crucial in managing your current and future budgets.

2.8. Marketing Your Work - Create Visual Content That Spreads - Social Media, LinkedIn, Webpage etc.

In today's world it is imperative to think of all the ways you can propagate your success. We strongly advise to take time and carefully create social media accounts and engage with your potential audience. Social media requires a fair amount of time, but can prove to be an invaluable source of “media” coverage. Additionally, you have an option to directly interact with those that enjoy your work.

Create an effective online presence and be comfortable with employers seeing what's public about you, online. Employers are looking online to learn about your communication skills, professionalism, network, popularity, behavior, and your other skills and assets. One of the most important skills in professional advancement today is an understanding of how to strategically use social media such as LinkedIn, Facebook, Twitter and Instagram and to build attractive websites and blogs in order to create your professional brand.

[LinkedIn](#)

[Facebook](#)

[Twitter](#)

[Instagram](#)

[Blogging](#)

[Personal Website](#)

Research [online platforms](#) for selling your art.

Building Your Personal SEO with Your Best Keywords

Do the research to identify your best keywords. Include those terms in resumes, job applications, and other online professional visibility, as appropriate. Your name plus cc. 10 other Words you choose should be repeated in all your materials at all times, as your second signature.

Explore opportunities and post your resume at the [Job openings, internships and apprenticeships](#)

2.9. Law for AST, Protect Your Work - Copyright Law and Authors Rights

Art law provides legal and ethical issues that confront art institutions from museums that acquire and display art, galleries or auction houses that sell art, foundations that support artists, to artists that create art.

https://ec.europa.eu/growth/industry/policy/intellectual-property/trade-mark-protection_en

2.10. Security - Savings, Investment, Pension

“Art Pension Trust (APT) is the art-market professional involved. Established in 2004, APT is a business offering ‘long-term financial security and international exposure to select artists around the world based on a unique tailor-made financial model.’ APT’s model is indeed unique: selected artists are invited to agree to consign one work annually to APT for a minimum of 20 years, after which time they will receive a share of profits that APT has made from gradual sales from its entire pool of artist-consigned works. APT’s aim is to provide artist-clients with a ‘future financial security’ scheme along the following lines: funds from the net proceeds of each work sold are allocated -72% to the artists in the trust (40% to the individual artist and 32% among the other

artists in the trust based on the number of artworks they have consigned); and the remaining 28% is paid to APT to cover its operational costs.” [Art? Pension? Trust?](#)

2.11. Making Connections, Building Networks - Find Your Tribe

Don't use too much of your time on networking, use networks. Became a member of at least one European network: [European networks and partners database](#)

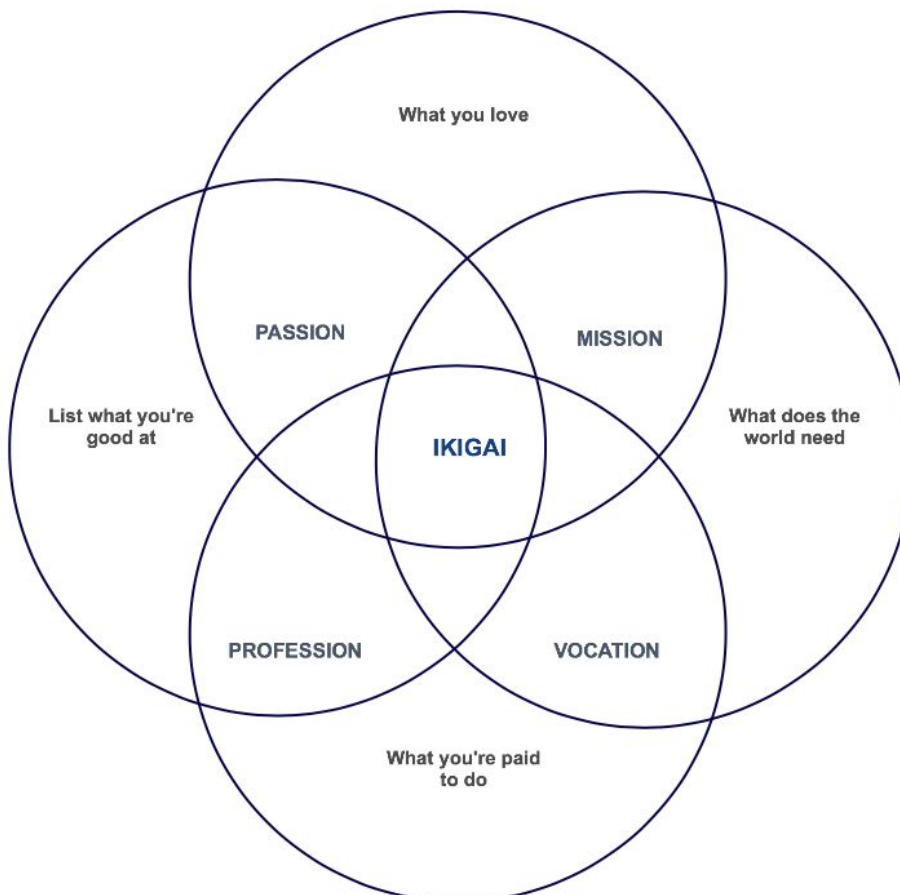
Find the tribe you belong to @ [Welcome to the Jungle](#)

[Find out about hiring companies through photos and videos](#)

3. PERSONAL DEVELOPMENT

In addition to working on your professional development, we suggest you take time and also seek self-development. Some of the suggestions will help you project a better self to others and by extension, improve not only your relationship and networking skills, but, also your inner personal life. Some of our suggestions are meant to improve your own self being and self image. Finding balance in your life across all domains can be the difference between life satisfaction and life dissatisfaction. As it relates to your career, having balance can also prevent burn-out. As much as we advocate for ambition, we also recognize the importance of being self aware, and recognizing and listening to your personal needs.

"By mastering the act of rising above, successful people are able to remain rational and calm in the presence of the irrational and chaotic. They master rising above the rest, no matter what circumstance." - John Rampton



Source: CCA

We have found that aligning your goals, skills and ambitions with the outside world can be tricky, for that we suggest looking at Ikigai as a tool to quantify an optimal path. Ikigai comes from the Japanese words ikiru, which means “living”, and kai, which represents the idea of fulfilling your dreams. The situations in which you will thrive lies at the intersection of the answers to these four questions, where your passions intertwine with your purpose, your profession and your vocation. Make your own IKIGAI: [Create an Ikigai Online](#)

3.1. Building Confidence

Not all of us are graced with a natural confidence and at times it can be difficult to project strength in the form of confidence. There is nothing wrong with being shy or unsure, but on occasions our projected confidence can be the difference between getting a job or not. Others will look at us and judge our capabilities from what they see. Confidence shows them that we are aware of our skills and our own competence in completing a task. We suggest working on how you project your inner self towards others. To improve your confidence we suggest the following steps:

- a- Be Assertive - being assertive means standing up for what you believe in and staying firm to your principles. Assertiveness, confidence and self-esteem are all very closely linked - usually people become more assertive naturally as they develop their confidence.
- b- Avoid people and places that treat you poorly, or make you feel bad about yourself.
- c- Do some of the things that you have been putting off.
- d- Practice appreciation, acceptance and patience.
- e- Dedicate time for yourself on a daily basis, reflect and focus on your holistic advancement.

3.2. Skills: Open Your Voice. Open Your Body. Open Your Mind.

Confidence is only part of the story of how you project yourself on the outside. The way you speak can also influence how others perceive you.

- a. The Pitch of Your Voice

When most people think about how to improve their public speaking skills, they often overlook one of the most important tools at their disposal: their speaking voice.

Pitch, in speech, is the relative highness or lowness of a tone as perceived by the ear, which depends on the number of vibrations per second produced by the vocal cords.

The pitch of our voice is important when we give a lecture, public speech or interview, basically anytime when we send messages about our work and ourselves.

[Effective Vocal Delivery | Boundless Communications](#)

- b. Breathing and Strong Body

Finally, to have a clear and calm presence and also feel better in your own skin, we suggest practicing breathing. Yoga, meditation and breathing exercises are inherently more for your own well being, but with a healthy self, you have a much better chance at achieving confidence and all other goals and approaches.

The way you breathe affects your whole body. Some yoga asanas are designed to 'open' you up, mentally and physically. Meditation can help you feel more centered, opened and balanced overall.

Breathing techniques [Stress Management: Breathing Exercises for Relaxation](#)

c. Open Your Mind

In order to best face life's challenges, a strong and open mind is required. Mentally strong people have distinguishable character traits, such as: confidence, adaptability, optimism, reliability, consistency etc.

3.3. Prioritizing Your Values: a. Braveness b. Empathy c. Curiosity

What are your Values? When you define your personal values, you learn what's truly important to you. They serve as a compass to your advancement and the more we emphasize and practice them in decision making, the more you will be rewarded by the sense of stability and integrity, confidence and clarity. Values serve as fuel to being bold and brave, both characteristics of leaders. Empathy is a reflection of our inner understanding, which provides us with respect from others and curiosity in providing further growth and development of our careers. Success is very much dependent on these three traits.

3.4. Polishing Your Knowledge with Practical Skills - Public Speaking, Press Releases, Press Conferences

Practical skills such as public speech, writing press releases or organizing press conferences, will give you necessary tools to spread your work, share your knowledge and develop your audience.

Public Speaking

The sooner you master the art of public speaking, the sooner your career will fly. Public speaking is not only talking to a large audience from the stage. It is your job interview, all negotiations, collaborations, lectures, presenting your work through media channels etc.

Most people experience stage fright until they don't master the know/how. It mostly goes like this:

1. Content – prepare your speech, presentation. Make it extremely interesting. It is respecting the audience and their valuable time. Every word should be carefully chosen. Every pause should have timing and meaning. Open your speech with a smile. It is up to you to set up the environment and share your energy with the World.

2. Practice makes it perfect – practice public speaking in front of the mirror and record it over and over on your video. Measure exact timing. Emphasize important words and statements with hand gestures or body movements.

3. Pay attention to details, where do you look? How is your lighting? Do you stand or sit with your body straight and relaxed? Hand movements?

4. Pitch of your voice. Do you speak in your own natural pitch? If not, chances are you will either annoy or bore your audience. Get a Voice Pitch App or learn about your voice pitch on YouTube.

5. Relaxation techniques – breathing, stretching

6. Keep your style, wear comfortable clothing but don't make visual noise. The best is to wear darker colors, one color and no stripes, flowers or anything with print. We should deduct the most unnecessary information to emphasize our words further. Great hair and stronger make-up are a must.

7. Communicate with your public. Make it interactive if possible. When speaking from the stage look slightly over their heads. This will give the impression that you are looking straight at them while different facial expressions from the public will not distract your speech. Public speech gives

you the opportunity to become comfortable talking over the variety of different media outlets and to spread your message to the international public. Targeting media is another important skill in developing leadership skills.

Relationships to your audience, media and partners should be cultivated and cherished in order for you to become professionally respected.

3.5 Reputation/ Investing in Your Name

Reputation is the most stable investment in your career. Reputation comes from the Latin word "reputationem", which means "consideration." If you keep your word at all times you become trustworthy. If you grow over expectations, you become bigger than any circumstance or task. If you show your kindness in all circumstances, you become strong. It is only up to you how you wish to consider and perceive yourself. This is how, despite cultural and generational differences, you will be considered and perceived.

3.6. People Skills, Social intelligence

Keep doors behind you open. It matters. Be grateful and aware that sharing energy and vibrating with others is strengthening all involved. The more frequently you work together and collaborate, the better and quicker you are able to achieve trust and bond, and in turn, the more powerful you become. Quietly move away from people you don't feel are your tribe. They are vibrating on different scales.

Just let them go as soon as possible and continue to focus on others. To those to whom you are connected, show your appreciation by building up trust, empathy and understanding.

3.7. Mental Elasticity and Complex Problem Solving

To be sufficient in the future, which is going to bring instances never seen before, it is needed to think big, act brave and focus on knowledge, people and events we find truly interesting. In order to solve upcoming problems, we will need to have the mental flexibility to think to think outside of the box.

Find Your Mentors

Reach out to people you respect and admire. Allow for the possibility that they will not respond back. Sell your TV and hire them. Organize the conference and invite them. Then, impress them- what happens most often is that people recognize each other, their own tribe. Try to work with the greatest minds in the most easy and relaxed environment. Invest in yourself. If you find yourself in a period where you're not focused or your mind is too upset with the outside system around you, move to another dimension of investing into yourself. Get physical. Vibrate yoga. Clean heavy metals or parasites from your system. Repeat frequently. Our energy is interconnected. If you strengthen or clear your body, your mind, focus and wellbeing will follow.

3.8 Critical Thinking

Think as Big as your Mind Allows

Dream and daydream. Ask yourself if there is a helicopter view for any situation.

Step outside of the comfort zone and imagine yourself there. Critical thinking is the analysis of facts to form a judgment. The skills or process of Critical thinking are: analysis, interpretation, inference, explanation, self-regulation, open-mindedness, and problem-solving. Critical thinking will help you to make logical and informed decisions, form your beliefs and act in sync with the environment you wish to attract.

3.9 Creativity and Reality

Outcome vs Process

Outcome doesn't really exist. It is a limited view of the process of development and only what we

perceive to be the current ending point. While Creativity is providing ideas and possibilities, Reality challenges the overall process.

4. [UNICULT](#)

Unicult2020 is a creative platform, embedding both formal and non-formal education into a holistically managed transdisciplinary course of events and encounters.

The Unicult2020 programme increases participant's knowledge and skills related to cultural policy and management which emphasizes the importance of cultivating creative capital and acting as a bridge between education and the community. From 2014 until today, the Unicult2020 programme has successfully trained more than one hundred artists and cultural workers from Europe and abroad.

The **Learning Velocity MAST LAB (ULVL)** is integrated into the Unicult program, and presents an integrated part of the MAST module's piloting. It is conceived as an experiential, career development, project-based space and an extended workbench where students work individually and in teams with mentors and industry leaders, outside of the classroom. Together, they apply concepts of innovative thinking and hypothesis-driven startups towards the development of their careers and proactive partnerships to reinforce the university-corporate-government- NGO axis of interaction within the European innovation context and career development. Under ULVL faculty, students were able to develop and experience skills throughout the entire innovation process including start-up formation, foundation skills, divergent-thinking, intermedia creativity, problem-solving and cross-cultural empathy, and social inclusion geared towards the improvement of quality of life. [The Unicult program](#) will continue to provide programs, lectures and mentorships to the next generations of Art, Science and Technology students and alumni.

4.1. MAST Career Development and Mentorship with the Learning Velocity Lab

Career Development for MAST students will offer live (via Zoom) mentor-led workshops & other online learning options.

The fast-paced experiential workshops will focus on six core aspects of professionalism: attitude, appearance, attendance, initiative, integrity, and respect.

Topics:

- Job Preparation
- Peer Mentoring
- Individual Development Planning
- Career Assessment Tools
- Learning Opportunities
- Career Placement and Development Online Learning
- Suggested Reading

4. CASE STUDIES THAT ILLUSTRATE PERSONAL ACHIEVEMENTS IN CAREER DEVELOPMENT WITH MAST

Lucia Dubačová (University of Nova Gorica and Croatian Cultural Alliance)

Internal MAST achievements:

- Took part in the kickoff workshop of the MAST project (Cres, Croatia) in July 2018, Unicult programme, [Unicult-MAST pilot programme in Croatia](#)
- Won the Unicult scholarship award in 2018
- Received Music Tech Fest participation, a paid trip to Stockholm, Sweden, on behalf of the MAST/CCA/Unicult

External MAST achievements:

- Became Festival Director of “Sensorium”, an international festival joining a conference, workshops, exhibitions and performances bridging the fields of art, science and technology.”
- Produced an acclaimed VR-artistic installation “Kykeon” (Mária Júdová, Constantine Nisidis) at the MAST-partnering Pixxelpoint Festival in Nova Gorica 2019 [pixxelpoint 2019](#) and presented at the MAST Symposium 2019 on “Co-creating Futures. [Lucia Dubačová, Mária Júdová – Co-creating Futures.](#), together with M. Júdová
- Co-organized with P.Purg (UNG) the MAST “meetup” sustainability programme in September 2020

Miha Godec (University of Nova Gorica)

Internal MAST achievements:

- Took part in the kickoff workshop of the MAST project (Cres, Croatia) in July 2018, Unicult programme, [Unicult-MAST pilot programme in Croatia](#)
- took part in the Progressive Product Prototypes (PPP) 2019/20 | Funchal, Madeira ILE, and was part of kickoff activities at the University of Nova Gorica | Portugal [Progressive Product Prototypes \(PPP\) 2019/20 | Funchal, Madeira | Portugal](#) ; there he developed his prototype:
- “con·d/s·ense” that was exhibited as part of the final MAST Showcase (September 2020) [con·d/s·ense](#)
- was official Pixxelpoint 2019 (MAST Symposium) photographer, as UNG alumni

External MAST achievements:

- Along the study at UNG, Miha Godec has changed from his original BA studies in Biology to MA studies in Arts (new media, Photography), developing a range of projects in the ArtScitech realm
- on 23. festival of Computer Arts (Maribor, Slovenia, 2016) he presented his Biology-inspired VR-piece "Searching for oo" about an extinct bird species of the Pacific
- »Palingenesis of Fluvial dialects in Anthropocene Epoch« was selected for Universal Research Institute residency and exhibited at “Black Clinic” festival in Zagreb and exhibited at Pixxelpoint 2017 (NOva Gorica, Slovenia)
- In 2019, he presented the original “David’s Gaze” installation at the Speculum Artium festival (Trbovlje, Slovenia), coauthored with Valerie Wolf Gang, also a UNG alumni [VALERIE WOLF GANG in MIHA GODEC \(SI\): Davidov pogled](#)

“The con-d/s-ense project is part of the MAST programme - Master Module of Art, Science and Technology; it was developed at the Interactive Technology Institute MITI in Funchal, Madeira, Portugal, and is a prototype or a start of future installation. The piece is a part of Godec's ongoing series of installations, that are dealing with the purification of water and exploration/research into its sonification properties. This installation combines water production and sonification and adds time dimension to viewer's experience. The installation uses a Peltier junction to draw water from the air, it uses condensation principles to create pure water. Condensation is a physical change in the state of matter of a substance, in this case water. Water droplets are being condensed on the cold bottom of the aluminium cone and at the tip of the cone a drop is formed. When the droplet gets big enough it drops into a bowl like pot that resonates the sound of a fallen drop. The bowl-like structure is a modern version of Japanese Suikinkutsu. Suikinkutsu (水琴窟, literally "water koto cave") is a variation of the Japanese garden ornament and q sound-generating music device. It consists of an upside down buried pot with a hole at the top. Water drips through the hole at the top onto a small pool of water inside of the pot, creating a pleasant splashing sound that rings inside of the pot similar to a bell or a Japanese zither called Koto. Japanese Suikinkutsu has also embedded the idea of a philosophy of observing delicate sounds of nature. The sound it produces helps the viewers to sharpen their senses and to notice small, invisible beauty of nature, like the sound of the wind, insects, leaves falling, water droplets, etc. Miha Godec, with his installation, sets the subtle sounds of the traditional installation 'suikinkutsu' into the context of media art and the environmental issues of water. With the sound of the installation, he attempts to transcend the viewer to a higher level of awareness.

Project by: Miha Godec

Name of the project: Con-d/s-ense (2019)

Mentors: Peter Purg, Nayari Castillo-Rutz, Franziska Hederer, Chris Csíkszentmihályi, Robertina Šebjanič.

Producers: MAST mastmodule.eu, Masters programme at the School of Arts University of Nova Gorica Co - Producers: Interactive Technology Institute MITI”.

Jatun Risba (via University of Nova Gorica, external alumni)

Internal MAST achievements:

- Not a student of UNG, but visiting the workshop out of keen interest for ArtSciTech; Risba's BA Hons is from NABA (Nuova Accademia di belle arti Mila, Italy), Risba became an associated member of the MAST academic community
- She took part in “MAPPING Art-Science-Technology. Rethinking, Art, Science and Technology for Social Europe” ILE in NOva Gorica, in MArch 2019, [New-media & Contemporary Art 2019/20 | Nova Gorica, Slovenia](#)
- As well as the “MAST Challenge 2020 _ TU Graz: on Solidarity” [Spatial Design Challenge 2019/20 | Graz, Austria](#)

and developed the conceptual and technological core of the later Pixxelpoint-2019 exhibited work (see below) at the MAST POP-UP event of the Sensorium festival (c.f. ad Lucia Dobačova above - the festival director!) [Sensorium Festival, Bratislava](#)

External MAST achievements:

- (from bio at [ABOUT](#)) “As an artist, ki has exhibited and performed widely, at Fabbrica del Vapore in Milan, at Kersnikova Institute in Ljubljana, at Tate Exchange in London, ... and gave lectures/workshops internationally: at the University of the Underground, at the Goethe University Frankfurt, at the Moving Image Research Lab in Montreal, etc. Jatun Risba holds a BA Hons from NABA. Nuova Accademia di belle arti Milan (2009) and a Post-Graduate Certificate in Art and Science from Central Saint Martins - University of Arts London (2020).”

- Jatun developed her work [Mpasturavacche: A Milk-sucking Snake](http://www.pixxelpoint.org/_jatun_risba-1.html), performance http://www.pixxelpoint.org/_jatun_risba-1.html for the Pixxelpoint-2019 (MAST-supported festival of cont. art in Nova Gorica, Slovenia), a one-to-one performance that “induced adult spectators into an exploration of the sensory abilities and the ancestral character of snakes through wearable technologies”
- Jatun contributed to the MAST symposium 2019 “From acknowledging the “unknown forces” behind the apparatus of Contemporary Art, this lecture performance creates a platform for stepping into the unknown. Fluid in shape and “unpredictable”, all and everything is part of the game.” under the heading of [HEALLO – The unmaking of art:](https://vimeo.com/showcase/5565582/video/396660728) <https://vimeo.com/showcase/5565582/video/396660728>

Helene Thümmel (Graz University of Technology)

Internal MAST achievements:

- Took part in the Progressive Product Prototypes (PPP) 2019/20 | Funchal, Madeira ILE, | Portugal [Progressive Product Prototypes \(PPP\) 2019/20 | Funchal, Madeira | Portugal](#) ;
- Outcome: Project Idea “Predetermined Breaking Point”
- Took part in “MAPPING Art-Science-Technology. Rethinking, Art, Science and Technology for Social Europe” ILE in NOva Gorica, in MArch 2019, [New-media & Contemporary Art 2019/20 | Nova Gorica, Slovenia](#)
- Took part at the “MAST Challenge 2020 _ TU Graz: on Solidarity” [Spatial Design Challenge 2019/20 | Graz, Austria](#)
- Pixxelpoint-2019 exhibited work “Landscape in Gestures”
- Took part at Mast @PifCamp, Soča, Slovenia, Outcome: Prototypes “Predetermined Breaking Point”
- Took part at the “[MAST: SOLIDARITY” 2020 workshop in Funchal, Madeira](#). Outcome: Magazine “Zé Povinho - A Magazine of Solidarity”

“Predetermined Breaking Point” that was exhibited as part of the final MAST Showcase (September 2020)

External MAST achievements:

- (from bio.thuem.tumblr.com/thuem) Helene works with space, materiality and situations. She researches the impact on an environment, logistics and organization, the relationship between a space and a body part, between a person and a building, between a group and their city. In extensive observations and in detailed research, she determines relationships and influences between variable fields.
- Helene Thuemmel (*1990) studied architecture in Graz, Austria and Media Arts and Practices/New Media at the School of Arts in Nova Gorica, Slovenia. As artist Helene Thuemmel ranges between analogue and digital media. Inspired by science, logistics and systems, she tries to understand wide connections, dealing with the terms of time, distance, space and borders within social and political contexts, including the relation of art and science.

Please describe STEPS of their career development:

- Achieved “Auslandstipendium” (grand) Stadt Graz 2021 to develop her work “Where is Tito?” further
- Achieved “Kunst Raum Stipendium” (grand) Steiermark 2021 for setting up a studio and develop her working practice
- Works as independent stage designer and artist, making different productions and art pieces.

Duarte Sousa (Universidade da Madeira)

Internal MAST achievements:

- Took part at the kickoff workshop of the MAST project (Cres, Croatia) in July 2018, Unicult programme, [Unicult-MAST pilot programme in Croatia](#)
- Also, in the Progressive Product Prototypes (PPP) 2019/20 | Funchal, Madeira ILE, and was part of kickoff activities at the University of Nova Gorica | Portugal, there he developed his prototype: "Do Art with Duarte", [Progressive Product Prototypes \(PPP\) 2019/20 | Funchal, Madeira | Portugal](#).
- After, was part of Nova Gorica's "Future.Human@Work ILE., in March 2019, [FUTURE.HUMAN@WORK](#) Outcome: "Human Thinking Model"
- Later, was part of Nova Gorica's "MAPPING Art-Science-Technology ILE. Rethinking, Art, Science and Technology for Social Europe", in March 2019, [New-media & Contemporary Art 2019/20 | Nova Gorica, Slovenia](#)
- As well as the "MAST: SOLIDARITY" 2020 workshop in Funchal, Madeira. Outcome: Magazine "Zé Povinho - A Magazine of Solidarity"
- Afterwards, the "MAST Challenge 2020 _ TU Graz: on "Stories of the Neighbourhood" [Stories of the Neighbourhood](#)
- Finally, the culmination event - MAST Hybrid Interfacing Academy, by participating with a poster and on results of MAST Intensive Learning Events - Roundtable, in September 2020, alongside his MAST colleagues, Carolina Silveira and Helene Thümmel, [MAST Hybrid Interfacing Academy](#)
- Was part of the MAST "meetup" sustainability programme in September 2020, organized by pETER Purg (UNG) and Lucia Dubacova (SENSORIUM).

External MAST achievements:

- Duarte Sousa is an interdisciplinary designer with a background on Visual Communication and UX/UI, and his path sent him into several directions, such as the United Kingdom and Spain where he worked as a designer.
- He is now enrolling on Universidade da Madeira's International Master of Interactive Media Design, which he took a special interest in the presence of the MAST program within the program. Duarte previously was part of a one-year bridging program "Human Aspects of Technology", in 2013 and studied Design, in 2008, at the same university.
- He is also interested in the intersection of Art, Science & Tech and transdisciplinarity as a whole and took part in photography and engravings exhibitions as well as part of a theatre and spoken word company as light and sound manager.

Please describe STEPS of their career development:

- He has worked in research projects since 2016 and was included in the MAST project in 2020, as a researcher, where he continues the work he started as a student which is to further understand AST intersections and its inclusion and development in academic curricula.

5. CONCLUSION

A career development strategy is essential for both universities and students. It is most effective if all career management components are taken into consideration when planning and implementing the career development plan. In this guide we established necessary career development steps and presented short explanations and definitions of skills and resources. Evaluating and modifying career goals and plans should be a continual, ongoing process -- both on personal (student, alumni), as well as on institutional level (school, employer).

This guide will be regularly updated with additional editions and broader information, stay tuned at www.mastmodule.eu.

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- Jon Snodgrass, “Follow Your Career Star”

Project partners

MANAGERIAL/LEAD | [University of Nova Gorica](#), School of Arts (Slovenia) **ACADEMIC, R&D** | [Madeira Interactive Technologies Institute](#) (Portugal) | [Graz University of Technology](#), [Institute of Spatial Design](#) (Austria) **ENTREPRENEURIAL & PRODUCTION** | [Kersnikova Institute](#) (Slovenia) **NETWORKING & OUTREACH** | [Culture Action Europe](#) (Belgium/EU) | [Croatian Cultural Alliance](#) / Unicult programme (Croatia)

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