

## Country best practices presentation MUS-E Hungary

### “Arte para la Motivación” in Spain 13-17. February 2016.

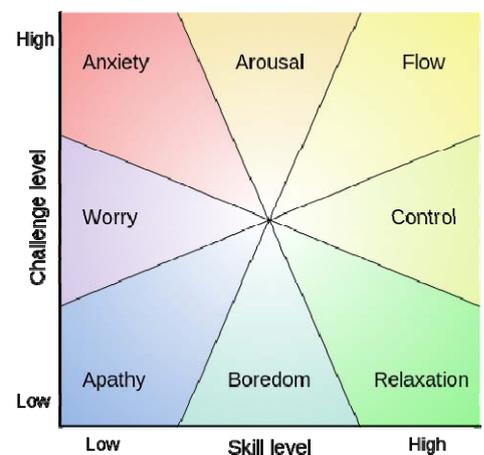
As best practice we would like to share two documents:

- one is about the two main theoretical models that we apply when planning the training programs for our artists and teachers, while
- the other one is the concept of the MUS-E Academy that would/could provide standards in quality throughout the whole MUS-E network.

The first two theories make us believe that through art animations MUS-E artists should be able not only to involve all stakeholders, but provide the space and the opportunity for the individual- and group development.

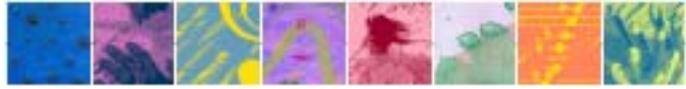
#### “Flow”

In positive psychology, flow, also known as “the zone”, is the mental state of operation in which a person performing an activity is fully immersed in a feeling of energized focus, full involvement, and enjoyment in the process of the activity. In essence, flow is characterized by complete absorption in what one does. Named by Mihály Csíkszentmihályi, the concept has been widely referenced across a variety of fields, though has existed for thousands of years under other guises, notably in some Eastern religions. Achieving flow is often colloquially referred to as being in “the zone”. According to Csíkszentmihályi, flow is completely focused motivation. It is a single-minded immersion and represents perhaps the ultimate experience in harnessing the emotions in the service of performing and learning. In flow, the emotions are not just contained and channeled, but positive, energized, and aligned with the task at hand. The hallmark of flow is a feeling of spontaneous joy, even rapture, while performing a task, although flow is also described as a deep focus on nothing but the activity – not even oneself or one's emotions.



#### “Self-Determination Theory”

Self-Determination Theory (SDT) represents a broad framework for the study of human motivation and personality. SDT articulates a meta-theory for framing motivational studies, a formal theory that defines intrinsic and varied extrinsic sources of motivation, and a description of the respective roles of intrinsic and types of extrinsic motivation in cognitive and social development and in individual differences. Perhaps more importantly SDT propositions also focus on how social and cultural factors



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facilitate or undermine people's sense of volition and initiative, in addition to their well-being and the quality of their performance. Conditions supporting the individual's experience of **autonomy**, **competence**, and **relatedness** are argued to foster the most volitional and high quality forms of motivation and engagement for activities, including enhanced performance, persistence, and creativity. In addition SDT proposes that the degree to which any of these three psychological needs is unsupported or thwarted within a social context will have a robust detrimental impact on wellness in that setting.

The dynamics of psychological need support and need thwarting have been studied within families, classrooms, teams, organizations, clinics, and cultures using specific propositions detailed within SDT. The SDT framework thus has both broad and behavior-specific implications for understanding practices and structures that enhance versus diminish need satisfaction and the full functioning that follows from it.

**MUS-E Academy®**  
Concept of a professional development centre

Independently from the local initiatives, this concept is based on 4 pillars of activities that creates a coherent training system

**Training of teachers**

- involving experts of the field the IYMF develops the content for a list of courses, that could be later inserted in the list of training courses of the Erasmus + platforms
- These training courses can be chosen by teachers of the MUS-E network (and beyond) and can be part of their Continuous Development Program
- This initiative would need the involvement of experts and a program manager. The costs should be covered by the income of this initiative
- As a result of this initiative a certain amount of margin should stay at the IYMF and this “Training Fund” should be spent on the international training courses of the coordinators and the artists

With the purpose of raising funds

**Training of coordinators**

- This program is to serve the development of competencies of the national coordinators. Topics could be developed based on the needs of the network and by the aims of the IYMF as well. These topics would address communication skills, leadership, managing change processes, recruitment, online communication, psychology, etc.
- the program (series of programs) is mandatory for the coordinators and could be inserted in the framework of the ICC meetings

With the purpose of investment

**Training of artists**

- Involving experts of the field and from the MUS-E network, the IYMF develops the content for a list of courses, that could be later delivered in several countries.
- The courses should be open for the whole MUS-E network
- For the participation of foreign participants the costs would be shared by 4 parties: 1. the accommodation should be covered and organised by the welcoming partner (also through Hotel Nomad); 2. The travel costs should be covered by the sending MUS-E entity; 3. The tuition fee in order to pay the trainers should be covered by the IYMF (Training Fund); 4. the meals should be covered by the participant
- The IYMF can provide a diploma, when artists complete the necessary modules

Fundraising and assure quality

**Training for corporate clients**

- Involving experts of the field and from the MUS-E network, the IYMF develops the content for a list of courses for corporate clients, using the universal power of arts in the corporate environment
- This activity would prove that practicing arts can support and add up to corporate development initiatives. The courses should address leadership, team working and collaboration, assertive communication, recruitment, etc.
- These programs can give opportunity for the MUS-E network to make and activity that later can be used to raise funds for the local entity

With the purpose of raising funds