

# RISE

## 2021 LEGACY DOCUMENT



YOUNG PRODUCERS

Text



RISE was an online 2-day interactive, career and networking event that explored and supports routes into the creative sector. The event featured inspirational speakers, sharing their career journeys and advice to inspire participants to RISE to their arts career. Co-designed, co-produced, and facilitated by the 3 programmes of East London Dance, China Plate Ltd, and One Dance UK.

With thanks to

The  
co-design  
group



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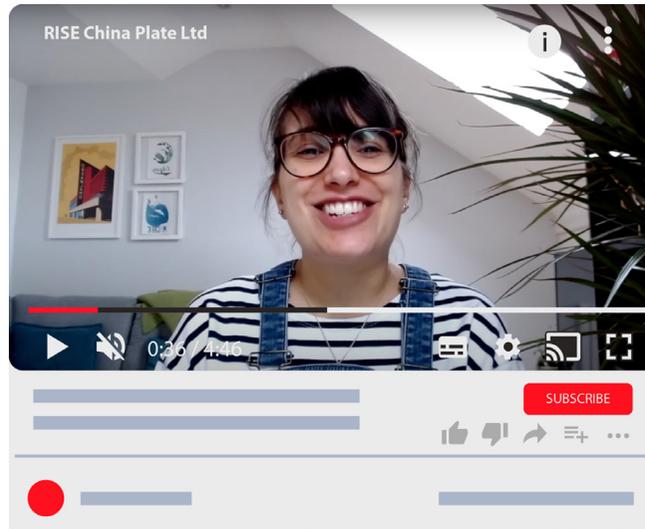
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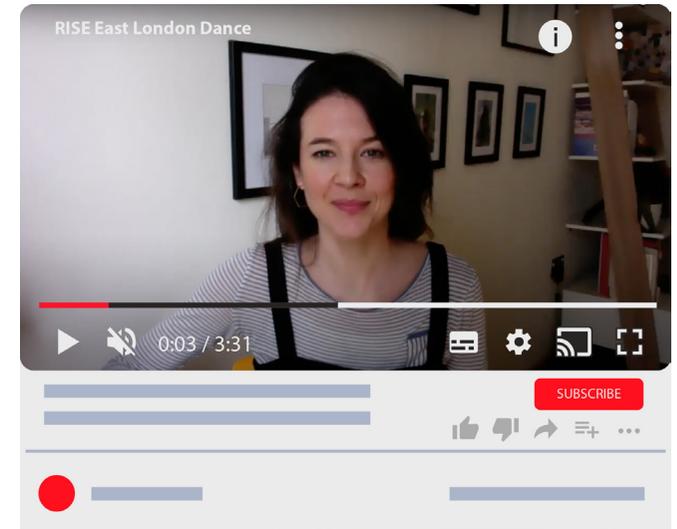
# Our RISE partners



Click the video above to learn about One Dance UK, its Dance Ambassadors, and the various opportunities they provide from their Head of Children and Young People's Dance, Laura.



Click the video above to learn about China Plate Theatre, their Young Producers Programme created in partnership with Warwick Arts Centre, and everything else they have to offer you from their Engagement & Participation Producer, Andrea.



Click the video above to learn about East London Dance, their Fi.ELD programme and other opportunities you can get involved with from their Participation Producer, Gemma.



Click Here to find out more

**YOUNG PRODUCERS**

Click Here to find out more



Click Here to find out more

# What happened at RISE

A recap of a jam-packed two days

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RISE in a snapshot

*Click here for all slides and resources shared during the RISE sessions*

Pages 4 & 5

Words of Wisdom

# Rise in a Snapshot!

## Day 1

- Akosua Boakye kicked us off with a fabulous motivational session that reminded us to recognise our self worth and that failure is part of the process.

- A carefully selected panel of 5 industry experts dropped some all-important career gems to help us better navigate our careers.

- Mezze Eade provided us with some much needed guidance, teaching us the power of working for our future selves and thanking our past selves.

- One Dance UK facilitated a series of informative skills surgeries focusing on wellbeing, the African diaspora, social media and finance as an artist/creative.

- Our RISE social gathering gave us a chance to connect with one another, form new relationships and widen our network all whilst having fun!

Click here to grab some positive vibes from our #RISECreativeCareers playlist



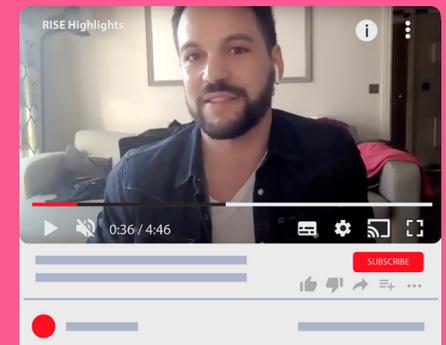
## Day 2

- Vicki Igbokwe treated us to an inspiring session enabling us to realise our full potentials through visualisations, goal setting and action planning.

- Jackie Barrie brought RISE to a close, training us on how to present 'the best you' online and how not to be scared of being ourselves.

## Our RISE 2021 Takeaway

# "IT'S OKAY!"



[Click Here](#)



No matter where you used to be, where you are now or where you are heading, your journey is yours! You will make mistakes that's OKAY. Things will get messy and that's OKAY. You will experience rejection and that's OKAY. Your path is yours and yours alone and YOU WILL get there. So for now, enjoy the journey and remember that IT'S OKAY!

# Words of Wisdom

“ IF YOU PUT YOUR MIND TO IT, YOU CAN ACHIEVE WHATEVER YOU WANT ”

- Millie Kingsnorth

“ BE ABLE TO GIVE AS WELL AS ASK FOR THINGS ”

“ FORGET ABOUT 'HOW' TO GET THERE. THIS HELPS TO NOT FEEL DOUBTFUL AND MAKES THINGS MORE ACHIEVABLE ”

- Emma Boxall

“ IF YOU PUT YOUR MIND TO IT, YOU CAN ACHIEVE WHATEVER YOU WANT ”

- Millie Kingsnorth

“ YOU NEED TO CHANGE THE DIALOGUE WITH YOURSELF FIRST SO THAT WHEN YOU COMMUNICATE WITH OTHERS, THEY KNOW AND UNDERSTAND YOUR VALUE. CONFIDENCE COMES FROM PRACTICE ”

- Viviana Rocha

“ THIS WORK THAT YOU'RE DOING DOESN'T STOP WHEN YOU GET TO A CERTAIN AGE OR A CERTAIN LEVEL. WHAT CHANGES IS YOUR ABILITY TO DO THIS WORK. ”

- Vicki Igbokwe

“ THE KEY TO NETWORKING IS CONNECTING WITH THE OTHER PERSON, AS A PERSON ON A HUMAN LEVEL. ”

- Vicki Igbokwe

“ IT WAS NICE TO DREAM ”

- Kadafi Mulula

“ SEE THE POTENTIAL IN JUST A NORMAL DAY. MOMENTS CAN COME FROM THE SMALLEST THING. THERE IS POTENTIAL IN EVERY DAY ”

- Amy Petts

“ WHEN THINKING ABOUT YOUR NETWORK, START WITH REACHING OUT TO THE PEOPLE THAT ARE CLOSEST TO YOU. DON'T ONLY THINK ABOUT THE PEOPLE THAT FEEL FAR AWAY FROM YOU, BUT ALSO ABOUT YOUR IMMEDIATE CIRCLE ”

- Vicki Igbokwe

“ IT ISN'T IMPORTANT WHO YOU KNOW, AND IT ISN'T IMPORTANT WHAT YOU KNOW. WHAT'S IMPORTANT IS WHO KNOWS YOU. ”

- Jackie Barrie

“ CARE MORE ABOUT WHERE YOU ARE NOW THAN HOW YOU GOT THERE ”

“ YOU EITHER WIN OR YOU LEARN ”

“ LOOK FORWARD TO THE TIME THAT YOU CAN LOOK BACK ON THIS MOMENT ”

- Amy Petts

“ ALL IS POSSIBLE ”

- Cheneice Warner

“ WE'RE IMAGINING — WE'RE DREAMING ”

“ CELEBRATE YOUR WINS. STOP, PAUSE, CLAP FOR YOURSELF ”

“ YOU WANT TO BE ULURU NOT EVEREST ”

“ JUST BY GIVING TO THE UNIVERSE. SOMEHOW IT COMES BACK ”

“ WHEN SOMEONE OTHER THAN YOURSELF SAYS :!YOU'RE GREAT," THAT IS MORE COMPELLING ”

“ YOU HAVE TO TRUST YOURSELF. YOU HAVE TO TRUST WHO YOU ARE. YOU HAVE TO TRUST THE THINGS THAT YOU WANT TO DO ”

- Vicki Igbokwe

“ TRUST YOUR OWN INSTINCTS AND KNOW THAT YOU CAN MAKE THAT HAPPEN ”

- Sally Hendry

“ SOCIAL MEDIA IS NOT COMPULSORY. ONLY USE IT IF IT SERVES YOU ”

- Jackie Barrie

“ ALLOW YOURSELF TO THINK BIG AND NOT WORRY ABOUT WHETHER IT WILL HAPPEN OR NOT ”

- Vicki Igbokwe

# Rising Up: Advice from our artists

Learn from the artists involved in RISE

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Meet the Panelists: Carrie-Anne, Sophie, Viviana, Johnny, Amelia

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Meet the Support Facilitators: Where are they now?

## What I wish I knew when...

**When I was not paid properly** I wish I had said something, we spend so much time **paying for** and **investing in** our training, **getting on** the career ladder is hard, but doing something for “experience” or a low fee isn’t going to help you **climb the ladder** – in fact, it makes it more slippery, not just for you but the entire creative industry. There may be times where you help out a friend or feel that the fee offered is **matching your experience** in that area, but it certainly shouldn’t be a regular thing.

**When I first went freelance** I WISH I knew more about **tax** and how to operate as a **freelancer**, how to **control** my money, what to do when you started having a little spare cash here and there, how to **invest**, essentially anything to do with **finances!**

**When I first choreographed my own show** I learnt that making things **difficult** didn’t mean it was “good”. I used to really think that pushing my **boundaries** of what made something complex was making it “good”, and actually, sometimes, being **unique**, more **stripped** back, simpler actually carries more weight, what is going to help **tell the story**, what do I want the audience to feel here, am I putting that move in because I like it or because it has **purpose?**

## My five top-tips for young emerging creatives are:

1

Keep **YOUR** cup **FULL!** Whether that is taking a class, reading, listening to music, **trying** another area of dance that is new to you, going on a walk - whatever **feeds your creativity.**

2

Take note of different **platforms** that are offering **further training** for young creatives, these may not be in your local area or could even be **online.**

3

**Experiment**, try some of your work out on friends - I have been able to see things so much clearer when I do this.

4

Think about what you would like to **create/say** this is not to say you have to only create in one area of the performing arts - it’s to be clear on what you would **like to achieve.**

5

**Engage with people**, stage managers, lighting designers, sound technicians - try to have an **understanding** of how other people create and what their focus is so you understand how it can help yours.



**Carrie-Anne  
Ingrouille**

**Choreographer**

My career journey started by being employed by one of my jazz teachers in a Christina Aguilera tribute show. It was hard work, but I was working with the best cast and got to dance literally every style under the sun!

### Where you can find her

[Click  
Here](#)



## What I wish I knew when...

**When I graduated** is that it's ok to **not know** exactly what you want to do, or not have a set plan. I didn't, I worked out that Producing was something I **enjoyed** once I first started my **internship** and could see myself doing it, so just went for it! Just remember to use every **opportunity** you have to the best of your ability, **ask questions**, be **confident** to introduce yourself, find opportunities for you to get involved with. The **reliance** and **determination** that you show, **will pay off**.

**When I didn't feel valued or good enough:** have an **open and honest conversations** with people that you trust, people who you **trust** will always be there to boost your **confidence** and remind you that you are **worthy** and offer **advice**. Or if a particular comment from someone has made you feel that way, try and flip it around and think maybe that's an **insecurity of theirs** and no way a **reflection of myself**.

**When setting up my professional website and social media** sometimes **creatively writing** about yourself and **experiences** can be difficult, the constant questions of **'should I say this?'** or can I word this experience in that way etc. might be sentences that come into mind. But be confident when talking about your **successes** and what you are **proud** of. I also think its great when I read different people's **ambitions or values** on their social media or website, this adds a real personal aspect to the written content which is so important.

## My top-tips for young emerging creatives:

1

Don't be afraid to ask for help.

2

Be open with telling people your ambitions.

3

Introduce yourself - in other words don't be afraid to say hello!

[For more helpful advice - Click here](#)



## Sophie Hack

Arts Producer

Sophie has produced on large and small scale festivals with both **domestic** and **international** artists, across all art forms. Currently Sophie is the **Assistant Producer** for IN GOOD COMPANY.

## If I were a recipe...

I would be a sweet cookie dough recipe, filled with chunks of white chocolate, and drizzled with biscoff sauce.

Where you can find her



[Click Here](#)





## Viviana Rocha

Artist & Producer

Viviana is the founder of RIPTIDE whose vision is to 'Elevate KRUMP Culture' and works at Uchenna Dance as Assistant Producer.

### If I was a recipe...

I would be a curried goat recipe with all the juices, and all the spices. I would take a long time to cook and I'd always be served with a side of fried plantain.

### Where you can find her

[Click Here](#)



## What I wish I knew when...

**When I first went freelance...** I was **working** full time and I wanted to go **freelance** but didn't have **time, money** or jobs booked to make the transition. I'd just **watched** Revolutionary Road with Leo DiCaprio and Kate Winslet - and the whole film revolved around them having a dream of going to Paris but the trip **never happened** because he chose work over the dream. It cut me so deep I wrote my **resignation** later that night and handed it in with immediate effect! **I don't recommend this technique!** Eventually things started coming in but try to have things in place so you can **transition easily and progressively**. My decision was very **radical**.

**When I went through my first audition...** I was **auditioning** for dance schools and universities and I found them to be awful. I felt very **uncomfortable** mostly because I don't move in '**those ways**', classically. I was **rejected** from every single one. I ended up going to **Kingston** as I felt comfortable there - it was the only university I went to where the person who interviewed me was Black, and they were very **welcoming** and had a **range of styles**. I wish I knew that going to a dance school isn't what makes you **successful**. Remember you're auditioning for **them** but they're also auditioning for **you**. You're not there to serve them, **they're there to serve you**. It's your training. You're paying for that and they should be **trying to cater** to you. If they're not then maybe it's not the place/company/show for you.

**When I wasn't paid properly...** when coming into the industry and you're **new**, you might think you have **no value to add**. People may offer you **low or no rates** and if you don't **ask for more** then people will just give you more of the same. Remember to **factor in** other elements like **travel** - when I was first teaching I realised I was losing money, not earning it. You usually don't get paid properly when you don't ask, **so make sure you ask**. If they really can't meet your fee, then ask "I can still do this work for you but is there a way to do it so it takes less of my time?". Lose the fear of **talking about money**.



## Johnny Autin

Creative Director/  
Choreographer

Johnny has been **commissioned** by various arts **organisations** to create work and **engage** with young dancers and professionals, including one of Dance Hub Birmingham's first artistic commissions with **'Queer Words'**, commissions in East Africa (Tanzania and Rwanda) and more recently in Opera choreographing **'Carmen'** in Macerata, Italy.

### Where you can find him



[Click Here](#)



## My five top-tips for emerging creatives are:

1

Remain **curious** to dance, curious for **people** and curious for **avenues** for professional **development**.

2

Get out of your **comfort zone** as often as you can!

3

Get yourself an **inspiring mentor!** If you struggle to find one, remember, people often want to give their time and help you. Sometimes all it takes is asking, so **don't be afraid to ask!**

4

Practice **self-care**, whatever that means to you, as long as you're taking care of yourself.

5

Whenever you have a **new idea**, talk about it with as many people as you can.

## What I wish I knew when...

**When I went through my first audition**, I wish I knew to **reframe** my thoughts. I was very **nervous**, but to **overcome** my nerves I now see auditions as a free class as well as an **opportunity** to see and meet friends from the industry.

**When I wasn't paid properly**, I wish I knew to **ensure** that there was always a good deal being made even if it wasn't **money** based. Since then I have made sure that any **opportunity** I take where I may not be paid properly will at least **advance** my career. That I will get something out of it such as an addition to my portfolio, some film or videos, or even a **recommendation** from the choreographer.

**When I started my own company**, I wish I knew that it would **involve** so much administrative skills that I'd end up doing an MBA! So, I recommend that you start **developing** administrative and producing skills so that you can be the **'swiss knife'** (the fundraiser, lawyer, accountant etc.) your company needs.

**When I started performing**, I wish I took every **professional development course**. Thrive to learn more, to create more, to **develop** technique and so on. Act as a **sponge**, be a sponge.

**When I first choreographed my own show**, I wish I knew it wouldn't be a **masterpiece**. My first show was inevitably not as good as what I had in mind. So don't be **discouraged** by your first attempt. Keep **practicing**, keep on finishing the piece, keep on making new work. If you keep starting and finishing a work you will get better at it and you will learn from it.

## Tell us about your career journey.

It all started with **dancing** in my parents' kitchen then attending **performing arts school**. After this I started my own company, and **travelled** about the world. I then Googled 'best physical theatre companies in the world', Frantic Assembly **caught my eye**. I went to their workshop and never left.

## What I wish I knew when...

**When I started my own company**, I wish I knew to get myself a **brutal accountant** and a **thoughtful producer**. Your company is a business and you need to focus on the bit you are good at, the **CREATIVE**.

**When I didn't feel valued or good enough** I wish I'd taken the time to **look around** the room and so on and ask myself what do I think they are scared of right now? You usually find other people's **treatment** of you is often a **reflection** on how they are seeing themselves so it's good to recognise that and let **their issues** go, the best learnings come from the darkest moments.

**When I wasn't paid properly** I wish I knew I could talk to **equity** and that I could **invoice** clauses for late payments.

## My five top-tips for young emerging creatives are:

1

Be **CURIOUS**

2

Find the work you **love** then go find out how someone **made** it

3

Look outside of your art form

4

Find a **movement practice** that helps clear your head (could be knitting!)

5

Make a **playlist**



## Amelia Cardwell

**Movement Director & Practitioner**

After **graduating** from the Rambert School of Ballet and Contemporary Dance, Amelia went on to start her own company called **Animate Dance**. Before Covid-19 Amelia had recently finished working with director Bruce Guthrie as Assistant Director and Movement Director on Constellations for the National Centre for Performing Arts in Mumbai.

## Where you can find her

[Click Here](#)



[ameliaifcardwell@gmail.com](mailto:ameliaifcardwell@gmail.com)



## Akosua Boakye BME

### Creative Practitioner

Founder of **AkomaAsa** Performing Arts Academy, Akosua plays a key role in **developing young talent** for careers in dance and the performing arts industry in Britain. Akosua's portfolio career as a **freelance creative practitioner** is focused on delivering dance in educational, theatrical and community settings.

### Where you can find her

Company      Click Here



Personal      [akosua@akomaasa.com](mailto:akosua@akomaasa.com)  
[info@akomaasa.com](mailto:info@akomaasa.com)



## My five top-tips for emerging creatives are:

# 1

Do not **stress** over things you cannot control.

# 2

Do not wait for others to **believe in you**, it all starts with you believing in yourself.



# 3

Achievement comes from daring to **dream**, taking **risks**, making **changes**, not being afraid of failure, hard work and taking action.

# 4

Be more afraid of **NOT taking risks** than of taking them. This life is not a mark/ dress rehearsal!

# 5

You are the brand, get to know your **own strengths** & brand yourself.

## Tell us about your career journey.

My journey started when I studied at Laban and the University of Roehampton. Whilst studying I spent time doing **extra informal training** and had the benefit of being **mentored and nurtured** in teaching by Stuart Thomas. From there I **volunteered** as a dance teacher to **gain experience** and I was invited to cover various contemporary dance classes. Soon after, I wrote to primary schools offering my services and began **freelancing**.



After many years teaching in countless settings, I moved into Further Education (FE) at Kensington and Chelsea College (KCC) and I applied for my first **leadership role** in 2005, directing the Dance Department. In 2007 I progressed to Performing Arts Curriculum Leader and introduced Contemporary African Dance (CAD) into the UK formal dance training programme which led me to Higher Education (HE) at Canterbury Christ Church University (CCCU). I've also taught at **Disney's Lion King Cub Academy**.

Finally, in September 2017, I **launched AkomaAsa Arts** which houses AkomaAsa Performing Arts Academy following a series of successful summer schools between 2012-2017.

## What I wish I knew when...

**When I first went freelance** it was one of the best decision I had made for myself, however, I wish I knew a lot more about how to **negotiate pay**. I would strongly recommend reaching out to someone you **trust** to have a **conversation** about pay. **#KnowYourWorth**

**When I got my dream job** I wish I had told myself not to worry about what I did not know and to **remember** that I was working as part of a **team** who I could lean on.



**When I wasn't paid properly**, I was glad I had a **mentor** to talk to about pay the next time I was in the position to **re-evaluate** my worth. I would advise everyone to get a mentor it doesn't matter what area of work they are in. It's about the **quality of guidance** not the industry. This way you can **prepare** yourself and know how to proceed if you're ever in such situations.

## My five top-tips for young emerging creatives are:

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**1** If you're setting up a company, be clear about **roles & responsibilities**. **Communicate** well, set clear tasks, achievable deadlines & agreed aims.

**2** Do your **research** carefully. Information is easy to access, so there are no or few excuses for not finding information about **opportunities** and the people you want to work for or with.

**3** **Manage** your **time** effectively. Make a schedule for work and ensure you rest.

**4** **Always feed yourself**. Do class, exercises etc. to keep on top of your fitness & technique. Attend other class styles and disciplines. Watch, see & read other art forms to keep you inspired.

**5** Be **proactive and positive** - people are more likely to engage with you and your work - and be resilient; your ability to bounce back, reflect and learn from rejection and failure is an essential tool.

## Mezze Eade

### Creative Practitioner

Mezze worked for seven years as an administrator for Motionhouse, where they enjoyed touring with the company around Europe and to the US. After leaving Mezze developed their creative engagement practice working with adults in prisons and youth companies.



## What I wish I knew when...

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**When I graduated** - everyone's path is **different**. Don't worry about what other people are doing, unless it's something you definitely want to do. Work out what you **want** & what you **need** to do to get there. Be **honest** with yourself & **don't compromise** your aspirations.

**When I first went freelance** - that you need to start **preparing** for this as far ahead as possible (ideally between seven to five months). Make a **flexible plan** for yourself, let people know you'll be **available** and identify any **skill gaps** that you can fill in preparation.

## If I were a recipe...

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I am what's left in the fridge & the cupboard when you don't know what you want. You take what you want to eat in the moment - always at least three types of fresh vegetable, some garlic and some pepper and enjoy creating. Sometimes I'll be accompanied by some fluffy rice, sometimes noodles and sometimes I'm enough on my own.



## Vicki Igbokwe

Choreographer/Facilitator

Vicki is the founder of Uchenna Dance, a London based dance company on a mission to Empower, Entertain and Educate. She is a trustee for One Dance UK and lives to empower people to Think Fierce, Be Fabulous and Live Free Spirited!

## Where you can find her



[Click Here](#)

## If I were a recipe...

I would be one of those recipes where you're constantly testing, improving and trying out different measurements, different ingredients, different finished results. A recipe that allows you to keep exploring & experimenting, adding a little more of that and a little less of this. Asking yourself, "What happens if you take a little less of that and add a little bit more of this?". And each time I made an adaptation I'd bank them and remember them for next time.

There would be that one time where my adaptation would create the most desired results, where the measurements & mix of ingredients were just right. This would then be the base for all future versions of this recipe. It'd be the blend, the harmony that I need to show up in the world.

## My top 5 tips:

1 Enjoy your journey

2 Trust your instinct

3 You either WIN or LEARN

4 Be YOU

5 Your unique blend of excitement and fear is the key to YOUR success and freedom. You can do it!



## What I wish I knew when...

**When I first faced discrimination**, I wish I knew that being a **black woman** is my part of my **super power**. I do know this now and it **fuels me** to be who I am **unapologetically** each and every day!

**When I started my own company** I wish I knew that the art (dance) alone was not enough to really achieve the things I wanted to. I needed to **know and understand** the business side as well. It has been a wild ride these last 12 years with lots of **learning** 'on the job'.

**When I started choreographing** I wish I knew that it was **impossible** to make a show that **everyone would love**, I tried this in the early days of my career with very **mixed results**. The moment I started to choreograph and create shows that I would pay to see is the moment things changed for the better.

## Tell us about your career journey.

I started with the idea that choreographers created dances that made people happy, and this was something that excited me about this career path. I had no idea how to make this happen, I created my own dance group at the age of 17 and then two years later met my first mentor and the rest (as they say) was history.



## Jackie Barrie

Trainer & Copywriter

Jackie is renowned for audience participation. She's published a book of icebreakers and has been taking jazz, street and contemporary dance classes every week since 1981.

### Where you can find her



## If I were a recipe...

Most people know how to write. They can throw a sentence together. They can cook a basic meal. But they don't know how to write copy, so I'd be the seasoning. One dish might just need a simple twist of salt and pepper. Another dish might need pungent garlic and ginger, spicy chilli & lemongrass, and finishing off with a squirt of tangy lime.



## What I wish I knew when...

**When setting up my professional website / social media** is that it's OK to share your entire **personality**, but it can be **RISKY** to share your entire **personal life**.

**When I wasn't paid properly** is that your imaginary glass ceiling is made up. You invented it. So you can **smash through it**. Because thoughts aren't real.

**When I started my own company**, I wish I'd known the **difference** between **turnover** and **profit**. Turnover is what passes through your bank account. Profit is what you get to keep after you've paid your taxes and expenses. It's what you need to pay your bills, and to pay for holidays, clothing and food.

## Tell us about your career journey.

From the age of 13, I dreamed of being a writer, but careers advice wasn't very good when I was at school. "Writers starve in a garret," they said. "You want to be a teacher," they said. "No," I replied. "I really want to be a writer." The only kind of writing they'd heard of that makes any money was journalism. So I qualified as a journalist, but I never worked as one. Instead, I got a job as a copywriter, and that's what I've done ever since. I also train people in copywriting skills, so perhaps I've become a teacher after all.





**Fred Hopkins**

**Head of Business Development and Membership**

Fred has worked with global clients, and has vast experience in Business Development. If he could take a dance class with anyone, it would have been Fred Astaire – who he describes as part of the ‘golden age’ of Dance.

## My five top-tips for emerging creatives are:

- 1 Understand the **Microsoft office suite** and how using it to make a **budget** (that you stick to) can make a huge difference
- 2 Have an **awareness** of the **skills** you use even in secondary employment and how they can help your arts career and vice versa.
- 3 Get familiar with **thinking of yourself as a business**, your skills are all possible “products” that can help you to earn a living through your art!
- 4 Make use of your **networks**. Work with people to create a culture of mutual **support** & try your hand at their projects, you’d be surprised how much work that can generate for you & them.
- 5 If you ever begin to doubt your path, try telling the **story** of your **career** to yourself. Replace you with a friend and do your best to embellish the **accomplishments**. Keep doing it until that story of **success and triumph** becomes your inner narrative and begins to shape the way you see your career.

## What I wish I knew when...

**When I entered the creative industry** is that the path before me **was not the one I thought it was** and that ultimately it would lead me somewhere great in ways I could not have imagined when starting out.

**When I didn't feel valued or good enough**, I wish I'd known that trying to **live up** to other people's **ideals** and ideals of who/what I am is a long slog with **no reward** and that being **kind and forgiving of myself** is the only way to genuinely progress through **adversity and negativity**.

**When I wasn't paid properly**, I wish I'd known the difference between a **contract and an agreement** and that when **negotiating** my rates of pay I wasn't agreeing to monies for the time I spent working for “Them” but that I was agreeing a sum of money that **reflected** the years of training and graft I'd put in to get to where I was.

## If I were a recipe...

Take a large cup of arts training, drizzle over the private sales & business development sector, bake in a desire to help artists & bake in One Dance UK for a year or two.

**Erin Sanchez**



**Manager of Health, Wellbeing, and Performance**

Erin works to ensure dancers' health education and resources are evidence and best practice-based and led by the needs of the sector. She is incredibly proud of our Healthier Dancer Talks, which have reached over 11,000 people to date.

**Jess Lowe**



**Administrator of Health, Wellbeing, and Performance**

Jess specialises in learning and education for dancers with specific learning differences. She has a particular interest in the perceptual experiences and cognitive learning styles of dancers which has largely informed her practice as a dance teacher and educator.

**Tamar Dixon**



**Administrator for Dance of the African Diaspora**

Tamar is responsible for coordinating the DAD programme to develop and maintain a visible remit in relation to the wider dance sector.

## Lara Coffey



### Head of Marketing and Communications

Lara has a long and varied career across corporate, the arts and TV. Passionate about accessibility and inclusion, Lara places high importance on enabling access to the arts in both traditional and new ways.

### Marketing and Communications Manager

Dani's career as a marketer and freelance photographer has seen her work with organisations such as DanceXchange, IDFB, Attenborough Arts Centre and more – she once even got to photograph David Attenborough!

## Dani Bower



### Marketing and Communications Officer

A keen dancer, whilst at University, Chloe enjoyed working with choreographer Julius Ebreo, & dancing in the Loughborough Dance Competition.

## Chloe Sprackling



### Where you can find One Dance UK



## What we wish we knew when...

**When we graduated**, I wish I knew that I wouldn't find my place for a while. There is a lot of **pressure on graduates** to know exactly where they are going and what they want to do with their qualifications. It's OK to **try more than one avenue**, it's OK to allow your interests to **expand and grow** as you do.

**When we didn't feel valued or good enough**, that it's important to be able to take **constructive criticism and feedback** as you grow and learn but it's equally important to be able to understand that feedback that isn't positive doesn't define you as a person and it doesn't define your ability or worth overall. You will of course always experience moments where you **doubt yourself** or your **confidence is shaken**. In those moments, take a moment to **breathe and remind yourself** why you started and why you want to keep moving on.

**When setting up our professional website / social media...** With a website there is a lot to plan and a lot to learn – don't be so married to an idea of how it should look or read that you forget about SEO, basic accessibility, mobile responsiveness or future proofing. The most important thing is **usability**, so prioritise that! With social media, **don't** feel like you have to be **available 24/7**. Just because social media doesn't sleep doesn't mean you can't! It's important to **set boundaries** on your inbox and response time – you should not be dealing with professional enquiries at 1am. An automated message stating what hours someone can expect a response is perfectly acceptable.

## Our five top-tips for emerging creatives are:

- 1 Network.** It's important to **build relationships** with other people, even outside of your industry. You never know when these **connections** will be valuable.
- 2 Learn.** Don't ever be afraid to say you don't know something and you would like to learn more. There are great **free courses** out there, and if you're **building relationships**, there is bound to be someone who can and will help you.
- 3 Make mistakes.** There is no such thing as a **mistake** if you can learn from it. Don't place too much value on **perfection** or always being right: learning from your mistakes is **incredibly valuable** and can help you think in new creative ways.
- 4 Be inspired.** Work hard, enjoy yourself but always take the time to allow yourself to be inspired by your peers, your surroundings and the things you see. Go and see performances, go to galleries, attend talks – absorb all the great stuff there is out there!
- 5 Highlight your skills.** When looking at jobs or **opportunities**, don't be afraid to use **experience** from other roles or industries to support your application, I got my first break in TV by **demonstrating** that I was used to multitasking, being **adaptable** and also being on my feet for long hours from working in a clothing store! Also look at **what you can offer** in addition to the requested skill sets – just because a job specification doesn't list a certain skill you have, doesn't mean it wouldn't be valuable to them.

# Where are they now?



**Viviana Rocha**

**Artist & Producer**

## If I was a garden....

I'd be a garden with various things planted in it, squares of spices, and other edibles. Similarly, there'd be patches with nothing in it... yet. A part planted and part waiting for new seeds to grow kind of garden.

## The Fi.ELD: Before, During and After

**Before:** Before The Fi.ELD I was running my first company 'What is Written' whilst working at Office (the shoe store) full time. Any spare time I had was spent choreographing and teaching as well. As the company began to progress I realised I had a skills gap that needed to be filled. A guy working in my company had seen a poster from East London Dance advertising The Fi.ELD and forwarded it to me, so I quickly applied and it paid off!

**During:** The Fi.ELD was an experience where you had the time pressure that comes with having to deliver something, having to deliver an event. It was a period of not knowing if things would get done; or what the outcome would be, and it really taught me how to manage energies. It was great to have a successful event, Live and Direct. It became real, people came and it was like 'wow', people cared and that was amazing! The main thing for me was that I loved the process and the main takeaway was the people I was able to meet such as Vicki; (who I now work for); and my current flatmate.

**After:** After The Fi.ELD I spent a good part of two years just doing everything. If there was a job and I was recommended for it and I had the time, then I would just do it. I was very good at jumping into projects, not asking too many questions and getting the job done. Since meeting Vicki I now work for Uchenna as Assistant Producer!

## Why RISE?

I was asked to be a part of it and I said yes because a few years ago I was in a course listening to someone else speak and furiously writing stuff down. It was basically them telling their life story but that was still of value to me because I hadn't had those experiences. I needed to hear those stories so I could learn from them. It was scary to speak - I did ask myself "Should I be doing it?", imposter syndrome kicked in! But there's value there and I had been asked - it was great to be on a panel with people I admire.

## What next?

I really want to focus on what serves my purpose. This includes working with people I believe in and have met over the years like Vicki and Jeanfer Jean-Charles. I'll be working on my own things, in fact, I'm launching a new company RIPTIDE soon and I will keep honing my passion for elevating crump culture.

**"I needed to hear those stories so I could learn from them."**



## Matthew Harding

### Artistic Director

Matthew Harding is the Artistic Director for Urban Interface Dance UK and Wolfpack Collective UK. He brings a new composition to Hip Hop and contemporary dance both within the theatre, film and alternative spaces through performance and research.

### Where you can find him

[info@urbaninterfacedanceuk.com](mailto:info@urbaninterfacedanceuk.com)



[Click Here](#)

## The Fi.ELD: Before, During and After

**Before:** I was doing my MFA in Choreography at Trinity Laban. I was dancing, working and leading on projects - everything to do with dance basically. A couple of my friends were on The Fi.ELD 2 years prior to my cohort and they really recommended it but I wasn't too sure. I was running late with my application, it was very last minute but now of course, the rest is history! I'm far more comfortable with my applications now: do your best but don't be disheartened if you're not what they're looking for.

**During:** The main takeaway was the need to budget. That has stuck in my head - the number crunching. I learnt how to make the numbers add up and to pay yourself properly too. It was an amazing experience and I've gained friends and peers for life from The Fi.ELD.

**After:** Since The Fi.ELD I graduated from my MFA and I now teach at some universities and colleges throughout the UK. I set up a hip hop collective, Wolfpack, which is formed of 20 of us and we create professional pieces of work like Hip Hop theatre. My highlight has been seeing lots of different cultures of dance around the world and experiencing dance in so many different places.

### What next?

I am really interested in submitting a short film for the LA FILM awards. After being in a digital age for the last year the idea of submitting is something I'm interested in. Some friends have had success there as they have a specific dance category. So creating a short film/screendance and to keep creating work in a in a digital capacity is what I'll be doing next.

### Why RISE?

I was asked to be a part of it and said yes! It's always dope to see and be around a project with East London Dance and people from The Fi.ELD. I was a support facilitator for RISE which meant having my ears and eyes open and assisting. It's great seeing other people develop and grow and of course it was a chance for me to do the same.

### If I was a garden....

I'd be a botanical garden. Spiritually healthy and full of herbs.

**"I learnt how to make the numbers add up and to pay yourself properly too."**

**MH** MATTHEW HARDING  
CHOREOGRAPHER  
TEACHER  
DANCER

## The Fi.ELD: Before, During and After

**Before:** I was training in dance at Middlesex Uni. During my second year I had this random moment of thinking "I need to get experience!". After researching opportunities, I found The Fi.ELD and got sucked into the industry straight away!

**During:** I was part of the first ever Fi.ELD cohort in 2013. We all did different events, taking on practically every single role. My event was "Variations", a contemporary dance battle which was really the first of its time. We hired out Stratford Circus with lights and a DJ and had James Cousins as one of the judges. There were only two of us working on it so it was a lot of work but I'm so grateful even though it was difficult at the time. Things feel easy compared to that now. When you're uncomfortable, that's when you learn the most. We learnt how to negotiate fees, find a venue, and how to ask for help. I learnt that your connections are everything. The Fi.ELD really connected me to people that are really 'up there!'. It was my opening into the industry.

**After:** I've had a 'jack of all trades' career and have done a little bit of almost everything! I worked at Avant Garde Dance Company as a performer, at MOVE IT festival as a volunteer and creative project manager. One of my favorite projects was the Big Dance Bus Tour which turned up to a new place, rolled out a dance floor, and engaged the local community in dance. Other highlights include going on tour to places like Shanghai and South America. I had a small moment of working in the fitness industry and I now work a lot more in wellbeing and mental health in the arts. I want to support creatives to be resilient and own their power as a newbie in the industry. It's something I didn't have when I was younger and I think I would have been dancing longer if I'd had the right support.



**Chloe Jones**

Visual Artist

Chloe currently uses her creative expression to empower, document her story and highlight the highs and lows when facing depression, anxiety and body image issues. In the future, Chloe has a desire to combine her love of photography, dance and wellbeing to empower and support her fellow creatives.

**"When you're uncomfortable, that's when you learn the most"**

**Where you can find her**

[Click Here](#)



### If I was a garden....

I would be a very green, tranquil, calm and quiet garden. One where you can be with yourself and be in your own mind. I would have a transparent greenhouse-type glass feature that was completely soundproof with only the sound of little birds flying inside and a water feature running.

### What next?

I'm hoping to do an MA in Psychology to support my work in creative wellbeing and artist mental health. There's a real need for this at the moment as artists aren't supported enough. No one prepares you with resilience for rejections, people trying to take advantage of you, issues with payments etc. I want artists to be able to protect themselves. I've seen a lot of young women especially coming out of training already feeling broken, lost. I hope that my work can encourage dancers to enforce their boundaries, own their own voice and tap into their vulnerability, knowing that they don't always have to put on a brave face. I fully believe wellbeing should be a specific role in every dance company - I hope that's the future.

### Why RISE?

I've had a connection with ELD ever since The Fi.ELD and it's always brilliant to keep up the relationship. Gemma asked me to get involved as a support facilitator and I love facilitating and working with people so was very happy to get involved!

# Feeling Stuck?

Helpful ways to get unstuck and resources to help you continue your journey.

To go straight to a section click the page number

Page 22

Stay motivated

Page 23

Take your ideas further / Develop your mindset

Pages 24 - 25

Useful resources

Pages 26 - 27

Taking care of you

\*DISCLAIMER\* - This information is not crisis support or medical advice. Please contact your GP, 111 or one of the organisations listed in 'Taking care of you' for help.

# Stay Motivated

[Click Here](#)

[5 reasons people get stuck in life and how to break-through](#)  
[How to Get Unstuck in Life and Live a More Fulfilling Life](#)

## Click one of the titles below to watch a motivational video

Rupaul: Look At Me Now. Wigstock 1995

Overcoming Rejection, When People Hurt You & Life Isn't Fair

How to quickly get out of a rut

8 Ways To Enter The Present Moment

The Objective - "Not only the WHAT but the WHY."

## Click one of the links below to enjoy a Zen story



A story about [PERSPECTIVE](#) - Buddhist Story

[HE WANTED TO PLEASE EVERYONE](#) - a Buddhist tale for young and old

[HOW TO LET GO](#) - a Buddhist story

[EMPTY YOUR MIND](#) - a powerful zen story for your life

## Try something different

Click here to try out The Street Movement Project

Click here to try out Generate

## What else you can do

Set yourself weekly, monthly, yearly goals, ensure they're **SMART** and **HARD**:

**S**pecific  
**M**easurable  
**A**chievable/Actionable  
**R**ealistic/Relevant  
**T**ime-specific

**H**eartfelt  
**A**nimated  
**R**equired  
**D**ifficult

[Click here for more info on SMART and HARD goals](#)

## Each day ask yourself:

- 1) What am I going to do today and WHY?
- 2) What would the future me want me to do today?

[For further reading click here](#)

## Some motivational quotes keep you going

"We need to accept that we won't always make the right decisions, that we'll screw up royally sometimes - understanding that failure is not the opposite of success, it's part of success." - Arianna Huffington

"One day or day one. You decide." - Unknown

"Work like there is someone working twenty four hours a day to take it away from you." - Mark Cuban

"Everybody should do at least two things each day that he hates to do, just for practice." - William James

"Don't limit yourself. Many people limit themselves to what they think they can do. You can go as far as your mind lets you. What you believe, remember, you can achieve." - Mary Kay Ash

# Take your ideas further

## Ways to develop your practice

### I want to teach -

- Host a recurring 1 hour zoom class with friends and get them to send you feedback, then employ that feedback in future classes. Once you feel more comfortable open your classes up to the public

### I want to better my writing -

- Write morning papers/pages for at least 7 days
- Practice writing reviews for your friends' shows

### I want to choreograph -

- Watch your favourite artist's choreography and make a small phrase inspired by it

### I want to increase my music scope -

- Listen to at least one song you've never heard before each day. Challenge yourself; pick a random song from a different decade/genre/country

## Career planning

Create a business plan for yourself by answering the following questions:

- 1) What are my business objectives?
- 2) How much do I want to earn?
- 3) Where will my earnings be coming from?
- 4) Who are my customers?
- 5) How long is the timeline for this?

*It's helpful to write a new business plan for yourself each time you achieve your objectives*

## Funding



ARTS COUNCIL ENGLAND

THE WHITE PUBE  
Successful Funding  
Applications Library

ITC Rates of Pay

## Prompts

Family  
Shadows  
In a perfect world...

# Develop your mindset

## Practice makes progress

Instead of focusing on what you didn't achieve today, focus on what you did. Try starting a 'done diary'. Every time you do something write it down, log the time and how you feel. Include absolutely everything from brushing your teeth, to making a meal to sending off those all important emails. Reflect on your achievements at the end of your day, you may be surprised by how much you accomplish. Make sure you congratulate yourself. You deserve it.

## Affirmations

**I AM VISIONARY. I AM FEARLESS. I AM RESILIENT.  
I CAN CREATE ANYTHING I DREAM OF.  
ONE PERSON'S ACHIEVEMENTS WILL NEVER BE MY FAILURE**

**You can also create your own by using any or all of the following phrase starters:**

*I am...*

*I will...*

*You are...*

*Never underestimate the power of speaking to yourself in the third person.*

*\*Repeat your chosen affirmations daily to get the most benefit\**

# Useful Resources

## Click one of the links below for upskilling opportunities

10 superb [online resources](#) to help [upskill your creativity](#)

[Upskill for free](#) or almost free - online courses and resources

10 free training resources to help you [upskill from home](#) By Tom May

12 [free online courses](#) to help you upskill



## Click one of the below links for workshops and training

[MIND THE GAP](#), South East Dance  
Free-to-access online series of talks & workshops which helps the transition from higher education into the dance industry.

[HOME PRACTICE](#), StopGap Dance Company

[Stopgap Inclusive and Accessible](#)  
online delivery teacher training -



## Click one of the below listings for job opportunities

[ARTS JOBS](#): free mailing list with arts opportunities

[DANCING OPPORTUNITIES](#):  
auditions and jobs listings

[JUICE](#): The Place's resource for the dance industry including job listings

## Click one of the sites below for tips, research and guidance



- [The White Pube](#): The White Pube is the collaborative identity of Gabrielle de la Puente & Zarina Muhammad under which they write about art, video games & food.
- [The Uncultured](#): producer duo with resources such as ACE templates.
- [Freelance Task Force](#): group of 160 freelancers set up in response to Covid-19.
- [Culture Hive](#): free online resource hub for cultural professionals that brings the collective intelligence of the sector together in one place.
- [Under-Story](#): Understory is for anyone entering the field of dance. Series of honest chats for extraordinary times.
- [Dance Art Journal](#): an online dance writing collective which gives voice to artists working in the independent dance sector.
  - [People Dancing Artsmark](#) resources and ideas;
- [The Creative Mind](#): part of a series of sites by Douglas Eby - providing information and inspiration for exploring your creativity and personal development.
- [ScreenSkills](#): learn about entering, progressing in or transferring into the screen industries with these resources, from first-hand case studies and advice to educational information.
- [Arts Emergency](#): an award-winning mentoring charity and support network. We work long term with young people in London, Greater Manchester and Merseyside.
- [Creatives Industries federation](#): the membership body that represents, champions and supports the UK's creative industries.
  - [Dancers Career Development](#) supports dancers to successfully transition into alternative careers after retirement.
- [Producer Gathering](#): a space for the sharing of resources about producing in the arts sector.



## Click one of the awesome podcasts below to listen

[DANCE DIALOGUES PODCAST](#)

[TALKING MOVES PODCAST](#)

[DOWNTIME WITH LOU COPE PODCAST](#)

[PENNIES TO POUNDS](#)

[CREATIVE PEP TALK](#)

[WORD SPOKEN](#)

[WANNA BE](#)

[NEVER NOT CREATIVE](#)

[CREATIVITY MATTERS](#)

[THE ART JUICE PODCAST](#)

[THE CREATIVE PENN](#)

[THE CREATIVE INTROVERT](#)

[INSPIRATIONAL CREATIVES](#)

[UNLOCKING CREATIVITY](#)

[ACCIDENTAL CREATIVE](#)

## Click one of the arts accessibility organisations below to find out more



Unlimited

Diverse City

SLIDE (South London Inclusive Dance Experience)

Deaf Explorer

Disability Arts International

Graeae

Sightlines Audio Description

Creative Access

Inclusive Practice is Good Practice - Parable Dance



## Click one of the below links for screendance resources

Screendance work

Screendance Collective

Making Video Dance

The Centre for Screendance

The Oxford Handbook of Screendance Studies



## Click one of the links below to access copywriting resources

For further training or mentoring (paid)

For advice about writing your own web copy (free)

For ideas about bringing your online presentations to life (free)

Example performer website, with showreel and links to workshops, Maggie does a lot of work with young people, including presentation skills

Antoinette trains business leaders to improve their gravitas, and has written a brilliant new book for women entering leadership positions, called Power Up. She also runs regular Power Up workshops that attendees might find useful  
Here's a recent blog post that's relevant to Jackie's session

# Taking care of you

\*DISCLAIMER\* - This information is not crisis support or medical advice. Please contact your GP, 111 or one of the organisations listed in 'Taking care of you' for help.

## Self soothe

### Smell

- Try out some essential oils; we recommend ylang ylang or lavender.
- Burn some incense, light a candle or heat a wax melt.



### Touch

- Run a warm bath; fill it with milk and rosewater or a bath bomb.
- Give yourself (or someone in your household) a hug, feel a material you like e.g. fur, velvet, or even tinfoil - notice how it feels, its texture & temperature.



### Hearing

- Listen to your favourite playlist, check out our RISE 2021 playlist.
- Follow a guided meditation, listen to environmental sounds e.g. sounds of the amazon or the deep sea, give classical music a go.



### Taste

- Make a cup of tea and practice mindful breathing as you wait for the water to boil; we recommend green or ginger.
- Indulge in your favourite comfort food.



### Sight

- Watch your favourite film or tv show, preferably one that makes you laugh.
- Take a look at something that brings a smile to your face or brings on happy memories e.g. old photos, animal videos, the sky.



Click one of the following videos to practice mindfulness, meditation or self care:



[Morning Meditation](#)  
[Evening Meditation](#)

[Guided Meditation for Self-Compassion](#)  
[Headspace](#)

[15-Minute Meditation For Self Love](#)

[Mindful Posing with Key](#)

[3-minute Mindful Breathing Meditation \(Relieve Stress\)](#)

[Mindful Eating Challenge](#)

[Why Mindfulness Is a Superpower: An Animation](#)

[A Self-Care Action Plan](#)

[5 Actual, Real Ways to Practice Self Love](#)



Try out the following exercises which only require pen and paper:

- Daily gratitude practice  
Everyday write:  
3 things you're grateful for,  
2 things you did well  
1 thing you learned.
- Journaling
- Vision boarding
- Scrapbooking or collaging

## Some inspirational quotes to keep you going

"It's not the load that breaks you down, it's the way you carry it." - Lou Holtz

"You've gotta dance like there's nobody watching, love like you'll never be hurt, sing like there's nobody listening, and live like it's heaven on earth." - William W. Purkey

"Let go of who you think you're supposed to be; embrace who you are." - Brené Brown

"You are allowed to be both a masterpiece and a work in progress simultaneously." - Sophia Bush

"Do what you feel in your heart to be right - for you'll be criticized anyway." - Eleanor Roosevelt

## How do you feel?

It is important to first notice and acknowledge how you feel and also ask yourself why. Writing it out or talking to someone you trust can also be helpful. However you feel, know that you're completely valid in your feelings.

### **Sad:**

*Do something to lift your mood such as a workout to release endorphins, or learn a new routine - try something in an unfamiliar genre.*

### **Angry:**

*Leave the situation that you're in - whatever is making you angry. You could take a walk or try a relaxing visualisation or even drawing how you're feeling, never taking your pen off the page.*

### **Lonely:**

*Reach out to a friend/loved one for a phone call, or host a Netflix/Kast/Prime watch party. Participating in group activity will increase your feelings of belonging and help you feel less lonely.*

### **Happy:**

*Pay it Forward. Do something nice for someone/tell someone you're grateful for them and why.*

### **Doubtful:**

- 1) Ask yourself, "can I do this?"
- 2) Answer "yes" because you can do this
- 3) Write 5 reasons why you can do this to back up that you believe it
- 4) Write out how you're going to do this, what steps you'll take
- 5) Now do it!

*Refer to this list if/when self-doubt creeps up again.*

## Include some natural serotonin boosters in your daily meals:

- Oats
- Banana
- Dark chocolate
- Chili
- Green smoothies
- Water
- Green tea



## Make friends with your inner saboteur!

You know that voice that tells you, you can't do something, convinces you to procrastinate or says you're not good enough? That's your inner saboteur. We all have one.

So, how do we overcome it?

- 1) Name your inner saboteur
- 2) Create a counter voice, 'a protector' that tells you everything opposite to your saboteur - name them too
- 3) Whenever you hear your inner saboteur tell them to be quiet, that you're in the driver's seat, and they have no control over you, then call upon your protector to cheerlead you on!

*Remember to maintain this positive dialogue with yourself because you are capable and you've got this!*

## Click one of the below organisations to access mental health or other support



Applause For Thought



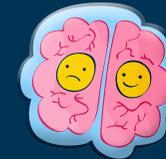
Calm

Love thy Mind



4youngminds

Bullying UK



Mindset



SAMARITANS

time to change

YOUNGMINDS



childline

NSPCC

kooth

FRONTLINE THERAPIST

64 Million artists!

abundantlyamber

rainbowsalt



# THE END

A huge THANK YOU from all of us at RISE! It wouldn't have been the same without you all.

We hope you learned something valuable and wish you luck in your career journeys.

You can keep in touch and share your thoughts with us on social media by using #RISECreativeCareers

Legacy document created by: Helen Hennessy  
Curated by: L U C I N E and Alison Thomas  
Commissioned by: East London Dance