



Kl.13.30 – 15.00

Masterclass:

TALENTNETTETS WEBINAR: STYRING versus FRIHED

Talentmiljøer

- frisættelse af det kunstneriske og
intellektuelle potentiale



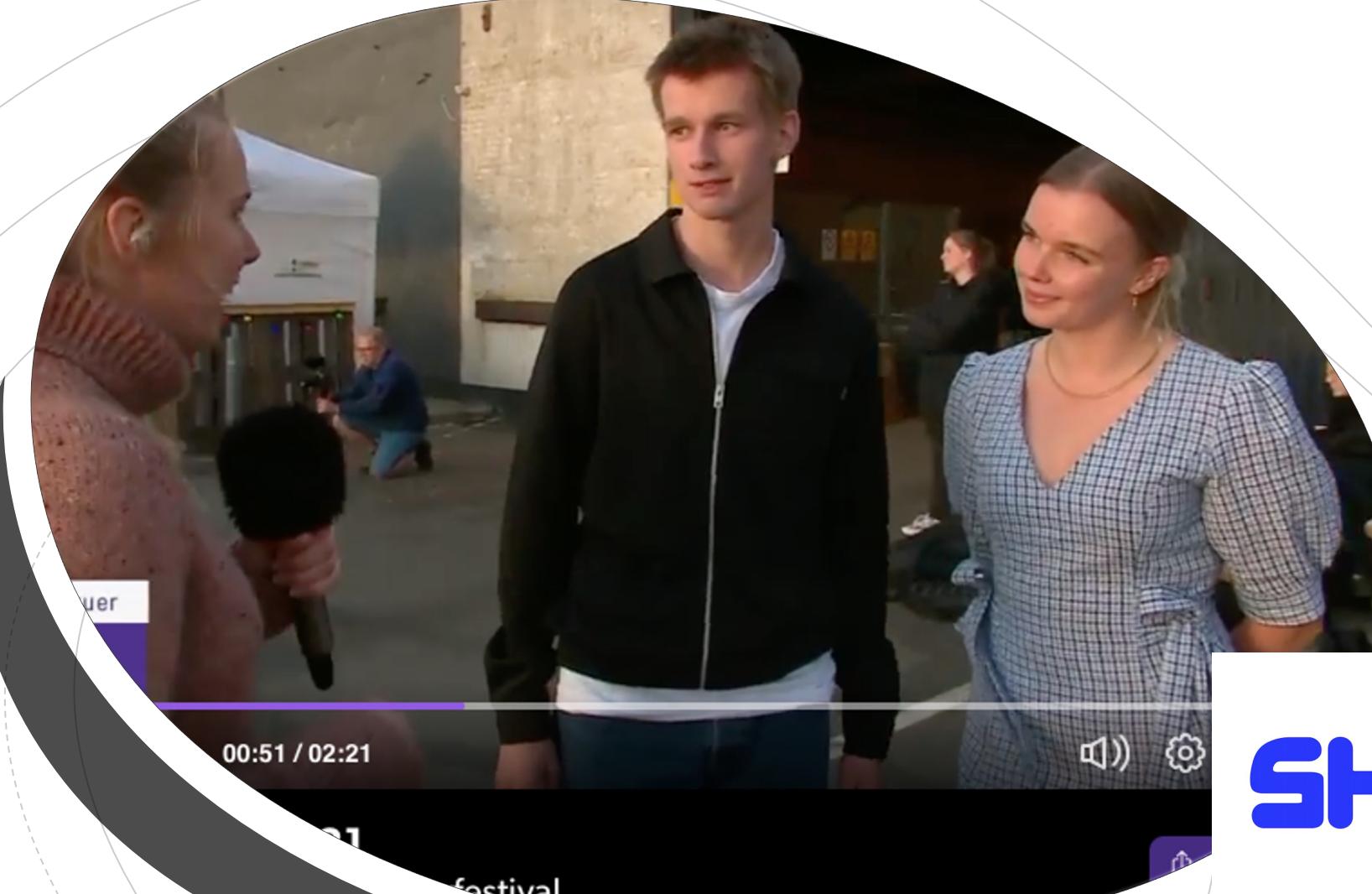
Hvem..

Jakob Nørlem - Forsker ved Institut for
kultur og læring

AAU - Praktiker i PROMENTUM

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Hvem skal
lære af
hvem?

SHOW UP

UNGEMILJØER OG FRIE RAMMER

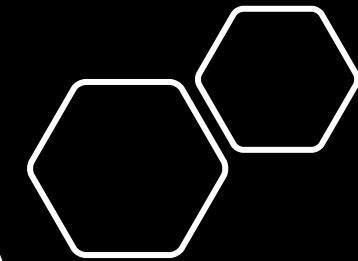


PROGRAM

- Velkommen
- Talentforskningen i dag
- Forskning i kunstmiljøer I
- Teoretisk kommentar. Det ukontrollerbare
- Forskning i kunstmiljøer II

- Spørgsmål

- Signe og Joshua





Talentforskningen idag

Den filosofiske bevægelse

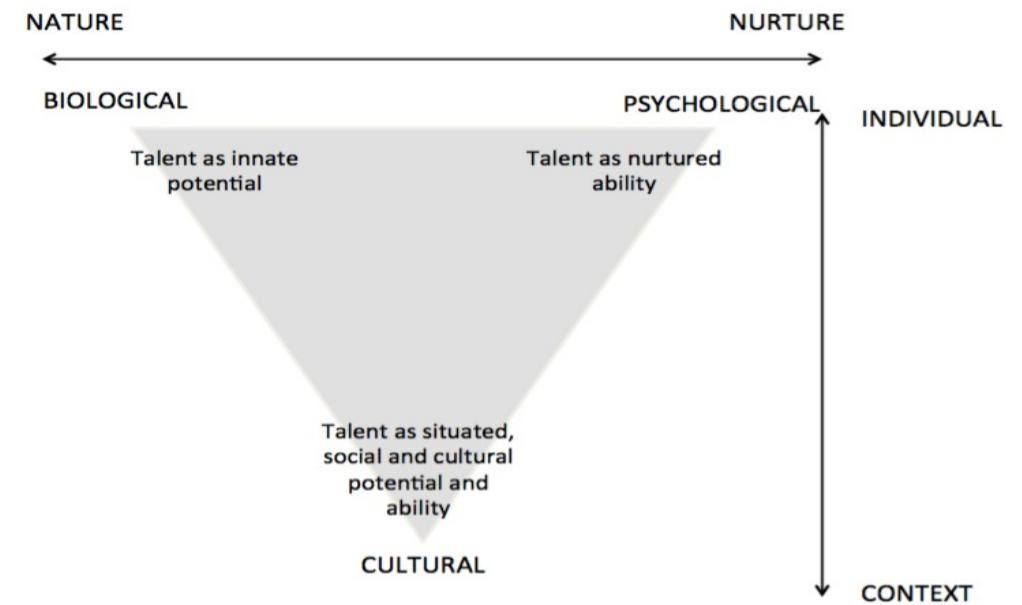
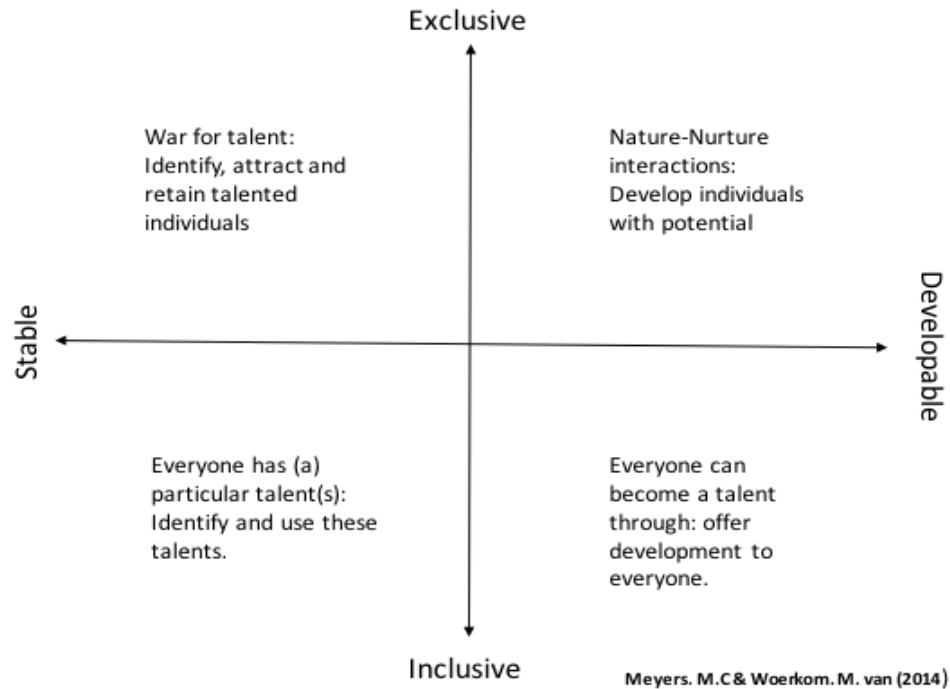
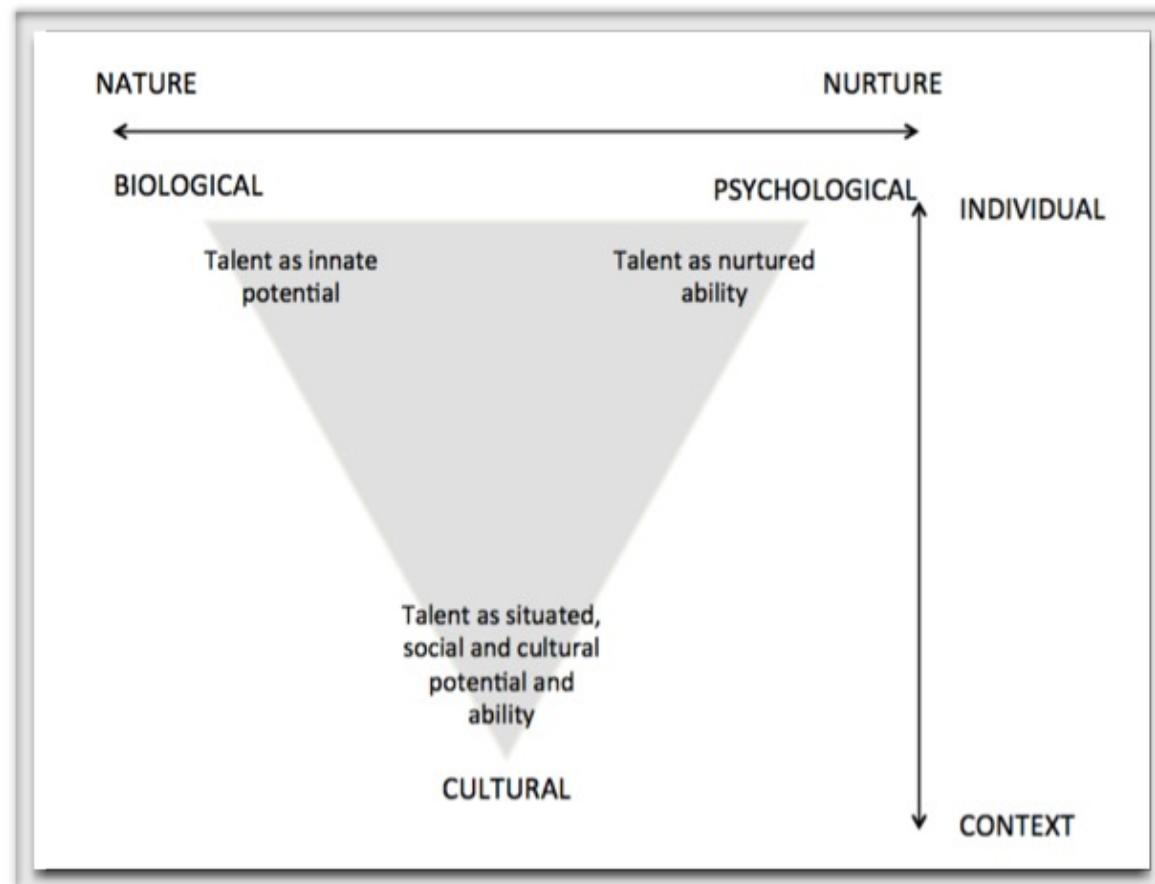


Figure 2: The field of tension of talent development in sport

De tre paradigmer

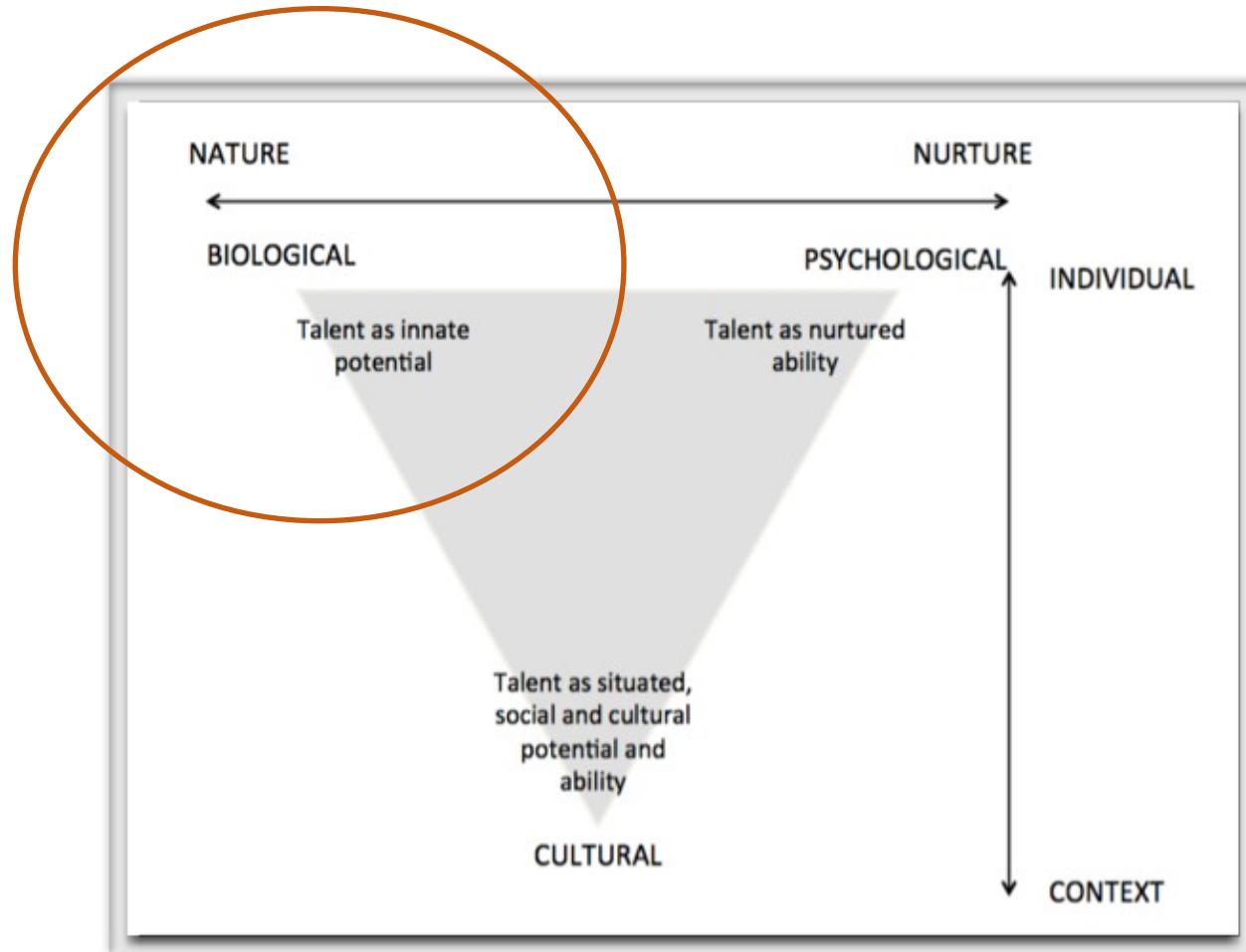
Talentmiljøer i praksis, rummer altid 3 forbundne dimensioner.

(Biologisk, Psykologisk og Kulturel) som i forskellige perioder har fået mere eller mindre forskningsmæssigt fokus.



Kristoffer Henriksen (2015) Developing a High-Performance Culture

Det biologiske paradigme (iboende)



Kristoffer Henriksen (2015) Developing a High-Performance Culture



Den almindelige vesterlandske eller traditionelle opfattelse går ud på at et hvert menneske har et "selv", og at det "selv" man har, som regel er det samme hele livet og skulle udgøre det inderste, mest personlige i mennesket.

(Bateson i ØL p.240)

"Selvet forestilles som noget "indvendigt", en indvendig uforanderlig kerne, ofte udelukkende forbundet med bevidstheden".

(Bateson i ØL p.241)



Selvets økonomi - MERCHANDISE



CHOOSE YOUR WEAPON

Remember that not all employee evaluation tests are suitable for hiring. (Myers-Briggs, we're talking to you.) Here are 10 extensively validated, highly respected tests that are.

COGNITIVE TESTS

- ① Watson-Glaser Critical Thinking Appraisal
- ② Wechsler Adult Intelligence Scale
- ③ Wonderlic Personnel Test

This test has legions of fans, including JCPenney, Coors, and government intelligence agencies. It measures problem-solving skills, creativity, and other factors with 40 relatively difficult questions. It should not be used for entry-level positions but is great for management and higher. For example, one question, see page \$6, \$10 to \$20 per test, prices for this and most assessments vary depending on the volume ordered at assessment.com or 800-211-8278.

PERSONALITY TESTS

- ④ NEO Personality Inventory-Revised
- ⑤ Hogan Personality Inventory
- ⑥ MMPI
- ⑦ Multidimensional Aptitude Battery-II
- ⑧ Wonderlic Personnel Test

A recent test, created in 1998, with 302 questions, applicants are given 100 minutes. It measures general mental ability, the ability to reason, plan, and solve problems. It's suited for technical and professional/managerial jobs. \$190 for a 25-test kit at assessmentsystems.com or 800-268-5288.

and the 120 million people who have taken the test include most NFL players—the league uses it to assess college recruits. However, this is best for entry- to midlevel jobs, as the questions are quite simple. \$40 at assessment.com or 800-211-8278.

clerical potential. The company can compare subjects' answers with those of people in model jobs in the U.S., from nurses to bond-disposal technicians to CEOs. \$26 to \$75, depending on the amount of detail in report. At hoganassessments.com or 800-758-0632.

⑨ Personality Research Form

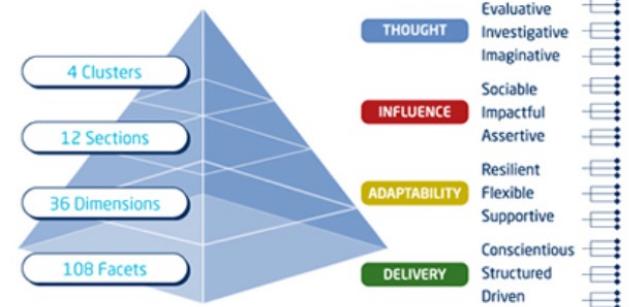
Created in 1967, this 352-item test is in its third edition. It measures 22 job-relevant personality traits and is appropriate for any level of employee. \$80 for a five-test kit at assessmentsystems.com or 800-268-1266.

⑩ Global Personality Inventory

The GPI, a 300-question test, is made especially for multinational firms or firms employing foreign workers. It's used to find senior vicepresidents, middle-level and senior-level managers, and executives. \$40 to \$60, depending on the client. Leaderless. \$8 to \$30 at assessmentsystems.com or 800-421-8869.

⑪ Hogan Personality Inventory

Robert Hogan's test, refining it for 20 years, is often used by Fortune 500 companies and large organizations. The test asks subjects to rate themselves on seven personality scales such as ambition and prudence, and six occupational scales such as service orientation and



THOUGHT	Evaluative Investigative Imaginative
INFLUENCE	Sociable Impactful Assertive
ADAPTABILITY	Resilient Flexible Supportive
DELIVERY	Conscientious Structured Driven

The Self-Science attempts to share its knowledge with the public, to influence policy issues, and to sell merchandise (such as psychological tests, books, educational programs)

K.Gergen

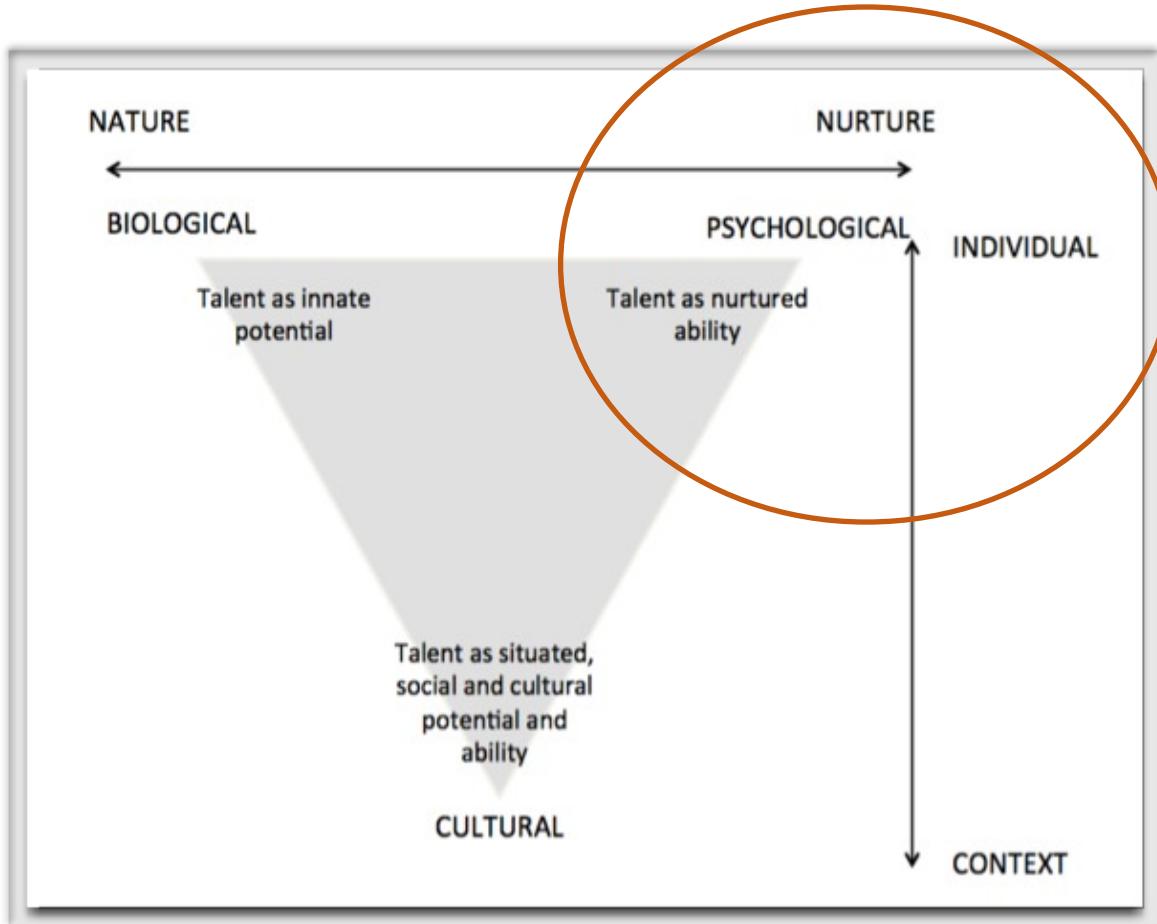
Selvets økonomi – MÆRKATERNE

**Diagnostic and Statistical Manual of
Mental Disorders, Fifth Edition (DSM-5)**



Dommeren

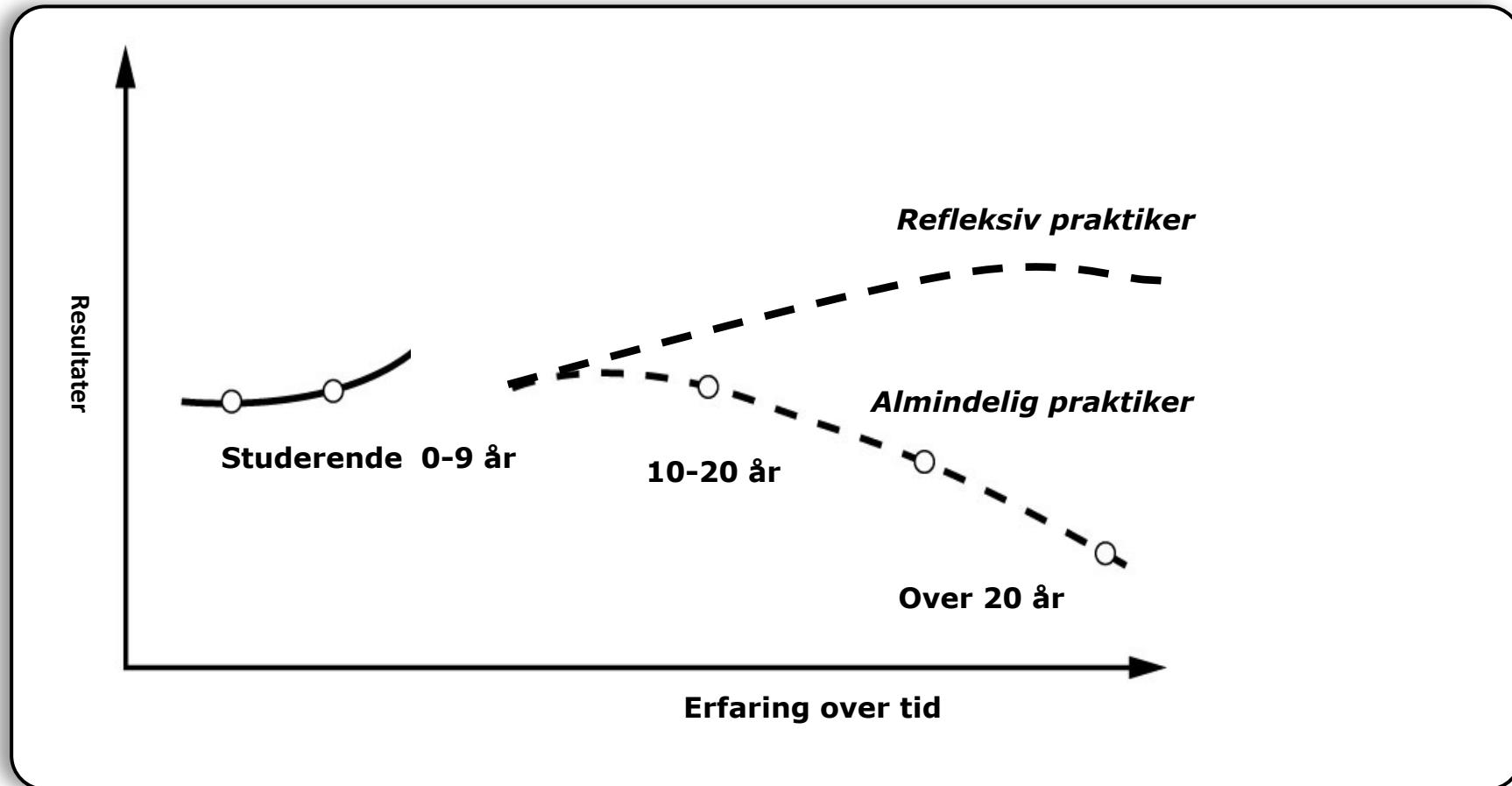
Det Psykologiske paradigme (lærende)



Kristoffer Henriksen (2015) Developing a High-Performance Culture



Det Psykologiske paradigm: Tre bærende læringsgreb



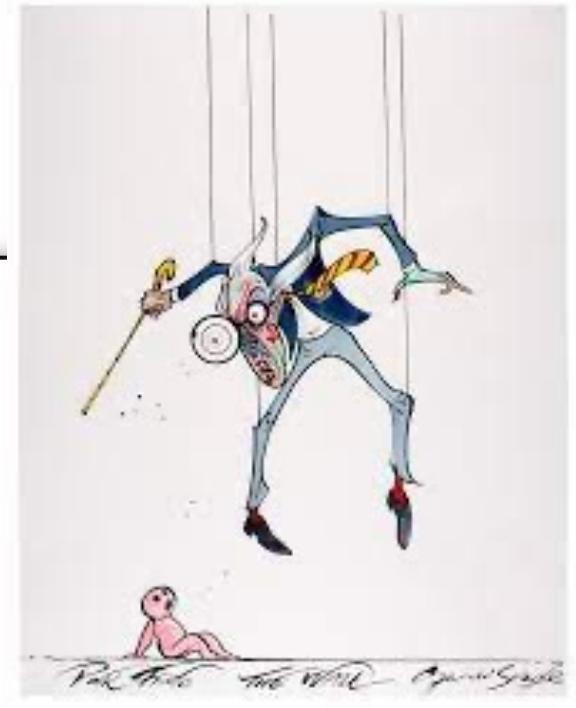
Reviews (Choudhry, Fletcher, & Soumerai, 2005; Ericsson, 2004;
Ericsson, Whyte, & Ward, 2007)

Deliberate practice, Dyb læring

"Individualized training activities especially designed by a coach or teacher to improve specific aspects of an individual's performance through repetition and successive refinement.

To receive maximal benefit from feedback, individuals have to monitor their training with full concentration, which is effortful and limits the duration of daily training".

(Ericson & Lehmann, 1996, pp. 278-279)

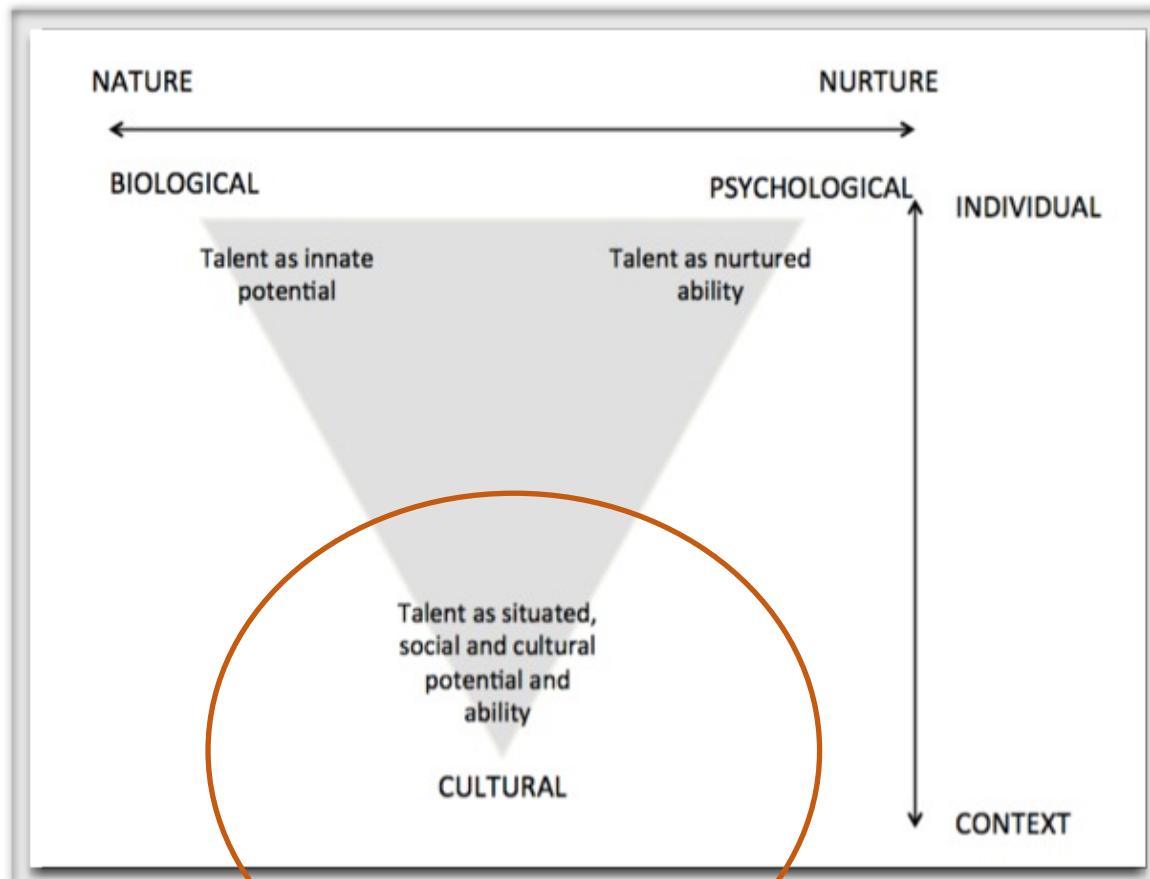


10.000
timer

“Talent is overrated”
Colvin 2008

~~10,000
Hour Rule~~

Det kulturelle paradigme (Holistisk/Økologisk)

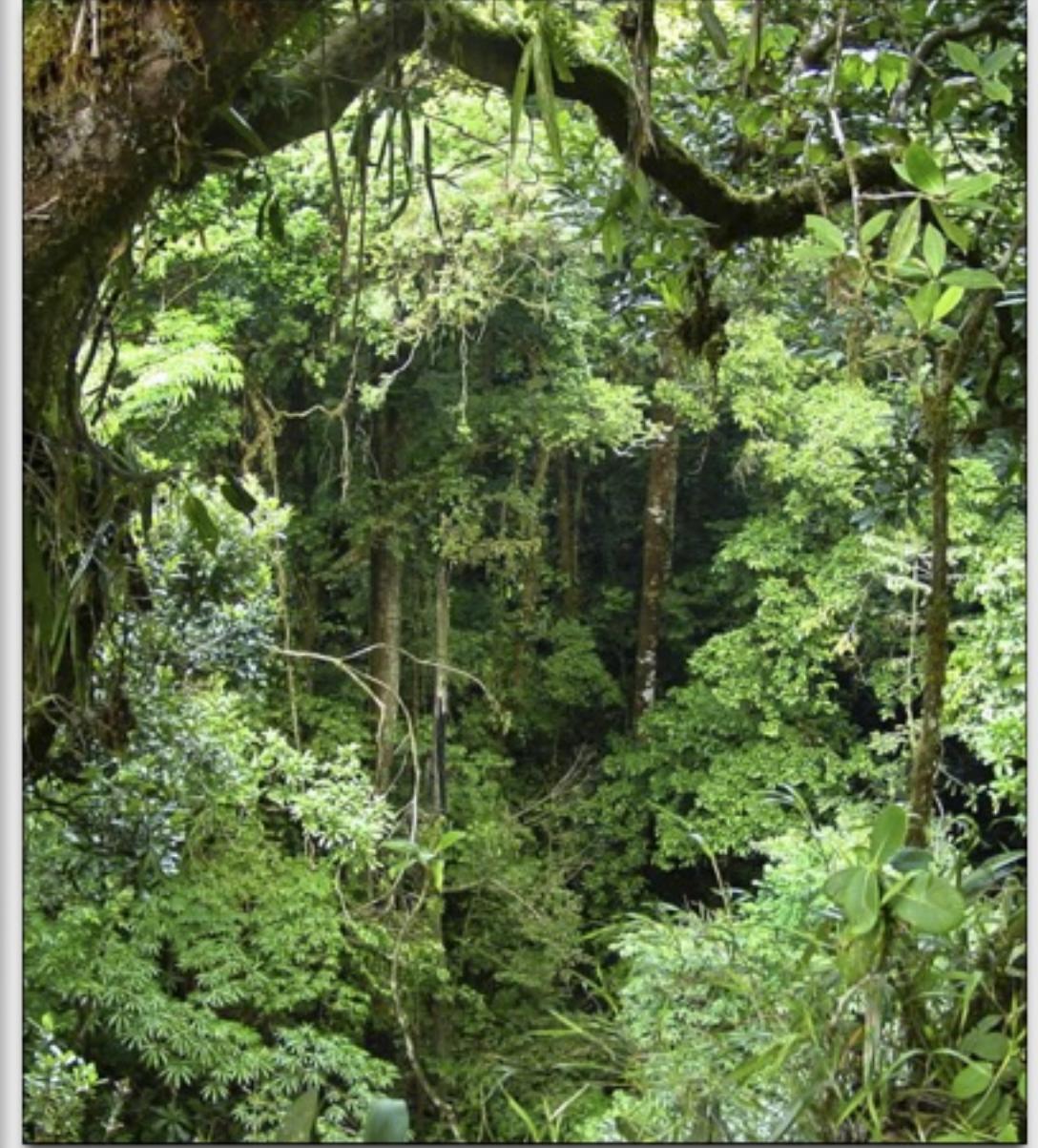


Kristoffer Henriksen (2015) *Developing a High-Performance Culture*

Holistisk/Økologisk

“The holistic ecological studies is characterized by a case study approach to the exploration of specific sporting talent development environments with a successful track record of producing elite level athletes from among their juniors”

(Henriksen, 2010; Henriksen et al., 2010b, 2011).



“In a personality psychological perspective constructionism problematizes assumptions about the stable and measurable in personality and emphasizes instead the personality as a relational size influenced by its surroundings as well as becoming/emerging in and as a part of the surroundings.”

(Henriksen, 2010; Henriksen et al., 2010b, 2011).

Miljø (hverdag)

Producerer:

Relationer

Læring

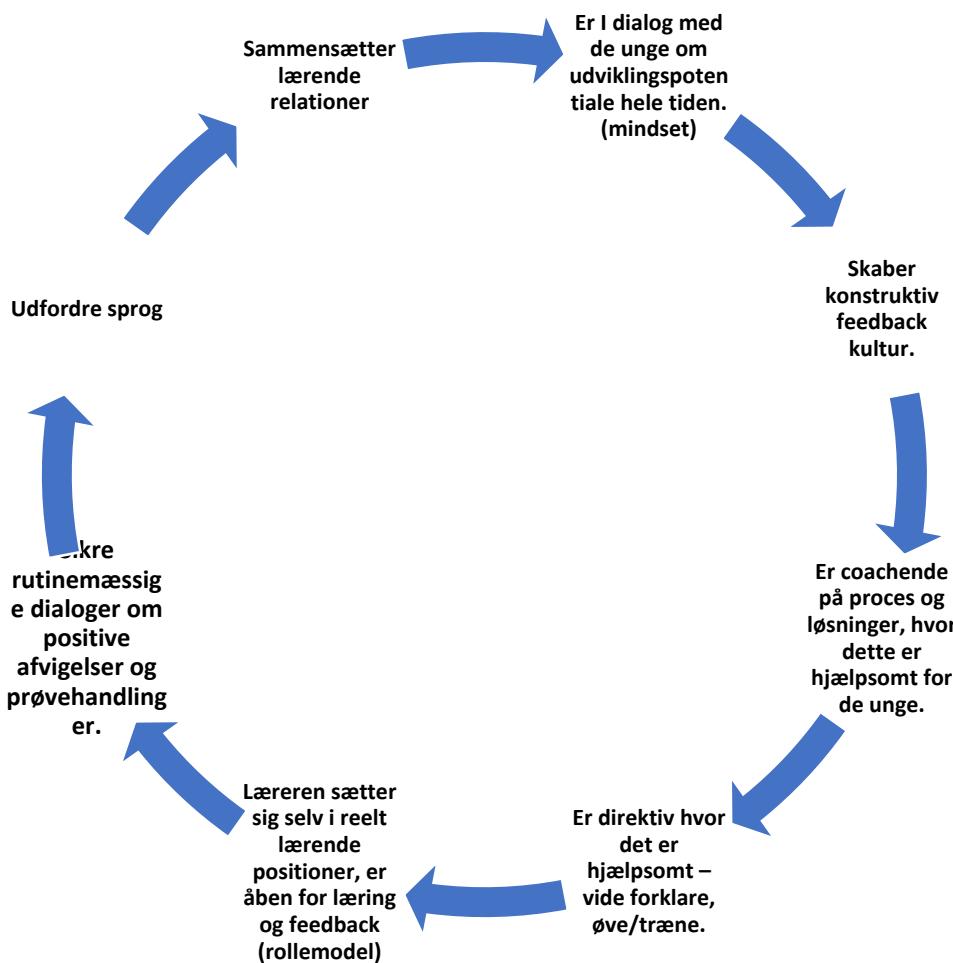
Identiteter

Redskaber

Ny kunst

De unges egen vej!

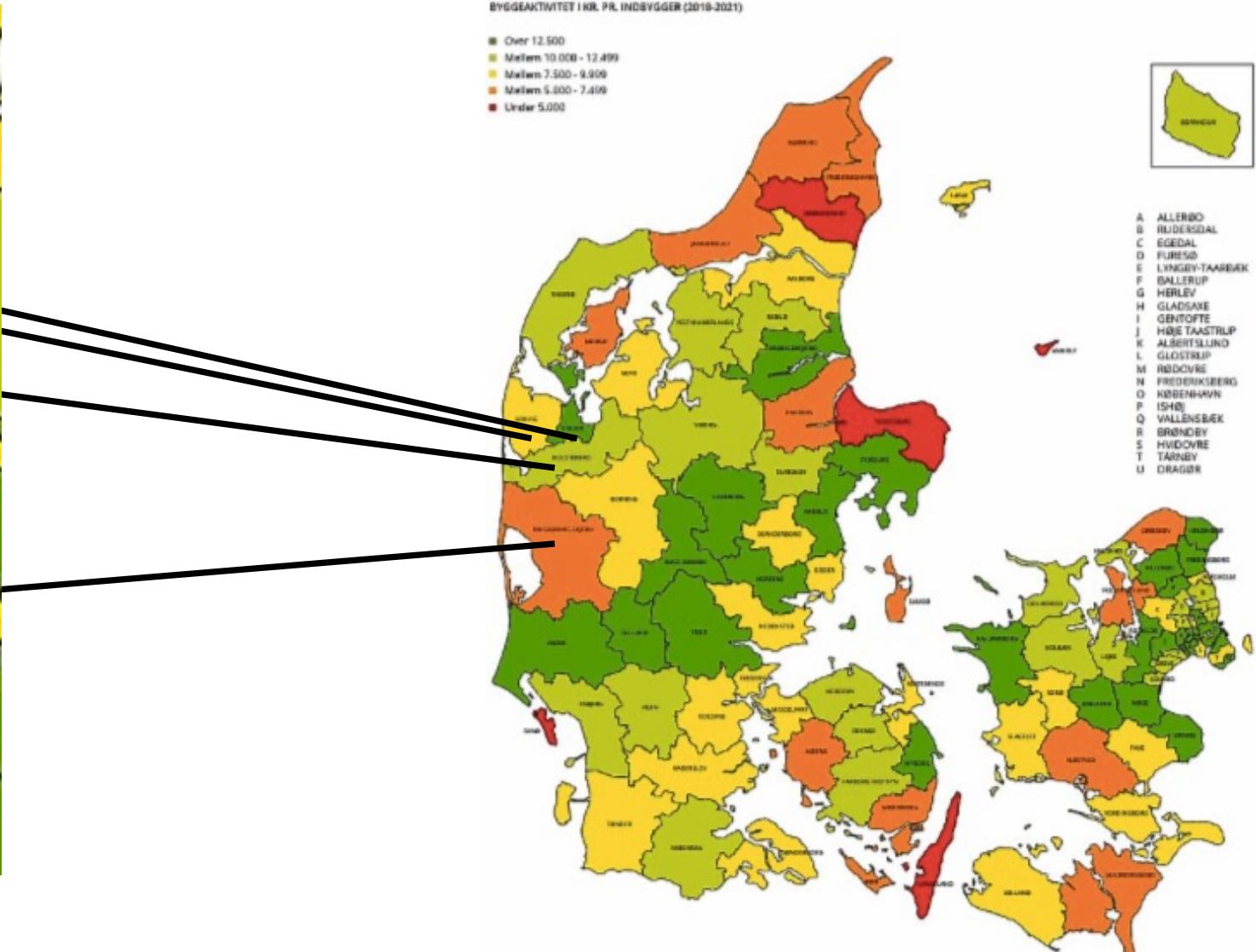
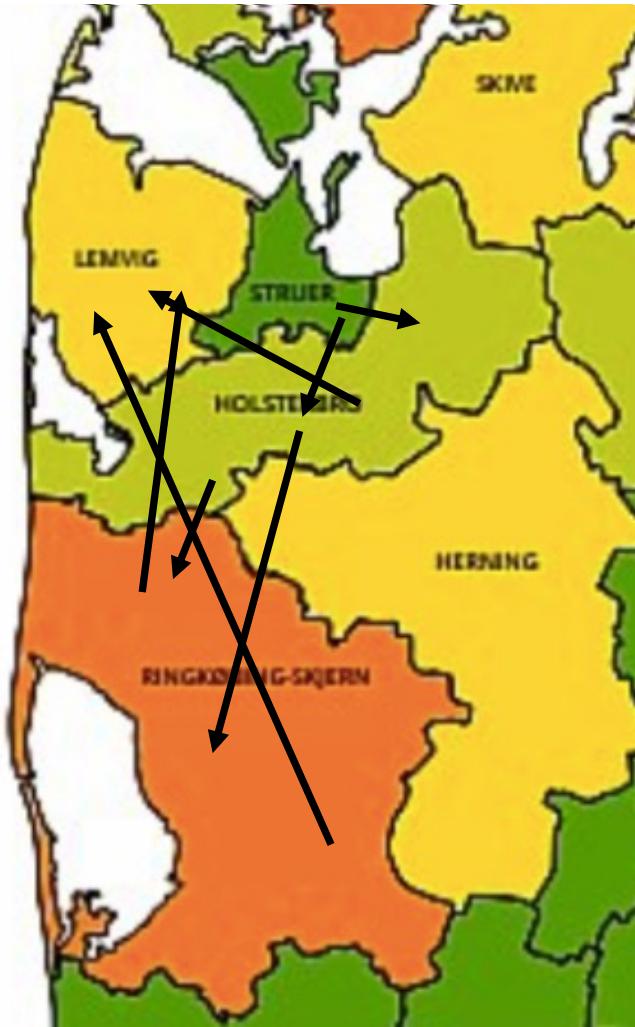
Hvordan: eksempler ift. talentmiljøer



Nuværende forskning

- Talent vest 1.

Forskningsdel 2.

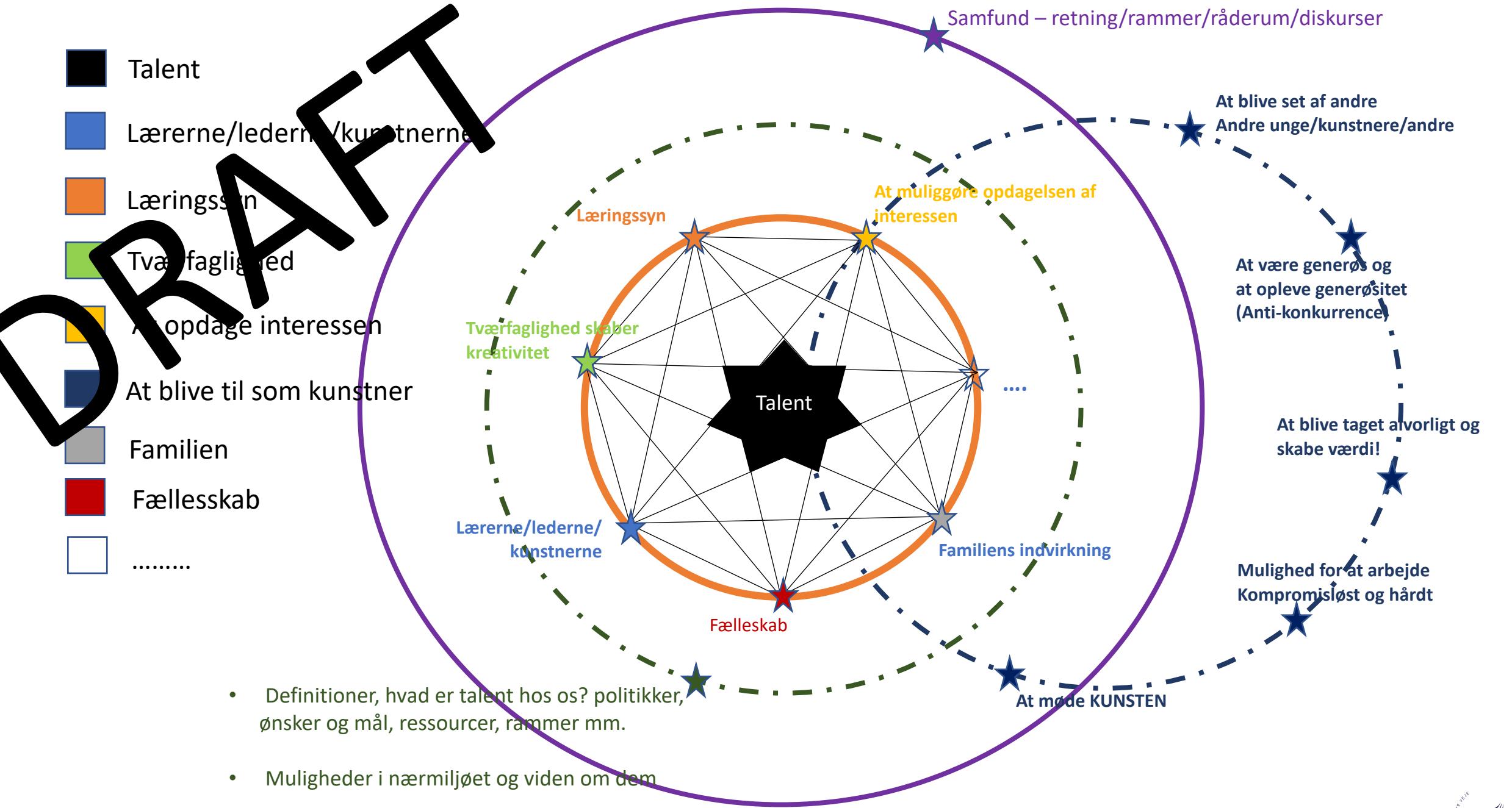


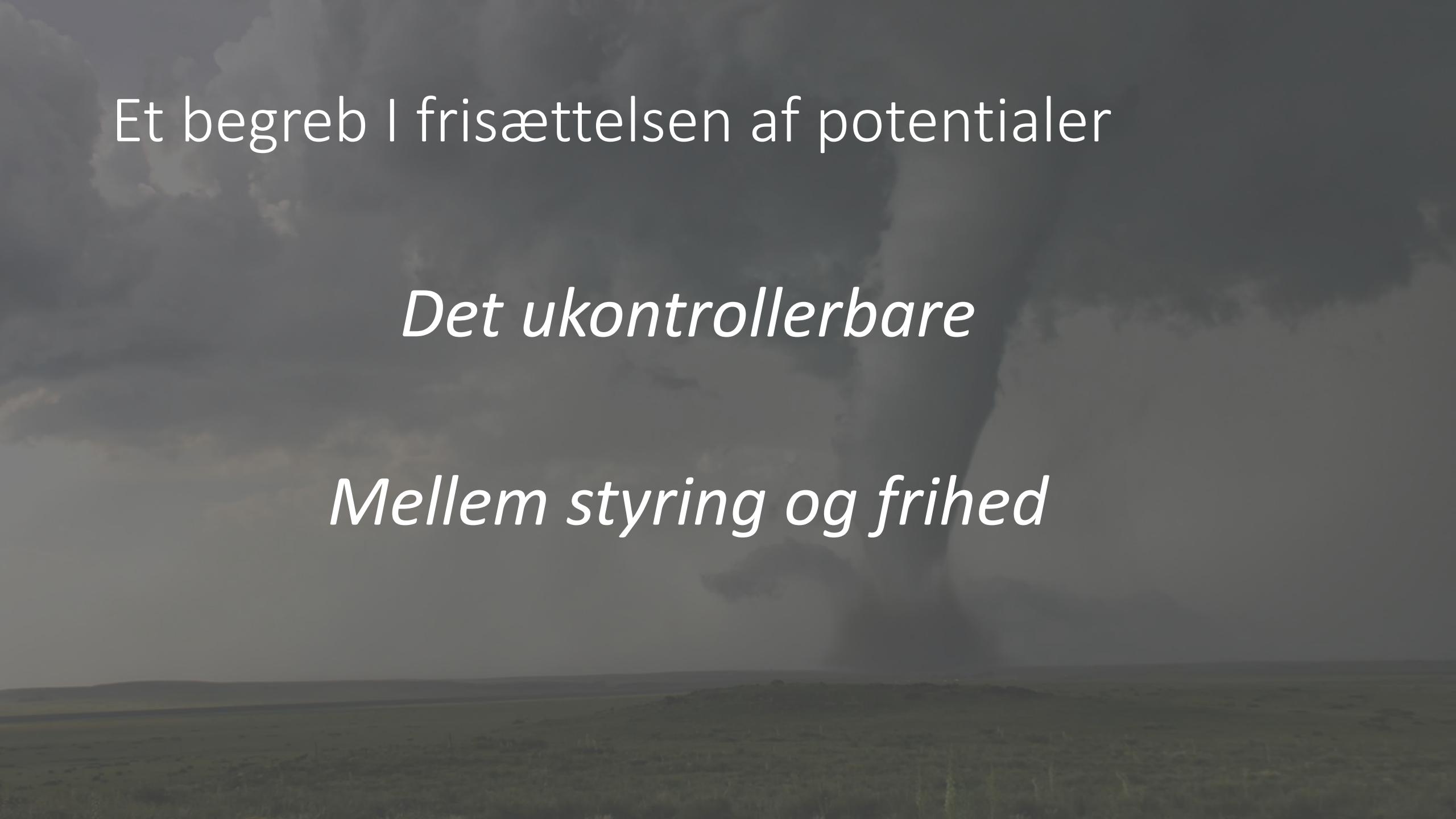
Emergent Properties

“Novel properties arise when a higher level of complexity is reached by putting together components of lower level complexity. The properties are novel in the sense that they are not present in the parts: they emerge from the specific relationships and interactions among the parts in the organized ensemble.”

(Nørlem & Stegeager 2021)





The background of the slide is a photograph of a landscape under a dramatic sky. The upper half of the image is filled with heavy, dark grey clouds, suggesting an approaching storm or a turbulent atmosphere. Below the clouds, a bright, hazy light filters through, creating a sense of mystery and depth. The horizon line is visible in the distance, where the dark sky meets a field of tall, green grass. The overall mood is somber and contemplative, reflecting the theme of the text.

Et begreb i frisættelsen af potentialer

Det ukontrollerbare

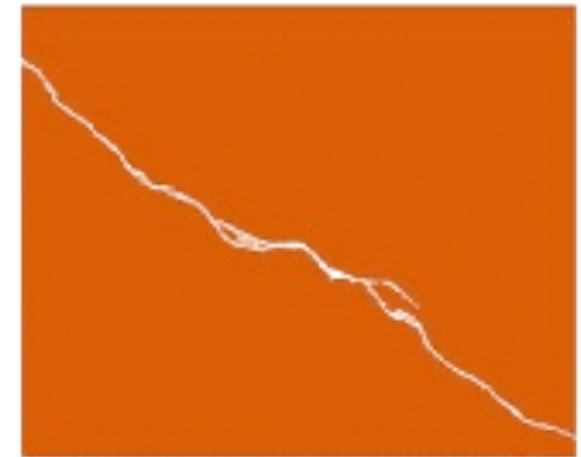
Mellem styring og frihed

Teoretisk kommentar. Det ukontrollerbare

Hartmut Rosa (født [15. august 1965](#) i [Lörrach](#)) er en [tysk sociolog](#) og [politolog](#), som ud fra en kritisk teoretisk tilgang arbejder med acceleration og fremmedgørelse i højhastighedssamfundet. Han er tilknyttet [Friedrich Schiller Universitet](#) i [Jena](#).

Hans værk *Resonans* er oversat til dansk^[1]. Heri viser han, at resonans er modsvaret til den stigende fremmedgørelse. Den resonans kan mennesket blandt andet finde ved at engagere sig i andre.

Hartmut Rosa



Det ukontrollerbare

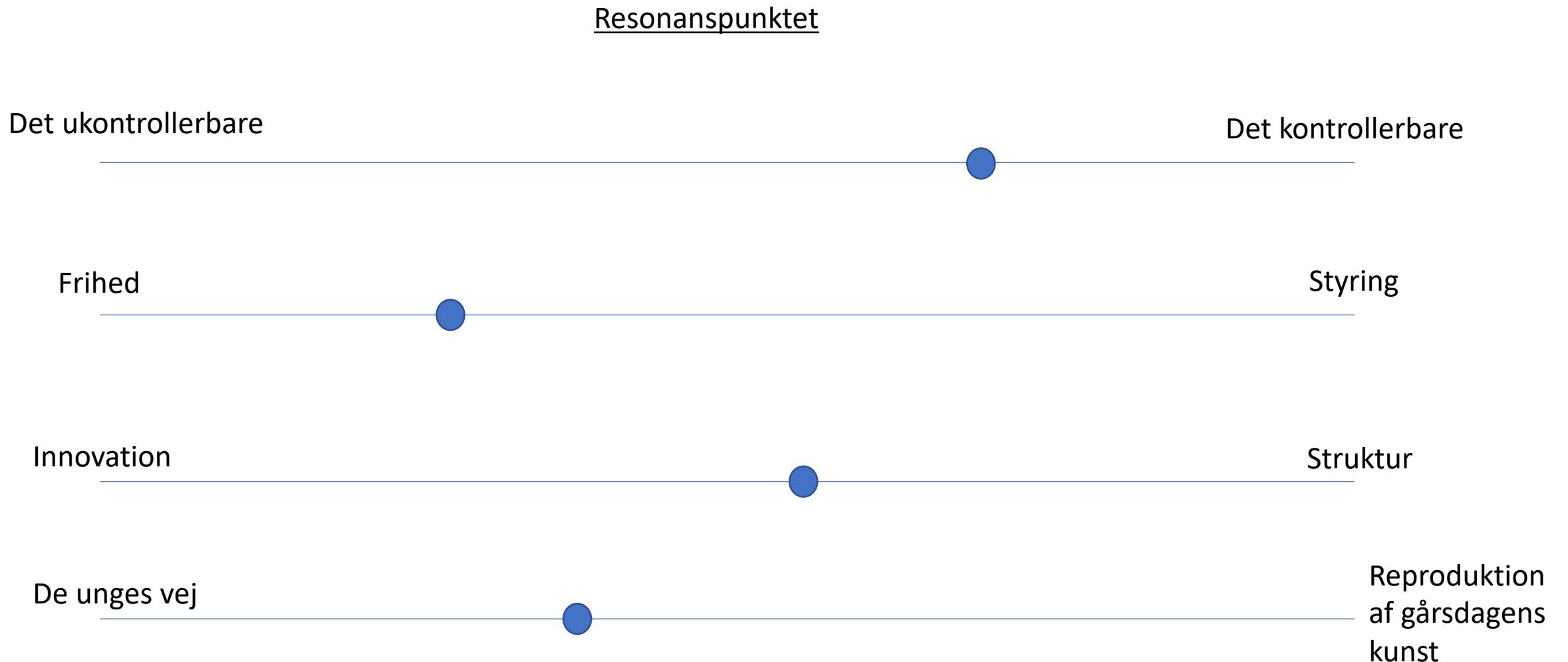
Eduardo Gómez

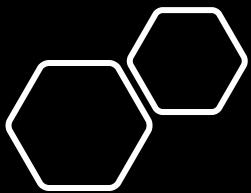
Teoretisk kommentar. Det ukontrollerbare

“Forestillingen og ønsket om og begæret efter at kunne kontrollere verden er den kulturelle motivation i alle de livsformer, vi kalder moderne. Men liv, berøring og virkelig erfaring opstår i mødet med det, der ikke kan kontrolleres. En verden, der er fuldstændigt kendt, planlagt og styret, ville være en død verden. Det er ikke en metafysisk indsigt, men en hverdagserfaring: Livet fuldbyrdes i en vekselvirkning mellem det, der er kontrollerbart, og det, der er ukontrollerbart for os, men som alligevel ”angår os”; det sker ved grænsen mellem disse to positioner.”

Rosa 2020

Teoretisk kommentar. Det ukontrollerbare





Teoretisk kommentar. Det ukontrollerbare

- Hvorfor er dette paradoks vigtigt at være bevidst om i arbejdet med kunst talentmiljøer?
- Hvor styrende og frisættende er I, på jeres "skole".
- Hvordan vil I tage dette paradoks med videre i jeres dialoger?
- Hvilke positioner tages ofte i jeres miljø?



?



Et godt råd..





TAK

