

ACHIEVE THE EXTRAORDINARY

IBA® Health & well-being pilot programme



ROYAL
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BACKGROUND



I'm Zac Peachey, a second year student at the Royal Birmingham Conservatoire. I am currently studying a BMus(Hons) in musical performance.

Throughout my 12 years of playing the flute I have taken part in numerous performances and recitals. I am a keen orchestral player and soloist and get to engage in a wide range of performing activities in and out of the conservatoire.

As well as supporting our musical education the conservatoire takes deep interest in the wellbeing of students. Anything from physical health to mental health, support is always available to keep us healthy, well and performing at our best.

The IBA® pilot program has been for me, the highlight of this years health and well-being program.



ACHIEVING THE EXTRAORDINARY

If you visit the Royal Birmingham Conservatoire's website the first thing you will be greeted with is our motto.

ACHIEVE THE EXTRAORDINARY

What does this mean? To me this simple phrase neatly encapsulates why I am a musician. Of course, achieving the extraordinary in music or any other field, for that matter, will mean different things to different people. Some musicians would compare this to playing a debut recital at Carnegie Hall, or an appointment as principal chair in an orchestra. However, it may mean something completely different to you.

For me it is a constant state of mind. An internal magnetism between myself and music. Each day pulling me deeper into the joyous world of performing, inspiring me to refine and expand my skillset as a musician. Music is deeply personal to us all; it transcends the barrier of language and commonly unites all 7.8 billion human beings on this planet. A shared way to communicate our deepest emotions with one another. Being able to inspire, communicate, and emotionally move anybody, anywhere, through the medium of music is a profound and humbling privilege and to me is what it means to **Achieve the extraordinary**.

The IBA® framework examines our fundamental emotional and behavioural needs. The pilot program brings into focus our various motivations for the things we do. Understanding our own individual 'why' is paramount to understanding 'how' to then achieve our goals.

IBA® AS A MUSICIAN - IN PRACTICE

As musicians much of our time is spent practicing independently away from other musicians and any form of input. It is therefore up-to us to analyse, critique and teach ourselves during this time. Contrary to the understanding of most, one-to-one instrumental teachers don't actually teach us to play our instruments. In actual fact they are there too help solve individual technical problems and impart on us the skills, methods and pedagogical tools needed to learn and teach ourselves independently. To teach yourself you first of all need to understand yourself. The self-understanding that comes from the IBA® framework is incredibly valuable in practice sessions as a musician and can bring with it a whole new perspective on the best ways to work for you. Understanding and applying your HICO domains to your practice can allow those with high I domain to recognise the need to slow down and remain patient; those with high C to remember to step back occasionally and look at the bigger picture and not to get too bogged down in the minute detail.

IBA® AS A MUSICIAN - IN PERFORMANCE

A challenge of being a musician is dealing with pressure in the moment of performance. After weeks, and not uncommonly months or over a year preparing a piece of repertoire the moment of performance to the audience can catch us off guard and leave us feeling a range of different emotions. Some musicians freeze and can't move forward, others panic and lose their steady tempo and begin rushing. These are the obvious reactions in performance however, there are many more subtle yet highly distracting feelings that can veer a performance off-course. A sense of detachment from the music, instrument or audience can come over some performers. Overwhelming emotion both positive and negative can drown out the one thing that the performer is trying to focus on. Under stress we slip into our Adapted selves, learning to recognise this switch from Natural self to Adaptive self is key to understanding the ways in which we are likely to react in performance. The IBA® framework identifies our instinctive behaviours allowing us to prepare for our reaction and not be caught off guard, jeopardising our performance.

IBA® AS A MUSICIAN - WORKING COLLABORATIVELY

Working collaboratively is unavoidable as a musician. We rely greatly on team work and having a supportive and nurturing group of friends, colleagues, and tutors to keep us going. Working with others is not always as seamless as we would hope, disagreement, opinion, musical taste, and hierarchy are just a few social spanners that can disrupt the flow when working as a team. With the self-understanding that comes from engaging with the IBA® framework also comes understanding of those around you. Being able to recognise and identify HICO domains and WORLDS scores of those you interact with better equips you for dealing with disagreement and avoid personal and professional conflict.



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SHINE A LIGHT ON YOUR NATURAL SELF

Use your behaviours and emotions report to start understanding who you really are

The Behaviours & Emotions report generated by the questionnaire provides a foundation for your journey of self-understanding.

After reading the report you will recognise many of the details of your emotional and behavioural needs. It is however, likely that there will be a few points throughout the report that you are unfamiliar with. These unfamiliar truths about your emotional and behavioural needs, once analysed and discussed, can offer great insight into your true self. Once you understand the report in its entirety you can begin to link together life events with your behavioural and emotional needs.

Comparison of the Natural self and Adapted self HICO graphs will allow you to distinguish between your needs in your natural environment and your needs under pressure. Understanding and immersing yourself in the needs of your natural self will strengthen your self-understanding which will allow you to consciously switch between your Natural and Adapted self when it is advantageous to do so.



ACCEPT AND UNDERSTAND YOURSELF

Discover how IBA® reveals our unique personalities and is a key to success in life, both professionally and personally.

Throughout life there are many times where we may feel out of place, like we do not belong and are perhaps abnormal. With 7.8 billion people on the planet and no two individuals identical, it is statistically certain that we will encounter others who share different values, beliefs and have fundamentally different emotional and behavioural needs to us.

The IBA® report illustrates why we behave in the way that we do. It affirms that we aren't abnormal; we are individual and unique. Once you understand and accept your own behavioural and emotional differences you can begin to see where you fit in the world and at the same time have greater understanding of how, and most importantly, why other people have different priorities within their emotional and behavioural needs. Understanding why others are different makes working as a team more fluid.



TAKE CONTROL OF YOUR FUTURE

Take your knowledge of the IBA® framework and apply it in your every day musical life on your journey to mastery of your instrument and mind.

The knowledge and self-understanding gained from the IBA® framework will serve participants for life and is applicable to both professional and personal life. Regular reflection on the IBA® framework becomes more instinctive the more familiar you are with it. Within a short time it is possible to deduce how those we interact with fit into the framework and navigate professional and personal situations more effectively with a securer understanding of yours and theirs emotional and behavioural needs.

Know your emotional and behavioural strengths and limitations. With the self-understanding provided by the framework hold back on overplaying strengths and dare to push your limitations. Combining all the elements of the IBA® framework will ensure you live life more seamlessly.

*Do not change who you naturally are
ADAPT your behaviour to the needs of the situation and make CHANGE
around you*

— Professor Adam Crizzle, Birmingham City University