

### **Keywords for internal work:**

#### **Non-Hierarchy - Take initiative - Ownership - Flexibility**

We want to create a group dynamic where common initiative is carrying our work forward. We want a non-hierarchy environment, where all members take responsibility for their ownership in the group. We value all our members equally and trust everyone to meet each other with support and flexibility.

#### **Safe space - Trust - Support**

We want to build a safe space based on trust where we can let all our sides be seen. We support each other by making space and encouraging each other.

#### **Non-Result-Thinking**

We wish to step away from the result-based way of working and focus on encouraging creativity and presence instead. We believe that the result created from joy and well-being is the one to aim for.

#### **Openness - Non-judgmental**

We want all opinions, personalities and emotions to be welcome in our group. We want a non-judgmental environment where we meet ourselves and others with an open mind. By being a diverse group we can learn from each other and grow both as persons and as artists.

#### **Being present – Listening**

We practice sensitivity for each other and strive to be present as a group by focusing on contact, listening and creating in the moment.

#### **Joy**

We want Damkapellet to be a place where you can show your emotions freely and our goal is to have a joyful, fulfilling and inspiring journey.