

30 Years 6,000 Auditions: What I've Learned

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INTRO: "When you look in the mirror each morning, what do you see? We are such a blend of multiple and diverse talents, traits, and attributes. All of us have abilities, strengths, weaknesses, and inadequacies." (Gerald Causse)

As DIRECTORS, we must look into each singer and find a way to discern talent, measure skills, weigh attributes, and intuit potential. As with most of music education, **IT'S TRICKY**.

FOCUSING QUESTIONS

1. What do I **VALUE** in a choral singer?
 - Voice: tone, intonation, color, height or loft, resonance
 - Skills: breath connection, resonance, relaxation, tonal memory, rhythm reading, pitch reading, blend (pitch acuity, vowel quality, balance)
 - Attributes: responsive, aware, committed, healthy, responsible, team player, focused, confident, cooperative, flexible, willing to risk
2. How can I **MEASURE** or find evidence of the above values?
 - Simple enough to move quickly through the audition
 - Simple enough to calculate easily (or have a computer calculate)
3. What **CRITERIA** do I choose?
 - Complex enough to provide all the data you need
 - Complex enough to be as fair as possible in a process that can be both subjective and objective
4. How much **WEIGHT** do I give to each criteria?
 - Give the most weight to what matters most to you
 - Give the least weight to what matters least to you

EXAMINE SAMPLE AUDITION FORMS

1. Westminster Chorale
2. Viva Voce! Women's Choir
3. BYU Choirs (Women's Chorus, Men's Chorus, Concert Choir)

REMEMBER

There's no growth in your comfort zone. There's no comfort in your growth zone. Good judgment comes from experience. Experience comes from bad judgment.