



CHEF

A mission-driven leader who sets the vision, skillfully mixes ingredients, uses various tools, and builds a team of specialists to bring it to life, providing direction and critique to ensure success.



COWBOY

A quiet caretaker who makes sure that everyone is safe, well supplied, and moving in the right direction.



TED TALKER

A passionate *communicator* who imparts knowledge, sparks new ideas, and uses images and stories to engage a crowd.



COACH

A team leader who conveys strategy, pushes everyone to their full potential, and leads "Monday morning" reflection.



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THERAPIST

A one-on-one reflection guide who asks thoughtful questions, helps uncover connections, and celebrates breakthroughs.



SPY

A silent, hands-off observer who watches and listens (often without being noticed), then devises experiences and encounters that appear natural and organic.



GUIDE

A “just-in-time” advisor who asks questions to help someone interpret and appreciate what’s in front of them, answers questions when they arise, and shares insights about backstory, context, and meaning.



ARCHITECT

A designer who intentionally organizes space, resources, materials, and experiences, considering the needs of all users, and iterates their work based on feedback.



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WHAT ARE LEADER HATS?

The Leader Hat cards are a playful way to think about how your leadership approach can impact others. The Leader Hat cards represent different perspectives that you can adopt when approaching various aspects of your work. We all wear different hats. Which hat do you wear best? Which hat would you like to try on?



APPLICATIONS

Leader Hats cards can be used as a powerful tool for leaders and teams in areas such as:

Communication
Team-building
Peer-development and training
Action research
Appreciative inquiry
Group and individual reflection.



SAMPLE WAYS TO PLAY

In a group or by yourself:

- Choose the hat that you wear the most in your work. Why does it fit you so well? Choose another hat that you don't often wear. How might you try it on?
- Identify cards that you think your colleagues demonstrate in their leadership style. Share with them why you think they wear it well!
- Pick a random card and challenge yourself to think of a way to apply that leadership style in your practice.
- What other "hats" do you or your colleagues wear that are not represented in the deck? Use the blank cards to create new hats that represent other approaches you take in your approach to leadership.



