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.
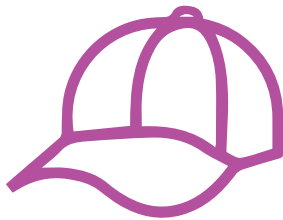
COWBOY

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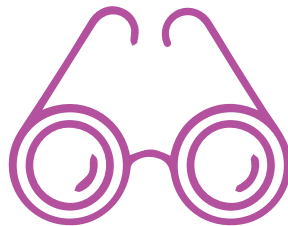
TED TALKER

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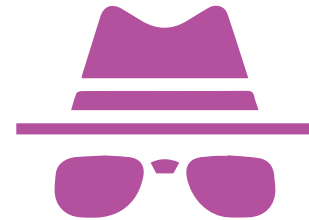
COACH

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

THERAPIST

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

SPY

A 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 insight about backstory and meaning.

What are the mentor hats?

They are a playful way to think about how your teaching or mentoring style can impact learning. We all wear different hats.

Which do you wear the best? Which would you like to try on?

Ways to Play

- Choose the hat that you wear the most when teaching. 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 mentoring. 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 mentoring style in your practice.

- Use the blank cards to create new hats.

- Or, use the blank prompt cards and adapt the rules of common card games! See examples of how to do that at convergencedesignlab.org/mentor-hats.

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