



*Re-invent yourself in Germany:
the Chief Mother Officer*

Hacks & Tricks to juggle among different hats

Tools & Resources

The 'Hat Grid'

Goal: Helps you identify your hats (aka, roles) and ease the transition between the swapping of hats.

1. Think of the different roles and responsibilities you have in your life and write them down (e.g.: Spouse, sister or brother, mother or father, friend, professional, sports, leisure). These are the different hats you wear.
2. Draw a grid with the exact number of squares corresponding to the number of hats you have identified. Right in the middle it is YOU, you represented by your own individual hat (= high self in the book).
3. Next to each hat, write 1 word that describes the main attribute/strength of that hat + 1 word that describes what is more difficult/ challenging to you about this hat.
4. Looking at the words you just described, is there perhaps a hat that you are having more challenges with? Pick that one hat to work on. Visualize this hat in detail. How does it look like (its shape, color, texture)? How does it feel? What emotions and perceptions are attached to this hat? How is this hat serving your needs?
5. Looking at all the other hats and their attributes/ strengths, ask yourself: What can I do to use these same strengths to this hat? (One you chose in step 4).
6. Write down 1-3 immediate actions you can put into place right away to help make this hat better fit to your needs.

The '3-Question Rule'

Goal: 3 simple questions to help you identify which hat you are wearing and how does it fit according to your priorities.

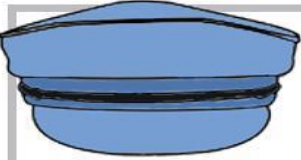
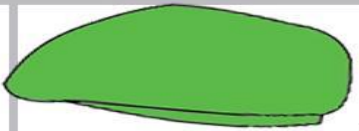
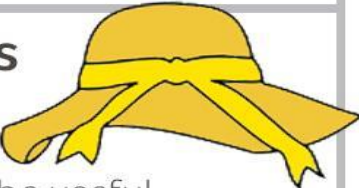
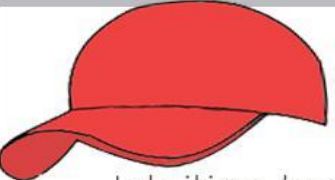
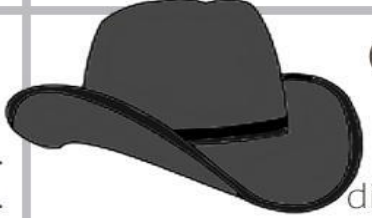
- 1. Which hat am I wearing right now?** This allows you to consciously identify which hat are you wearing at a particular moment
- 2. Does this hat fit to my needs and to the occasion?** Here you are acknowledging that this hat is the appropriate one for this particular moment
- 3. Is there any hat I should be wearing right now instead?** This gives you the chance to review your priorities which also helps you to choose deliberately.

Whether you decide to wear one hat at a time or multiple hats at once, according to your preferences and hat agility, make sure you have your priorities straight and choose deliberately.

6 Thinking Hats - Edward de Bono

Goal: to analyze a situation from 6 different perspectives in order to get a clearer picture of the challenge and find creative solutions

1. Choose the issue or challenge you would like to explore.
2. Put on the hats 1 by 1 and think from that perspective.
Write down all the answers related to all specific hats.
3. Choose the solution that you think works best for the situation.

 Process Planning for action. What type of thinking is needed? Thinking about thinking.	 Creativity Ideas, possibilities, pie-in-the-sky alternatives. Imagining all kinds of solutions.
Facts What do we know? What do I need to find out? Objective information and data.	 Benefits Positive points. Why an idea may be useful. Logical reasons are provided.
 Feelings Current feelings. Intuition, hunches, gut instinct. No reasoning needed.	 Cautions Weaknesses, risks, difficulties, dangers. Logical reasons are provided.

ORSC™ Roles levels

Roles and their different levels are another way of looking at 'hats' and functions you perform within a larger system (such as a family, a team) and in your overall relationships to others.

- 1. Outer roles** External, face-value functions or relations - e.g. HR manager; daughter; national of XYZ.
- 2. Inner roles** Internal, emotion-driven roles - e.g. the caretaker; the confronter; the peacemaker; the child.
→ Note that relationships *can have both outer and inner roles aspects. For example, we are all the "child" of our parents (outer role), while in some situations we can behave like / feel we only have the power of, a "child" (inner role).*
- 1. Triggered selves** Roles which are triggered by certain situations and seem to take over your reaction to that particular event or person. Those are usually rooted in past experience and can come across for example as experiencing feelings of being inadequate, feeling not loved, needing to be defensive, needing to prove your worth, etc.
- 2. Ghost roles** Voices from past experience, cultural / societal expectations, and so on, which are not immediately visible but still shape the situation as a 'ghost' participant. E.g. your inner critic voice might appear based on language used towards you in the past by a parent, a teacher, etc.

ORSC™ framework. If you're interested in deeper work and exploring various roles incl Triggered selves, please contact: info@desislavastaykova.com

We are grateful to have you here today.

Your feedback is highly welcome.

Feel free to contact us at the following emails:

gabi@nicolae.info (Gabi)

diana_toscano@outlook.com (Diana)

info@desislavastaykova.com (Desi)

info@redkoicoaching.com (Qiao)

