

# My 90-Day Hidden Hat Lab

You don't need to fix all eight hats at once. Over the next 90 days, choose **one**.

| Hat         | What It's About                             | Core Skills & Competencies   |
|-------------|---|--|
| Mirror      | How you see yourself when the title changes | EQ: emotional regulation, confidence, executive presence at the identity level                       |
| Fire Chief  | When everything feels urgent                | Time management/prioritization, decision making under pressure, boundary-setting around availability |
| Coach       | From fixer to multiplier                    | Delegation & ownership, coaching and developing others, deep listening & feedback                    |
| Therapist   | Caring vs. carrying                         | Empathy & active listening, handling emotions & conflict, relational boundaries (support vs. rescue) |
| Translator  | Making strategy make sense locally          | Strategic communication, change management & sense-making, 'what/why/now' framing                    |
| Shield      | Protecting your team from noise             | Stakeholder management, filtering/prioritizing demands, political savvy without gossip               |
| Servant     | Service with boundaries                     | Values-based decisions, sustainable workload design, saying 'no' / protecting capacity               |
| Cheerleader | Sustaining belief and energy                | Recognition & appreciation, culture/morale building, personal resilience and energy management       |

## 1. Pick Your Focus Hat

Looking back over the chapters and The Hat Map, ask yourself:

- Which hat feels **heaviest** right now?
- Which hat, if it shifted even a little, would most help me as a leader of many?

Circle one: Mirror | Fire Chief | Coach | Therapist | Translator | Shield | Servant | Cheerleader

## 2. Name Your Lie → Truth

Write the **one lie** from that hat's "Shot of Truth Serum" that feels uncomfortably true for you:

*Lie I've been believing:*

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Now write its matching **truth**:

*Truth I'm choosing to practice:*

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### 3. Design One Tiny Weekly Practice

What is one **small, repeatable action** you'll take each week to wear this hat differently?

Examples:

- Mirror: 2-minute end-of-day "leader of many" mirror check
- Fire Chief: one protected 60-minute block each day
- Coach: ask "What do you recommend?" before giving your answer
- Translator: answer the 3 questions after any big announcement
- Shield: clarify one piece of "noise" *before* sharing it
- Servant: say a values-aligned 'no' once a week
- Cheerleader: schedule one genuine acknowledgment each day

*My tiny weekly practice/new habit:*

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### 4. Choose Your Support Person

*"When people commit to a goal with another person, they are 65% more likely to achieve it." ~ Gallup*

Who will gently hold you accountable?

- Name: \_\_\_\_\_
- How we'll check in: (text, quick call, coffee) \_\_\_\_\_
- How often (weekly, bi-weekly): \_\_\_\_\_

### 5. Set Your 90-Day Check-In

*"Growth doesn't just depend on the environment. It's also influenced by who we are connected to." ~ Katie Murphy*

Date 90 days from now: \_\_\_\_\_

On that date, ask:

- How am I wearing this hat differently?
- What's changed for me? For my team? For the business?
- Which hat do I want to focus on next?

### 6. Reward Yourself

When you practice a new behavior that doesn't come naturally, celebrate it. A small, intentional reward signals to your brain that this new way of leading is valuable and worth repeating.

My Reward:

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