

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