Collaboration …**Introducing DeBono 6 hats Mediators for use by the teacher.**

Ed DeBono method of creating a dialogue. The technique is used to support creating dialogue in a difficult question that would stir conflicts in people.

Edward de Bono
- International authority on creative thinking
- Background in medicine and psychology
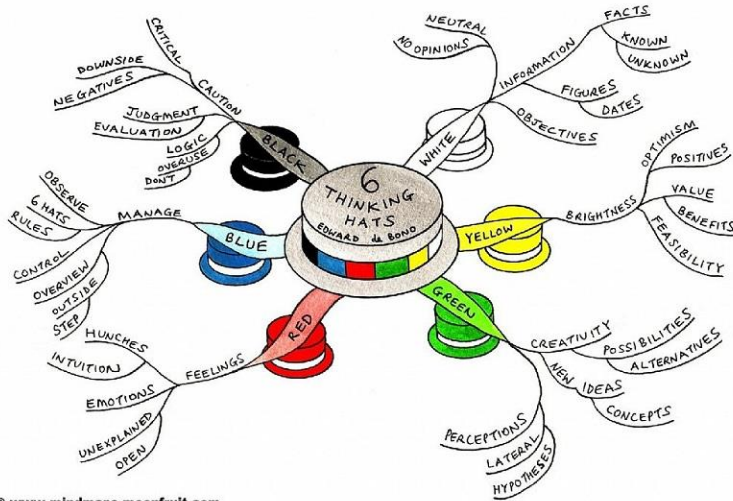- Inventor of "Lateral Thinking"

In Vygotsky's work, a mediator is something that stands as an intermediary between an environmental stimulus and an individual reposed to that stimulus. The teacher certainly can encourage these types of thinking. The concept of the 6 hats can be a resource for the teacher. .. In order to make creative thinking part of ordinary thinking, There are six metaphorical hats. The thinker can put one on or take one off to indicate the type of thinking that is being used. This putting on and taking off is essential. The hats must never be used to categorize individuals, even though their behavior may seem to invite this.

- There are six different <u>imaginary</u> hats that you can put on or take off.

- Think of the "hats" as thinking icons.

- Each hat is a different color and represents a different type or mode of thinking.

- We all wear the same hat (do the same type of thinking) at the same time.

- **When we change hats - we change our thinking.**

To keep the focus on the students and to help introduce the concept, an alternative 6-brushes were created that can sit on the table and be used as a reminder to follow the concept when dialoguing.	

White hat thinking identifies the facts, figures and information.	
Yellow hat thinking focuses on the positive aspects – the advantages, benefits and savings.	
Blue hat thinking focuses on reflection, metacognition (thinking about the thinking that is required), and the need to understand the big picture.	
Black hat thinking examines the problems and issues of caution.	
Green hat thinking requires creativeness, imagination and lateral thinking. It focuses on exploration, proposals and suggestions.	
Red hat thinking looks at a topic from the point of view of emotions and feelings, hunches and intuitions.	

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White Hat: This covers facts, figures, information, asking questions, and defining information needs and gaps. "I think we need some white hat thinking at this point..." means "Let's drop the arguments and proposals and look at the data base."

Red Hat: This covers intuition, feelings and emotions. The red hat allows the thinker to put forward an intuition without any need to justify it. "Putting on my red hat, I think this is a terrible proposal." Usually feelings and intuition can only be introduced into a discussion if they are supported by logic. Usually the feeling is genuine but the logic is spurious. The red hat gives full permission to a thinker to put forward his or her feelings on the subject at that moment.

Black Hat: This is the hat of judgment and caution. It is a most valuable hat and the one we need to use most of the time. The black hat is used to point out why a suggestion does not fit the facts, the available experience, the system in use, or the policy that is being followed. The black hat must always be logical.

Yellow Hat: This hat finds reasons why something will work and why it will offer benefits. It can be used in looking forward to the results of some proposed action. It can also be used to find something of value in what has already happened.

Green Hat: This is the hat of creativity, alternatives, proposals, what is interesting, provocations, and changes.

Blue Hat: This is the overview or process control hat. It looks not at the subject itself but at the thinking about the subject. "Putting on my blue hat, I feel we should do some more green hat thinking at this point." In technical terms, the blue hat is concerned with meta-cognition. An individual can ask another individual to put on or take off a particular color of hat. For example, if someone is being very negative about an idea, the other person might say: "That is great black hat thinking, now let's try some yellow hat thinking." In this way a switch is made immediately and without offense.

White Hat	Data, Facts, Information known or needed.
	1. Neutral, objective information
	2. Facts & figures

	3. Questions: what do we know, 4. what don't we know, what do we need to know 5. Excludes opinions, judgments 6. Removes feelings & impressions
Red Hat	Feelings. Emotions and Intuition. 1. Emotions & feelings 2. Intuitions, impressions 3. Doesn't have to be logical or consistent 4. No justifications, reasons or basis 5. All decisions are emotional in the end
Yellow Hat	Values and Benefits- Why something may work. (Advantages) 1. Positive & speculative 2. Positive thinking, optimism, opportunity 3. Benefits 4. Best-case scenarios 5. Exploration
Black Hat	Difficulties, potential problems- why something may not work. (Disadvantages) 1. Cautious and careful 2. Logical negative – why it won't work 3. Critical judgment, pessimistic view 4. Separates logical negative from emotional 5. Focus on errors, evidence, conclusions 6. Logical & truthful, but not necessarily fair
Green Hat	Creativity- possibilities, alternatives, solutions, new ideas. 1. New ideas, concepts, perceptions 2. Deliberate creation of new ideas 3. Alternatives and more alternatives 4. New approaches to problems 5. Creative & lateral thinking
Blue Hat	Manages the thinking process, focus, next steps, action plans. • Control of thinking & the process • Begin & end session with blue hat • Facilitator, session leader's role: – open, sequence, close – Focus: what should we be thinking – about – Asking the right questions – Defining & clarifying the problem – Setting the thinking tasks

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Benefits of Six Thinking Hats
1. Provides a common language
2. Diversity of thought
3. Use more of our brains
4. Removal of ego (reduce confrontation)
5. Focus (one thing at a time)
6. Save time
7. Create, evaluate & implement action plans

Hats sequence in meetings
1. Facilitator (Blue Hat) Open Clarifying the problem
2. Present the facts of the case (White Hat).
3. Generate ideas, how the case could be handled (Green Hat).
4. Evaluate the merits of the ideas, List benefits (Yellow Hat).
5. List drawbacks (Black Hat).
6. Get everybody's gut feeling about the alternatives (Red Hat).
7. Summarize (Blue Hat).

References:
- Anne Egros- International Business Coach-Zest and Zen
- Six Thinking Hats by Edward de Bono
- The Innovator's Solution: Creating and Sustaining Successful Growth by Clayton M. Christensen and Michael E. Raynor

Team Activity … example dialogue
Will the charter school movement help public education?
Develop a position paper with the following categories:
- What we know, What don't we know and what do we need.
- How should they be connected to the public school system for learning?
- What are the benefits and cautions
- What our emotions tell us
- What possibilities could come of it

Participant's Role
- Follow the lead of the facilitator
- Stick to the hat (type of thinking) that is in current use
- Try to work within the time limits
- Contribute honestly & fully under each of the hats

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