



## RASPBERRY BERET?

Or a fedora, straw hat or baseball cap?

Just like we decide which hat to wear for what outfit or occasion, we need to choose the right “hat” to wear as a performance consultant!

The decision of which “hat” to wear when working with a client depends upon where we are in the process of working with that client. Where are we in our relationship with them relative to what they need at the time?

We have a spectrum of “hats” available to us, ranging from directing the client about what to do on one end of the spectrum to operating as an observer of the process on the other end.

In the middle of the spectrum are the familiar roles of problem solver and facilitator, “go to” roles we play as L&D professionals.

The challenge is to stretch ourselves (and expand our comfort zones) to develop skills needed to deftly move from sporting one hat to another to accommodate the client, the situation, and the goal of the process.

It’s easy to put on our facilitator or problem hat, but sometimes that does the client more harm than good.

For more information about all of the hats we wear as performance consultants, click [\*HERE\*](#) and check out our *Certified Performance Consultant* program.

Hats off to you!

**Maria Chilcote & Melissa Smith**  
**Managing Partners**  
**The Training Clinic**

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# The Training Clinic

We're all on this journey together!

The Training Clinic  
thetrainingclinic.com  
info@thetrainingclinic.com  
800-937-4698

