



MODULE 1. ANTICIPATION FOR FUTURE
TRAINING SESSION 7. de Bono's Six Thinking Hats technique

USING DE BONO'S SIX THINKING HATS TECHNIQUE TO SELECT THE DESIRED CAREER DEVELOPMENT SCENARIO

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Variant career development paths

A multi-factor analysis of the professional perspectives, characterized by a significant degree of uncertainty.

Based on the participant's resources, it provides a solution to the problem by taking into account various perspectives (directions of thinking).



Source: www.pexels.com

Scenarios of career development

- ✓ Determined by factors influencing the future labour market
- ✓ Based on participant resources
- ✓ Identifying competency gaps
- ✓ Developing an individual action plan to fill the competency gap



Źródło: www.pexels.com

Lateral thinking

- ✓ The concept of lateral thinking introduced by **Edward de Bono** assumes the assessment of a given phenomenon from **various points of view**.
- ✓ This approach, according to the author, allows for a conscious search for **new, alternative solutions by means of creative thinking**.



Źródło: www.pexels.com

The need for lateral thinking

Alternatives

- ✓ learning the 'how to' and value of extracting concepts
- ✓ using concepts to breed new ideas

Challenge

- ✓ Challenging traditional ways constructively
- ✓ Learning to break free of our thinking patterns



Źródło: www.pexels.com

The need for lateral thinking

Focus

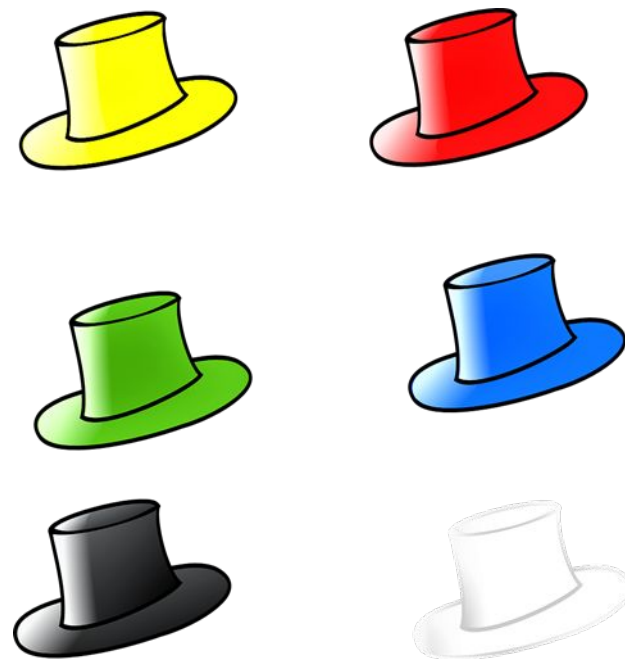
- ✓ shifting from the single focus on problems
- ✓ learning the importance of redefining the focus
- ✓ developing your own creative solutions of the problem



Źródło: www.pexels.com

De Bono Six Thinking Hats Technique

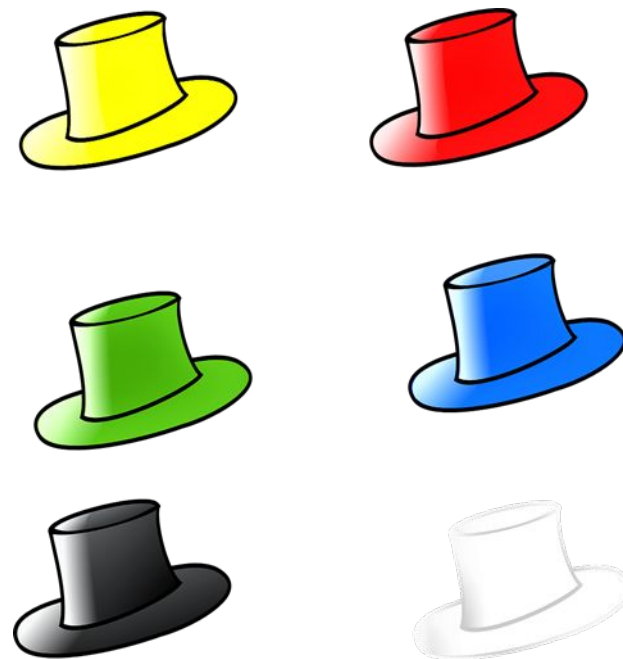
- ✓ In order to make it easier to remember and use that technique, **de Bono assigned each thinking style a hat** of the appropriate color: white, red, yellow, black, green and blue.
- ✓ These hats are not labels for thinking - they are rather **directions in which thinking goes.**



Źródło: www.pexels.com

De Bono Six Thinking Hats Technique

- ✓ It promotes the participation of more people in the creation process (**ideal for group work**).
- ✓ It **supports the action** without strengthening the personality's defenses.
- ✓ People can express themselves "**underneath every hat**" even if they only put on one initially.



Źródło: www.pexels.com

De Bono Six Thinking Hats Technique

- ✓ When we put on a hat, we assume a certain type of thinking.
- ✓ Hats cannot be used to assign people to a given category.
- ✓ During group work, everyone wears the same hat at the same time.

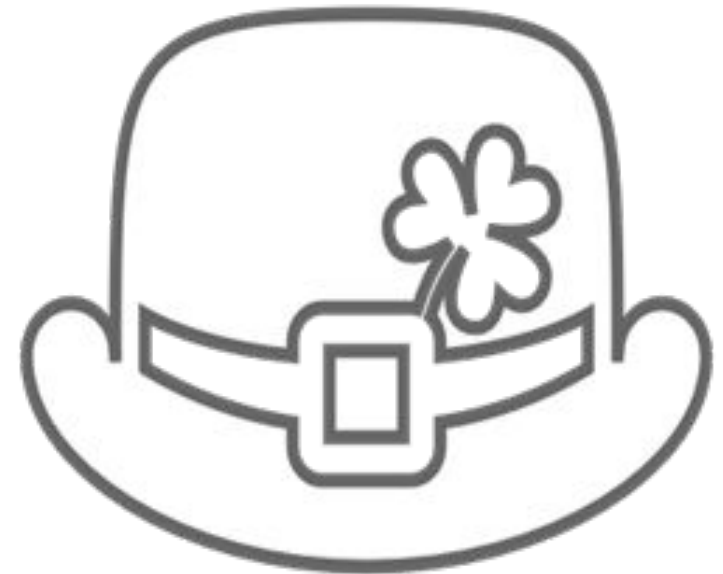


Źródło: www.pexels.com

White - the facts

Facts, Figures, Data, Information

- ✓ What do we know?
- ✓ What data do we need to get?
- ✓ What are the specifics?



Green - creativity

Investigating possibilities, inquiry, searching, suggestions, propositions, ideas, innovations, alternative solutions

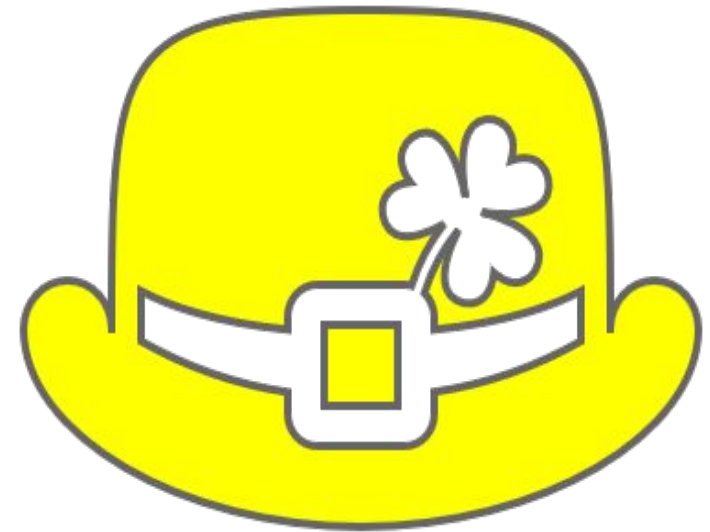
- ✓ What can you do?
- ✓ Can it be done in a different way?



Yellow - optimism

Benefits, advantages, profits, savings

- ✓ Why is it worth doing this?
- ✓ What will be the benefits?
- ✓ Why will it pay off?



Black - pessimism

**Caution, assessing the truthfulness,
judging, checking, verifying the facts**

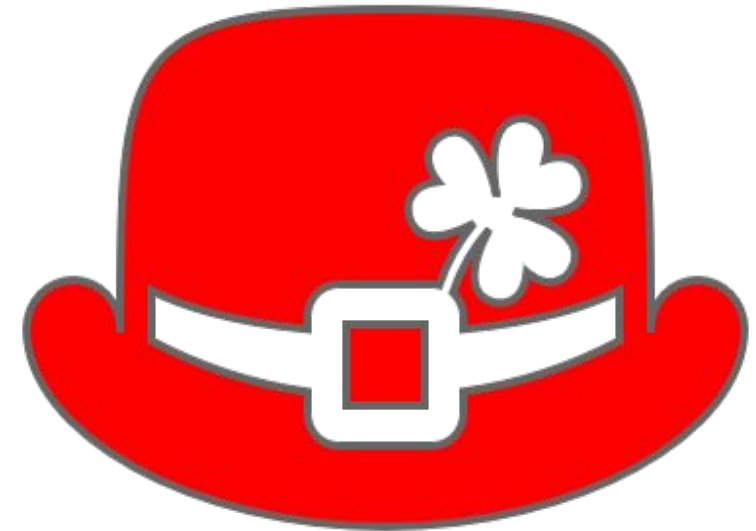
- ✓ Will it work?
- ✓ Will it be safe?
- ✓ Is it possible?



Red - emotions

**Emotions, feelings, premonitions,
intuition**

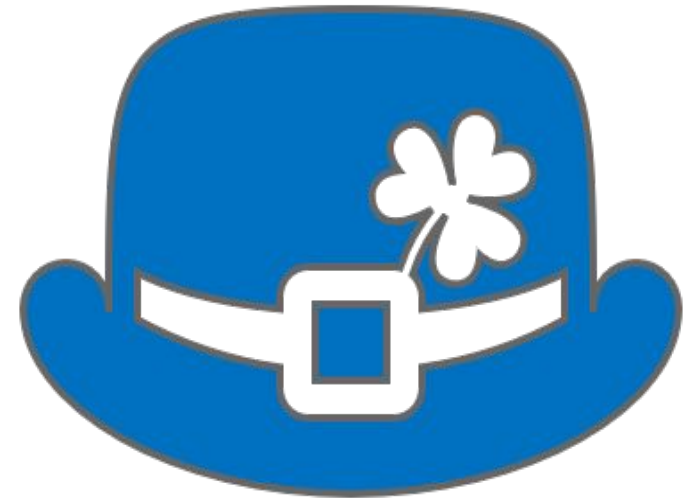
- ✓ What do we feel about this matter when we think about it?



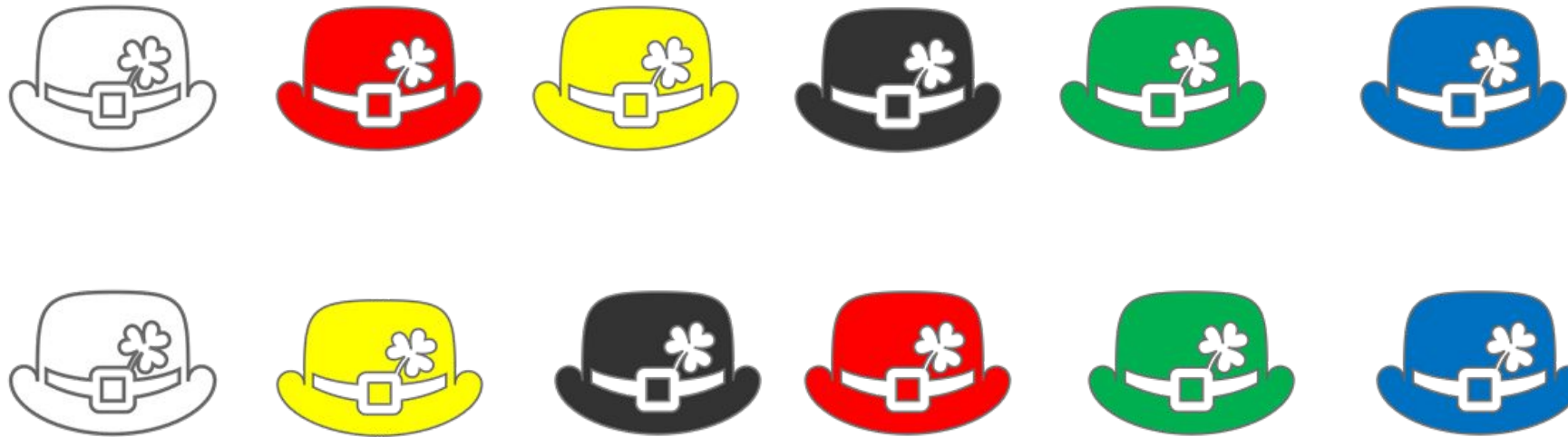
Blue - summary

Control of the thinking process, summary

- ✓ Where have we come?
- ✓ What action should be taken?
- ✓ What is the procedure to solve the problem?



Hat sequence suggestions



De Bono technique and career development

- ✓ Taking into account various variants of the occupational situation burdened with a significant degree of uncertainty.
- ✓ Development of action plans based on a comprehensive analysis.



Źródło: www.pexels.com

Stages of career development



Źródło: www.pexels.com

Figure 1. Stages of career development using six thinking hats technique

thank you for **your** attention

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