

Stages of Experience and Comfort in the 4 HATS of Leadership

Position (Circle one option):	Teacher	Administrator	Other
Which grade level do you teach?	Elementary	Middle School	High School

Experience in the 4 HATS

1. How much experience have you had facilitating a group?

very experienced		somewhat experienced		no experience
4	3	2	1	0

2. How much experience have you had presenting to a group?

very experienced		somewhat experienced		no experience
4	3	2	1	0

3. How much experience have you had coaching individuals or groups?

very experienced		somewhat experienced		no experience
4	3	2	1	0

4. How much experience have you had as a consultant (individual or group)?

very experienced		somewhat experienced		no experience
4	3	2	1	0

Comfort level in the four HATs

1. How comfortable are you facilitating a group?

very comfortable		somewhat comfortable		not comfortable
4	3	2	1	0

2. How comfortable are you presenting to a group?

very comfortable		somewhat comfortable		not comfortable
4	3	2	1	0

3. How comfortable are you coaching an individual or group?

very comfortable		somewhat comfortable		not comfortable
4	3	2	1	0

4. How comfortable are you in consulting for an individual or group?

very comfortable		somewhat comfortable		not comfortable
4	3	2	1	0

SOURCE: Adapted from Garmston, R.J. & Wellman, B.M. (1999). *The Adaptive School: A Sourcebook for Developing Collaborative Groups*. Norwood, MA: Christopher-Gordon Publishers, Inc.