



Six Thinking Hats

Our “6 Thinking Hats” course introduces you to the Six Thinking Hats model and shows how it can support clear, balanced decision-making in adult social care. You will learn the purpose of the model and explore what each of the six hats represents.

The course will give you the chance to apply the method to real-life care scenarios, helping you see how each hat brings a different perspective to discussions. By using this approach, you will understand how to separate feelings from facts and keep teams focused, even under pressure or during conflict. You will also practise using the Six Thinking Hats to guide structured conversations, such as in supervisions, care reviews, or team meetings.

Finally, you will reflect on how this simple but powerful tool can improve communication, reduce misunderstandings, and support better outcomes for the people you work with.

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Learning Outcomes

- Explain the purpose of the Six Thinking Hats model and how it can support decision-making in adult social care settings.
- Describe the focus of each hat.
- Apply the Six Thinking Hats method to real-life care scenarios.
- Recognise how each thinking hat can support inclusive, balanced discussions.
- Use the model to separate feelings from facts, helping teams remain focused and solution-driven when under pressure or dealing with conflict.
- Facilitate a structured conversation using the Six Thinking Hats to guide thinking and improve outcomes, for example, during supervision, care reviews, or team meetings.
- Reflect on how this tool can be used to improve communication, reduce misunderstandings, and promote better decision-making across care services.

Course Content

Module 1: Introduction to the Six Thinking Hats

- Discover the purpose of the Six Thinking Hats model and why it is such a useful tool in adult social care.
- Learn how it can support balanced, fair, and solution-focused decision-making in everyday practice.
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Module 2: Understanding Each Hat

- Explore what each hat represents – facts, feelings, risks, benefits, creativity, and process.
- See how each focus brings a unique viewpoint to discussions and decision-making.

Course Content

Module 3: Applying the Hats to Real-Life Scenarios

- Practise using the Six Thinking Hats in real examples from social care, such as care planning, team disagreements, or supporting families.
- Learn how to use each hat to add value to group thinking.

Module 4: Separating Feelings from Facts

- Understand how the hats help teams keep emotions and opinions separate from evidence and information.
- Build confidence in guiding balanced, respectful conversations, even under pressure.

Module 5: Structured Conversations in Practice

- Use the model to shape conversations in supervisions, team meetings, and care reviews.
- Practise leading discussions that are clear, inclusive, and solution-driven.

Module 6: Reflection and Improved Outcomes

- Reflect on how the Six Thinking Hats can improve communication, reduce misunderstandings, and promote better outcomes across care services.
- Consider how you can use the method in your own role to strengthen decision-making.