

H.O.T.S.

HOTS is an acronym for Hares-Owls-Turtles-Squirrels

These are four types that identify yours and other's **preferred approach** in any process. While all of us can and have to come up with ideas, make plan, identify problems and check off our 'to do' lists, there is an approach we **MOST** prefer if we have a choice. **Any process benefits from every type.**



Hares

They **come up with ideas**, brainstorm and dream, are problem-solvers. No idea is considered too ambitious and every idea is worth considering.



Owls

They **develop the plan**... they advise, strategize, and formulate a plan of action. They are the one that say: "Okay, if this is what you want to do, then "step one" "step two" "step three" etc.



Turtles

They **find the flaws** in the ideas or plans. They see that we may run out of time, treasure or talent here or there. They see potential mistakes and miscalculations.



Squirrels

They **do the work**, research, outreach, or data entry. These are people who are meticulous, detail-oriented, and get the job done.

(Adapted from initial model received from André Salvage)

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Strengths, Challenges, and Antidote Exercise

1. Check your PREFERRED approach
2. Check antidotes you are using; highlight ones you will add to your practice
3. Commit to balancing your approach strengths and consciously using others' strengths

☉ **Hares** *"Everything is possible with my idea"*

Strengths: idea generators, future-oriented, pulse on new, innovative ideas, products, and technology

Challenges: can have their heads in the clouds, out of touch with present realities, miss details

Antidotes to challenges:

- ☉ Use planning tools that are creative and set aside time to use them consistently
- ☉ Remind people you are only sharing options, not proposing they all happen
- ☉ Pro-actively ask: "What might not work with my idea/proposal?"

Hares in my life: _____

☉ **Owls** *"Most things are possible with my plan"*

Strengths: planners, detail people, good starters, advise, strategize and formulate

Challenges: too detailed, not able to finish because they always see a next step

Antidotes to challenges:

- ☉ Set time limits when you develop a plan and remind yourself all plans are subject to change
- ☉ Clarify how much detail is really needed
- ☉ Pro-actively ask: "Is this good enough to get started and adjust as we go?"

Owls in my life: _____

🐢 **Turtles** *"Some things are possible if you address the problems"*

Strengths: problem identifiers, see un-preparedness; save you time and money

Challenges: can be naysayers and not see what is working

Antidotes to challenges:

- 🐢 Notice and share what is realistic and sound about ideas and plans
- 🐢 Share reasoning behind concerns
- 🐢 Pro-actively ask: "Can I offer some suggestions to make this work better?"

Turtles in my life: 

🐿 **Squirrels** *"Everything is possible if I have a list and the time to complete it"*

Strengths: doers, task oriented, great finishers

Challenges: can be so caught up in checking off tasks that they do not see the big picture

Antidotes to challenges:

- 🐿 Make sure to understand the thinking and outcomes behind ideas and plans
- 🐿 Regularly build in time to reflect on and re-order task priorities
- 🐿 Pro-actively ask: "Is there any new information that might impact my tasks?"

Squirrels in my life: 

(Adapted from initial model received from André Salvage)