

HANDS FRAMEWORK



HANDS OFF

"Hands-off" Approach

**Supervisee describes
situation in detail**

**Supervisor listens
& learns**



HANDS OUT

Clarifying Questions

**Questions that encourage
deeper understanding**

**Questions that encourage
reflection on feelings,
thoughts, actions,
and responses**



HANDS ON

"Helping Hand"

**Explore next steps
collaboratively**

Tentative suggestions

Adapted from Linda Gilkerson