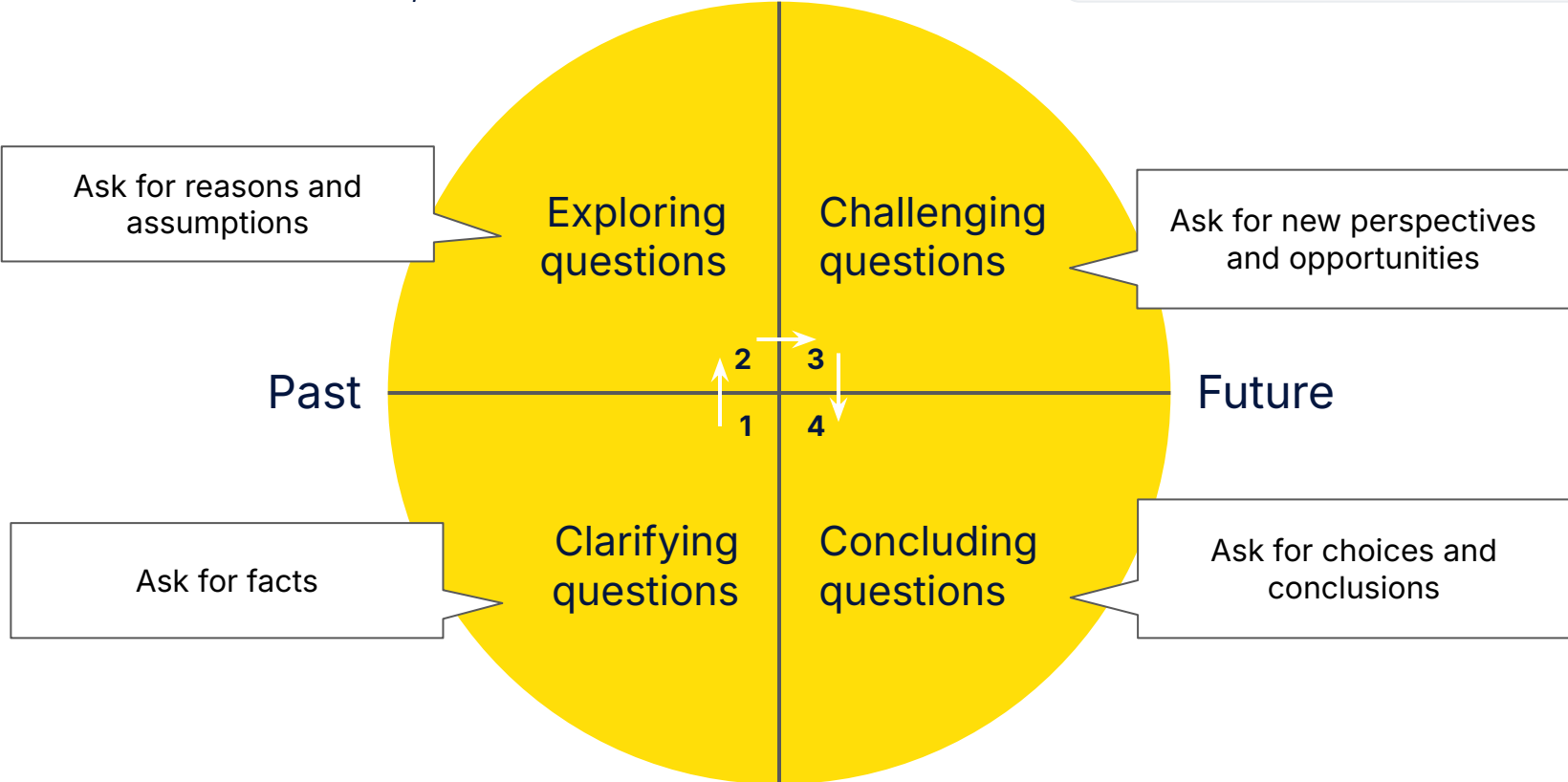


The Supervisor Dialogue Wheel

Wichmann-Hansen and Jensen, 2015

Open questions

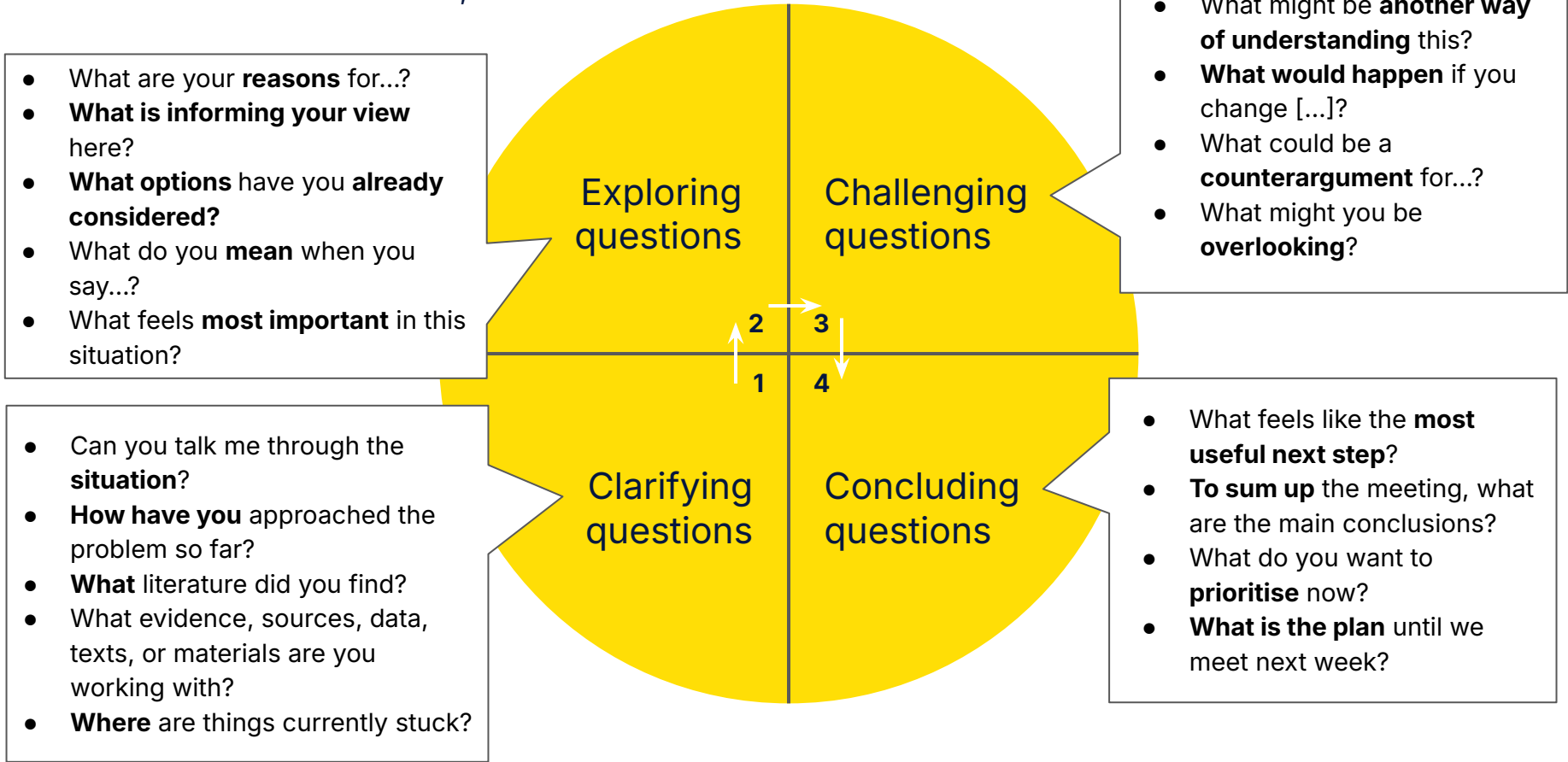
You do not need to use every quadrant in every meeting.



Closed questions

The Supervisor Dialogue Wheel

Wichmann-Hansen and Jensen, 2015



Trying out the Supervisor Dialogue Wheel

Task: One person shares a real issue, challenge, or situation they are thinking through. The focus is on practising the questioning process, not on solving the issue.

How it works

- Speaker outlines issue (2-3 mins).
- Questioners ask **one question only**.
- Speaker listens and makes notes (no immediate response).
- Speaker chooses 1-2 questions to respond to per round.

Rounds (each 5 mins)

- 1. Clarifying:** Understand the situation.
- 2. Exploring:** Examine reasoning and assumptions.
- 3. Challenging:** Stretch thinking and alternatives.
- 4. Concluding:** Identify next steps.

Ground rules

- State question category.
- Ask one question at a time.
- No advice.
- Allow silence.
- Challenge ideas, not people.