The **Heron framework**, developed by **John Heron**, provides a model for analyzing how help is delivered. [It encompasses two basic styles: **“authoritative”** and **“facilitative”**, which further break down into six categories describing how people intervene when providing assistance1](https://challengingcoaching.co.uk/herons-six-categories-of-intervention/). Here’s a concise summary of the framework:

1. **Authoritative Style**:
   * **Prescriptive**: Clear instructions given to employees, suitable for time-sensitive situations or inexperienced staff.
   * **Informative**: Sharing personal experience to aid less experienced team members.
   * **Confronting**: Questioning employees’ approaches to encourage independent thinking while still overseeing them.
2. **Facilitative Style**:
   * **Cathartic**: Encouraging expression of emotions and frustrations to identify issues.
   * [**Catalytic**: Aiding reflection on individual abilities](https://challengingcoaching.co.uk/herons-six-categories-of-intervention/)[2](https://www.businessballs.com/coaching-and-mentoring/herons-six-categories-of-intervention/).

For free learning resources, explore the following links:

1. [**Heron’s Six Categories of Intervention**](https://challengingcoaching.co.uk/herons-six-categories-of-intervention/): Understand the framework in detail.
2. [**HeronJS Documentation**](https://www.heronjs.com/): Learn about building efficient Node.js applications.
3. [**John Heron’s Six Category Intervention Analysis**](https://learningcultures.org/wp-content/uploads/2022/12/John-Heron-intervention-styles-explanation.pdf): Dive deeper into interpersonal relationships and interactions.
4. [**BusinessBalls**](https://www.businessballs.com/coaching-and-mentoring/herons-six-categories-of-intervention/): Explore practical insights for managers.
5. [**Web Mapping Made Easy with Heron MC**](https://heron-mc.org/)[: Discover web mapping applications using GeoExt and JavaScript](https://challengingcoaching.co.uk/herons-six-categories-of-intervention/)[3](https://learningcultures.org/wp-content/uploads/2022/12/John-Heron-intervention-styles-explanation.pdf)[4](https://heron-mc.org/).