

Characteristics of good supervision

Based on our experience we've put together a list of characteristic practices associated with effective supervision. As you go through it, consider how important you think each factor is, and rate yourself on each characteristic. This list is not exhaustive. Feel free to add your own suggestions.

Characteristics of an effective PhD supervisor

Item	1 = Needs more work 5 = Doing well				
	1	2	3	4	5
1. Understands the qualities associated with doctoral level research in their discipline, and communicates these to the PhD student					
2. Gives time and thought to the selection and acceptance of students for PhD research					
3. Establishes a good working relationship with the student					
4. Clarifies expectations throughout the PhD					
5. Inspires and motivates the PhD student					
6. Supports the conceptual development of the research					
7. Guides the timing and sequencing of project activities					
8. Monitors research activities to ensure timely completion					
9. Supports the student through institutional processes for monitoring progress and reporting					
10. Provides constructive and timely feedback					
11. Identifies and deals with potential conflicts and difficult situations (academic and personal)					
12. Ensures that the research is of publishable quality					
13. Anticipates problems and assists the PhD student's adaptation of their research to cope with problems and challenges					
14. Advises, and enforces where necessary, the academic and research standards of the PhD research					
15. Encourages and advises the PhD student on appropriate professional development					
16. Encourages the PhD student to have an appropriate work-life balance					
17. Assists the PhD student with their preparation of the thesis and for the viva					
18. Actively guides the PhD student's preparation for their post-PhD career					
19. Is aware of and responds to the changing relationship with the PhD student over time, and especially the balance between structure and independence					
20. Gives sufficient time to these responsibilities					
21. Invests time in their own professional development as a PhD supervisor					
22. Others (add your suggestions here):					