

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