



Self assessment by supervisor

How do you assess your own supervision?

Activity/Strategy	Question/Task	Give example from your practice	What could be done better?
Appreciating individual differences	Strategies to respond to variation in individuals and variation at different stages.		
Availability	Regular meetings, careful preparation, follow up on agreements.		
Constructive & timely feedback	Substantial comments on written work, emphasising positive aspects, directing students to realise what could be improved.		
Self-direction	Modulating direction and structure with encouraging student independence as appropriate.		
Building scientific community	Attending meetings together, using network/contacts for PhD students.		
Skill development	Encouraging students to attend relevant courses, summer schools etc.		
Interest & enthusiasm	Demonstrating enthusiasm for student project and progress.		
Networking	Describe an example of how you have introduced your PhD students into your scientific network.		
Career advice	Helping with career planning, openly discussing future plans.		

Adapted from Lee, 2007;



PhD student evaluation of supervisor

PhD students complete questionnaire. Joint discussion with individual student.

	My supervisor	Never/not at all - Always/very				
1.	... always cooperates, if I want something					
2.	... acts professionally during our meetings					
3.	... acts unconvincingly regarding my initiatives					
4.	... is quick to criticise me					
5.	... is unclear during our conversations					
6.	... trusts me					
7.	... disbelieves me					
8.	... helps me					
9.	... gives thorough feedback on my work					
10.	... has a bad temper during our discussions					
11.	... is dissatisfied about my progress					
12.	... follows my proposals					
13.	... anticipates possible misunderstandings between us					
14.	... thinks I know nothing					
15.	... is impatient towards me					
16.	... is critical of my work					
17.	... listens to me					
18.	... is strict when evaluating my progress					
19.	... acts confidently when discussing my papers					
20.	... always explains comprehensibly when I ask something					
21.	... gives me clear guidance					
22.	... supports me					
23.	... gives me a lot of guidance					
24.	... is someone I can rely on					
25.	... shares my sense of humor					
26.	... lets me choose my own direction					
27.	... is uncertain during our meetings					

Adapted from Mainhard et al., 2009