

Inspiration

The good PhD supervisor

Time

- Does your supervisor devote time to necessary and regular meetings with you (daily, weekly, monthly)?
- Is your supervisor accessible when a problem occurs?
- Has the form and general agenda of your supervision meetings been agreed upon?
- Do you have the meetings that are planned and is your supervisor prepared when relevant?
- Is there time for your questions to be answered and to address the insecurities you might have, also when an answer requires time spent?
- Does your supervisor take the time to explain and discuss decisions, thereby transferring expertise?

Skills and knowledge

- Does your supervisor possess the necessary skills and knowledge to supervise your project?
- When not, does your supervisor realize and address it and engage the relevant skills/knowledge elsewhere?
- Is your supervisor up-to-date in the specific field and recommend relevant papers and literature?
- Before starting, has your supervisor examined the project's scientific relevance and capability to address the hypothesis?
- Does your supervisor possess the necessary skills and knowledge to lead the training of his/her PhD student?
- Has your supervisor inspired and facilitated development of talent, skills and knowledge in you as a PhD student?

Realism

- Is your supervisor realistic in the project planning?
- Is your supervisor realistic in the impact and relevance of the project?
- Is your supervisor realistic in the expectations to the student's workload, skills, responsibility and knowledge?
- Is your supervisor realistic in the number of 'off target' engagements you as a PhD student is asked to enter?

Engagement

- Is your supervisor engaged in the training, education and career planning of you as a PhD student? Is it a specific focus area in his/her supervision?
- Is your supervisor engaged in your project and in the planning of future tasks and progress?
- Is your supervisor engaged in the wellbeing of you as a PhD student?

Expectations

- Have your supervisor and you discussed and adjusted mutual expectations (before starting the collaboration)? Have the expectations been met?
- Have they been discussed and updated in the course of the project?

Collaboration

- Is your supervisor present and assessable in the everyday work?
- Is the project plan discussed? And is it a working collaboration in between your supervisor and you as a PhD student?
- Does your supervisor have good communication skills?
- Is your supervisor conscious of the power imbalance between supervisor and student – and that with it follows responsibility for the collaboration?
- If a disagreement occurs, is your supervisor willing and able to help find a solution?

Leadership

- Before starting, has your supervisor examined the project's feasibility in terms of access to knowledge, co-supervision, facilities, methods, workload, and funding?
- Is your supervisor willing to share the responsibility and leadership over the project and the education of the student, also in times of trouble?
- Is your supervisor willing to gradually let go of responsibility and leadership, when you as a PhD student become able to lead the project more independently?
- Is your supervisor conscious and knowledgeable of his/hers role as a supervisor and engaged in the supervision process?
- Is there a mutual respect in the working relationship?

Evaluation

- Does your supervisor pay attention to the specific research talents and shortcomings in you as a PhD student, and adjust the advice and training accordingly?
- Does your supervisor regularly and thoroughly evaluate the course of the project?
- Does your supervisor regularly and thoroughly evaluate the course of the PhD training?

Network/networking

- Does your supervisor introduce and engage you to his/her own network; locally, nationally and internationally?
- Does your supervisor advice and help prioritize course, congress and meeting participation? Does the supervisor support or facilitate stays abroad (when relevant)?

Environment

- Does your supervisor provide access to a good research environment and facilitate and nurture it?
- If no research environment is locally available, is your supervisor able to find a good alternative?
- Does your supervisor provide access to a journal club or a similar academic forum?