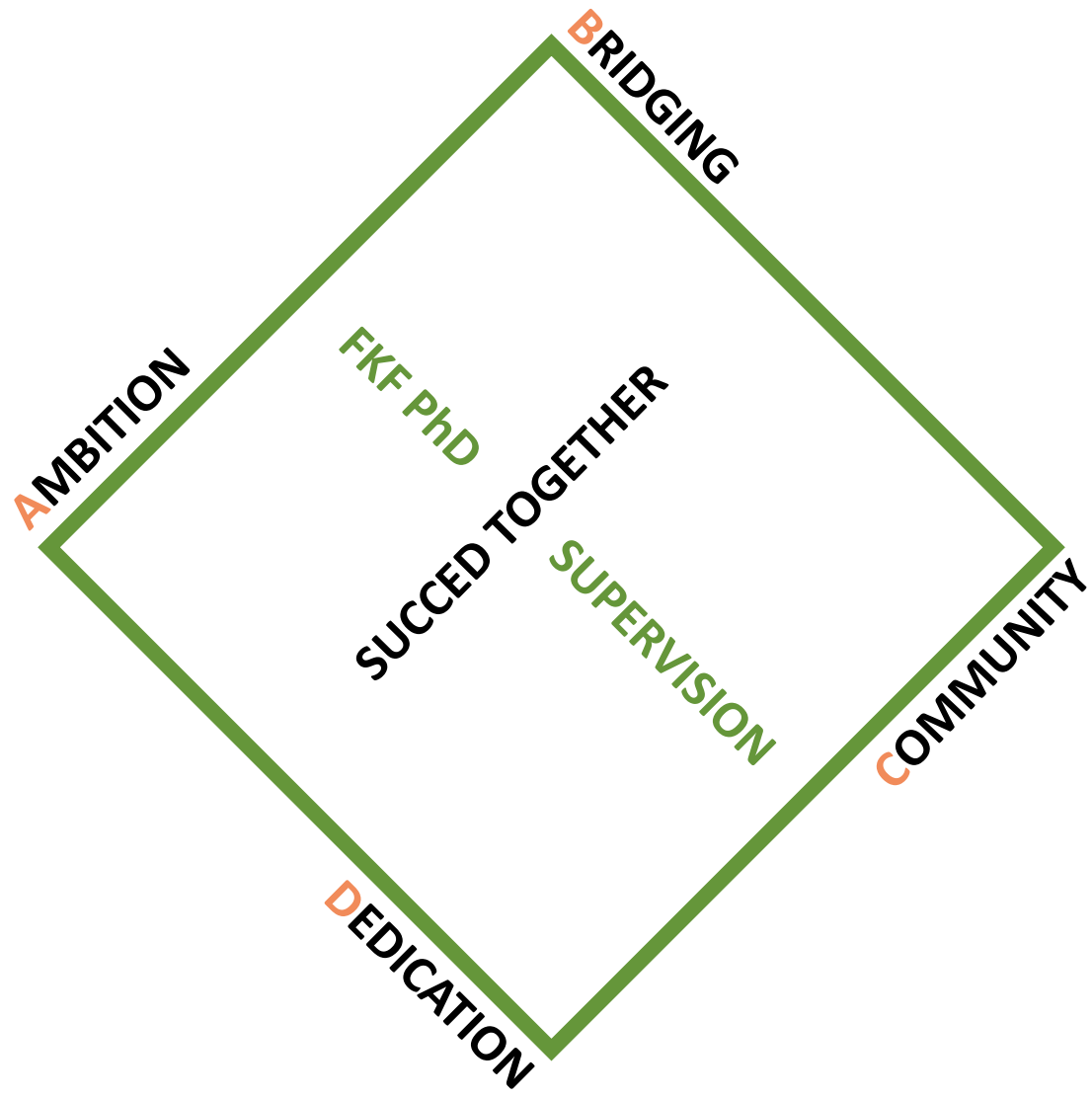
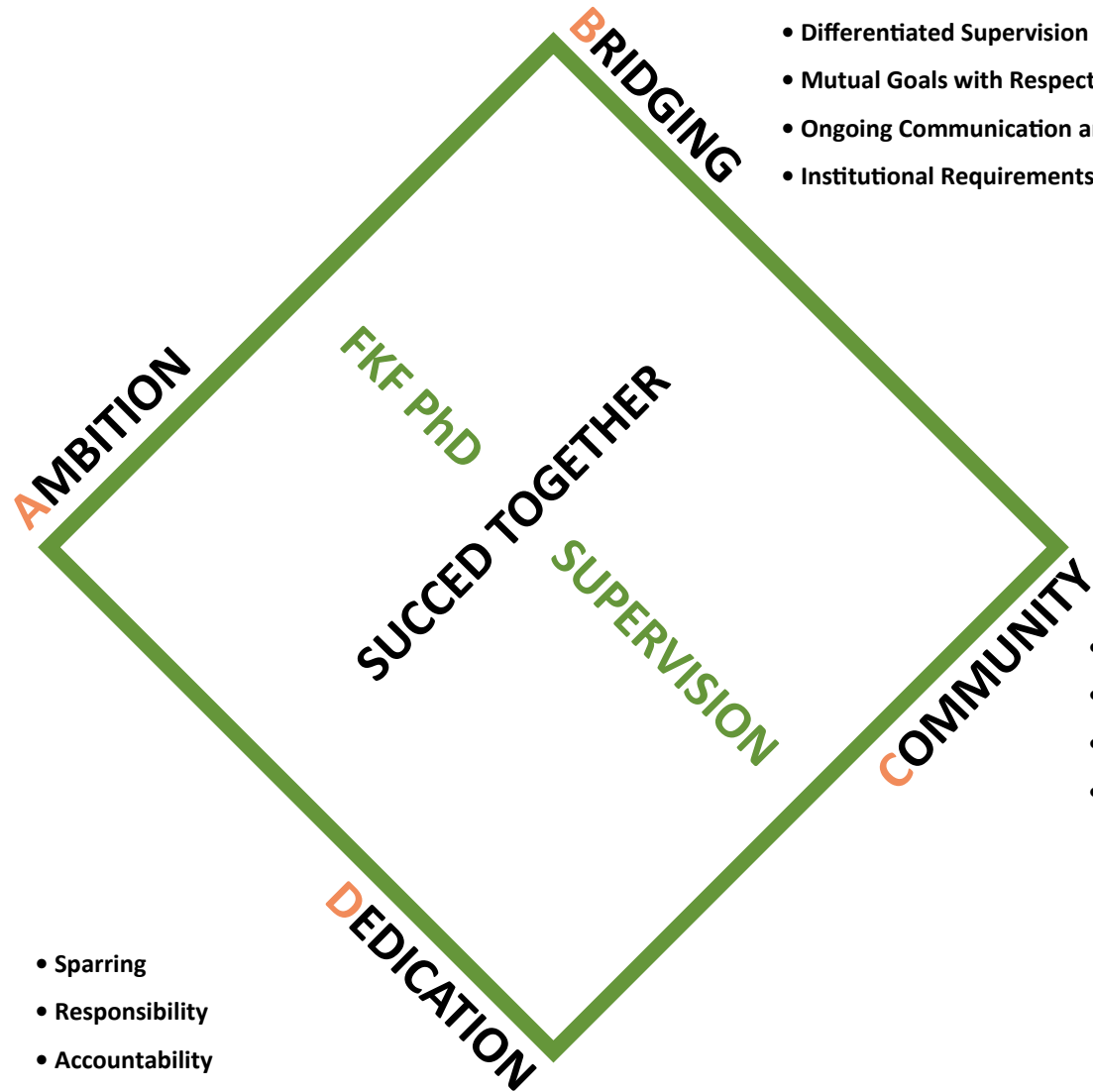




- Honesty
- Alignment
- Motivation
- Expectations



AMBITION

SUPERVISOR

PhD student

Honesty

Open and honest communication ensures trust and integrity in the supervisory relationship. Constructive feedback, transparency about challenges, and honesty about limitations strengthen the PhD students academic and personal growth.

- Create a safe space for honest dialogue and give transparent, realistic feedback. Admit when something is uncertain.

- Express concerns early—about data, methods, workload, or wellbeing. Share progress honestly and acknowledge when help is needed.

Alignment

Ensuring that the PhD students research ambitions are aligned with the supervisor's expertise. The alignment should address both scientific excellence and personal development.

- Clarify priorities and connect them to the project direction and help refine research questions so they fit both academic goals and reality.

- Reflect on an initial project vision and discuss alignment openly. Revisit and adjust goals based on supervision feedback.

Motivation

Sustaining motivation throughout the PhD-journey requires ongoing encouragement, recognition of progress, and support during inevitable setbacks. Supervisors play an essential role in fostering resilience, enthusiasm, and intellectual curiosity.

- Recognize milestones, progress, and effort and provide constructive encouragement during setbacks.

- Share personal motivations and potential long-term career goals and actively seek feedback to maintain momentum.

Expectations

Clear and mutually agreed expectations—regarding workload, timelines, responsibilities, and communication—create a foundation for a productive and respectful supervisory relationship. Transparent expectations reduce misunderstandings and promote progress.

- Establish clear expectations for timelines, deliverables, and communication and reviews expectations regularly to ensure alignment. Work-life-balance is important.

- Communicate workload, challenges, and preferred working style and honor agreed timelines or renegotiates proactively if needed.

BRIDGING

SUPERVISOR

PhD student

Differentiated Supervision

Recognizing that each PhD student has unique strengths, needs, and learning styles allows the supervisor to tailor their support. Adapted supervision promotes independence, confidence, and professional growth.

- Tailor supervision intensity to the PhD students experience, needs, and project phase.

- Communicate learning preferences and areas needing more support.

Mutual Goals and Respect

Supervision thrives when supervisor and PhD student collaborate to define shared goals, acknowledging each other's expertise and perspectives. Respectful collaboration strengthens motivation and ownership.

- Invite to co-create goals, and respect the PhD students intellectual contributions.

- Contribute with ideas and work toward jointly defined goals with commitment.

Ongoing Communication and Collaboration

Continuous dialogue—both formal and informal—ensures that the project remains on track, challenges are addressed early, and both parties feel supported. PhD-supervision involves building collaborative networks within and beyond the research group. Encouraging interdisciplinary connections and teamwork enhances both the quality and impact of the research.

- Ensure regular 1:1 status meetings (e.g. weekly/bi-weekly). Consider opening doors to networks, collaborators, and co-authorship opportunities.

- Attend 1:1 meeting prepared. Actively seek opportunities to collaborate within and outside the research group.

Institutional Requirements and Transparency

Guiding PhD students through formal procedures, deadlines, ethics requirements, and quality standards. Transparency regarding decisions, feedback, and expectations enables an environment where the PhD student feels informed, respected, and empowered to contribute meaningfully to the research process.

- Guide the PhD student through regulations, deadlines, and ethics procedures. Explain the reasoning behind decisions and feedback.

- Read and follow institutional rules and meet deadlines. Transparently share data challenges, delays, or methodological doubts.

COMMUNITY

SUPERVISOR

PhD student

Trust

A successful supervisory environment is built on mutual trust, allowing both parties to express concerns, ask questions, and share ideas openly. Trust fosters psychological safety and academic ambitions.

- Maintain confidentiality and follow through on agreements. Be reliable in communication and actions.

- Meet deadlines and commitments consistently and share concerns and uncertainties openly.

Respect

Respect for different backgrounds, experiences, and viewpoints enriches the academic environment. A respectful culture promotes inclusivity and equal opportunities.

- Value diversity and foster inclusive dialogues. Encourage independent viewpoints.

- Respect different opinions and feedback from the supervisor and colleagues.

Belonging

Creating a sense of belonging within the research group and the broader academic community enhances well-being and support retention. Feeling part of a group strengthens professional identity.

- Create inclusive group culture (e.g. enhance group lunches, seminars, and social events etc.)

- Engage in group activities and contribute to a positive environment. (E.g. FKF PhD meetings, PHILOS network etc.)

Social Network

A strong academic and social network supports both scientific development and personal resilience. Supervisors play a key role in helping PhD students connect with colleagues, collaborators and group members.

- Encourage participation in conferences, networks, and academic communities and make introductions to key researchers.

- Build and maintain professional networks by participating actively in relevant events and courses.

DEDICATION

SUPERVISOR

PhD student

Sparring

Intellectual sparring—challenging ideas, offering new perspectives, and engaging in academic debate—helps the PhD students refine their thinking and develop as an independent researcher.

- Encourage and initiate academic discussions that challenge thinking and deepen quality.

- Bring ideas, hypotheses, and questions to sparring sessions. Accept and work with critique constructively.

Responsibility

Taking responsibility for ethical conduct of research, research integrity, and project management is central to academic research standards.

- Be a role model for responsible research conduct, ethics, and data management. Keep up to date and informed about high standards for ethical conduct of research.

- Follows ethical guidelines and high scientific standards. Take responsibility for decisions and their consequences.

Accountability

Both supervisor and PhD students share responsibility for progress and outcomes. Both parties are accountable.

- Ensure progress and provides timely feedback, supported by structure and agreements (written and oral).

- Take ownership of project management. Ensure progress and reach out for input.

Self-image as colleagues

Treating each other as valued colleagues fosters confidence, professional identity, and ownership of the research.

- Treat the PhD student as a professional colleague and provide opportunities for leadership roles and project planning.

- Behave as a responsible and proactive team member and contribute to group tasks and knowledge exchange.