

# Being a Good Supervisor 101

Here's a starter kit for supervision.

## 1. Take time to think about what type of supervisor do you want to be?

Do you agree? "Good supervisors create an environment where the team can be successful. Where people can do their best work in a safe and invigorating way."

What is your goal as a supervisor: \_\_\_\_\_

**Don't be one of these,**

- The Know-it-all
- The Absent leader
- The Inflexible
- The Micromanager
- The Self-serving
- The intimidator

Teams are about "we", not "me". People work for an organization. They work with, not for, the leader/supervisor.

## 2. Some Starter Tips

**A. Have a vision** Your vision can be large but simply stated. e.g., "We deliver credible science". "We help farmers adopt best practices."

**B. Be Supportive, Positive, and Clear.** Ask yourself these questions:

- Does everyone know their role (or are you hoping they'll guess?!)
- Do people have the resources they need to be successful?
- Do you create a positive environment and demonstrate concern?
- What training do you and the team need?
  - a. Safety
  - b. Technical
  - c. Management and Leadership
  - d. Ethics and behavior, and cyber safety

**C. Be Open and Welcome Input and Ideas**

- Listen to people's suggestions.
- Let people know your style e.g., How you want to communicate and how often. Are you direct? When should people come to you, if they have doubts, ...
- Never humiliate or attack someone
- Don't confuse supervision with friendship although you should be friendly!

## 3. Improve - Learn more

**Find a mentor**

**References:** Review basics of being a good manager, Ted Talks, books (e.g., Positively Managing Performance. Shelley Kline. 2018); [9 tips for new supervisors](#) (Indeed.com) [7 to-dos](#) (The muse) [10 Things new managers](#) (Forbes)