

**Sundsvall, Sweden 2014-11-19**

**Statement and standards for all, internal and external, supervisors engaged in the Mid Nordic Research School for Nursing Sciences and Care**

**What is supervision?**

* It is a commitment - Means work for the supervisors as well
* Clear expectations from both supervisor and the PhD student also regarding the research conditions
* Be patient, supportive in setting up goals, in planning and structuring time
* Establish a good relationship, empathic, - gain the trust from the PhD students in the beginning
* Mutual Respect
* Respond to the e-mail, the e-avaible.

**What should characterize the supervision?**

* Non-judgmental atmosphere
* Ongoing dialogue

**Qualifications - what are the expectations on the supervisor?**

* Competent
* Confident
* Emphatic and sensitive
* Pragmatic and flexible
* Structured and explicit clear
* Goal oriented
* Honest
* Inspiring and arousing curiosity

**Established on a workshop there all supervisors were invited to participate November 19 in 2014**