

A Model of Strengths-Based Supervision

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Our context

MASSEY UNIVERSITY



1131 Candidates



43.5% Male / 56.5% Female



51% International



3 Campuses



5 Colleges

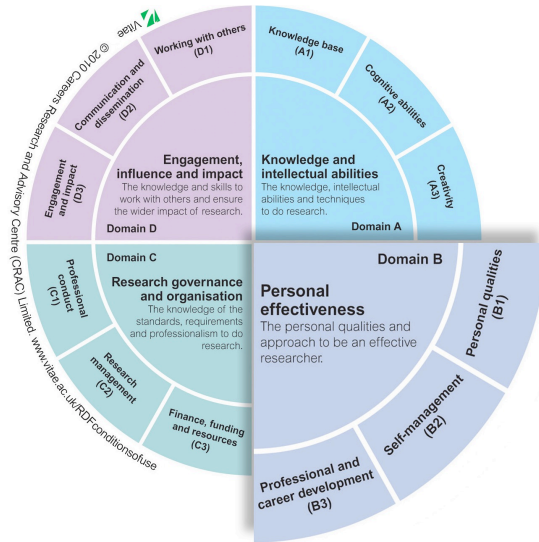


1 Strengths@Massey Programme



100+ Strengths Assessments and Coaching

Strengths and the doctoral journey



How it works

STRENGTHS

STRATEGIC THINKING

How do you absorb, think about and analyse information and situations?

- Analytical
- Context
- Futuristic
- Ideation
- Input
- Intellection
- Learner
- Strategic

INFLUENCING

How do you influence others?

- Activator
- Command
- Communication
- Competition
- Maximiser
- Self-assurance
- Significance
- Woo

EXECUTING

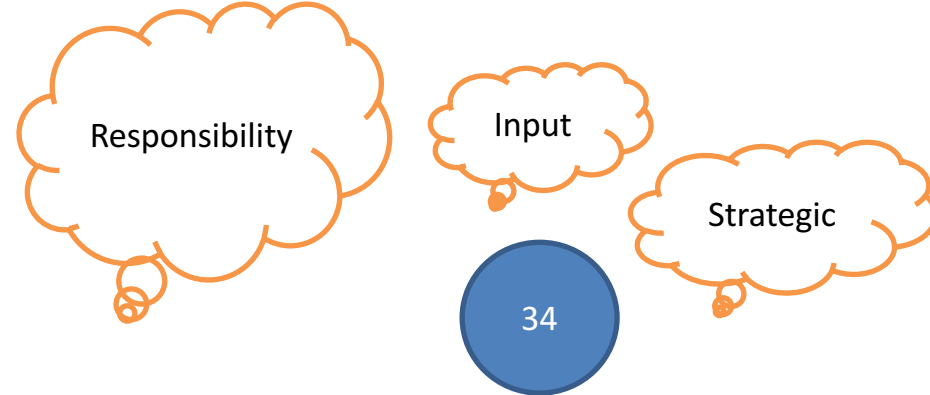
How do you make things happen?

- Achiever
- Arranger
- Belief
- Consistency
- Deliberative
- Discipline
- Focus
- Responsibility
- Restorative

RELATIONSHIP BUILDING

How do you build and nurture strong relationships?

- Adaptability
- Connectedness
- Developer
- Empathy
- Harmony
- Includer
- Individualisation
- Positivity
- Relator



Name it

Claim it

Aim it

Strengths-based supervision

A MODEL OF STRENGTHS-BASED SUPERVISION



BUILDING
on strengths for researcher development opportunities



DEVELOPING
a team approach to supervision



LEVERAGING
off peer strengths for support



ADAPTING
supervision approaches to maximise strengths



UNDERSTANDING
one another



Ideal characteristics of a doctoral candidate?



Jason

Adaptability

Positivity

Ideation

Competition

Anita

Focus

Responsibility

Achiever

Command

Caroline

Empathy

Harmony

Relator

Connectedness



What candidates and supervisors say

Candidates

“I didn’t realise what I was doing but now it makes sense”

“The strengths programme was a valuable tool to not only explore but also make explicitly my unique strengths which gave me direction in preparing for the next step in my career”

“Well I might as well get to like these strengths because they accompany me every day”

Supervisors

“It was a great opportunity to talk honestly and openly...ensuring we have a productive and supportive working relationship in the future”

“It gave me huge insight into how my student prefers to work, and the circumstances under which she best performs. I totally changed my approach with her and it’s been extremely successful”

Where to from here?

Evaluation ✓✓✓

Identify a challenge ✓✓✓

Letter to self ✓✓

Follow up with supervisor ✓✓

Follow up session with candidates ✓✓

Strengths programme for supervisors ✓✓

Submit ethics application for full evaluation ✓