

Tips for Graduate Research Supervisors

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Tip Number 6 – Attributes to Consider in Selecting Candidates

Candidate Attributes	Issues to Consider
Academic Grades - High	<ul style="list-style-type: none"> • Are they indicative of a high level of intellectual capacity or just a propensity for rote learning and structured problem-solving environment?
Academic Grades – Low	<ul style="list-style-type: none"> • Are they indicative of low intellectual capacity or a creative inability to conform to structured undergraduate learning – are they intellectually "above" the undergraduate learning process?
Loud/Assertive Personality	<ul style="list-style-type: none"> • Does this indicate arrogance and misguided sense of self worth or a capacity to cut through problems when necessary? • Will it be possible to work with the candidate?
Quiet/Subdued Personality	<ul style="list-style-type: none"> • Will the candidate be able to work with colleagues, technical and laboratory staff? • Will the candidate be able to get things done when assertiveness is required with other people? • Does the subdued personality indicate modesty and an individual who considers things before acting rashly?
Flattering/Gushing	<ul style="list-style-type: none"> • Does the supervisor want someone who just feeds his/her ego or someone that will challenge every idea in order to get better research outcomes?
Combative Personality	<ul style="list-style-type: none"> • Will the candidate be disruptive to the research group and disturb the work of others? • Is the supervisor an individual who relishes intellectual arguments or avoids confrontation?
Career Planner/Projector	<ul style="list-style-type: none"> • Does the candidate have an oversimplified view of his/her professional trajectory?
Over-Ambition	<ul style="list-style-type: none"> • Does the candidate have the perseverance required for a project lasting several years or will he/she just flit from one short-term opportunity to another?
Lack of Ambition	<ul style="list-style-type: none"> • Does the candidate lack ambition because of laziness and lack of self-motivation or because they require a significant challenge? • Can the supervisor provide the sort of challenge that will spark ambition?
Attention Span	<ul style="list-style-type: none"> • Does the candidate get easily distracted by techno-gimmicks (e.g., smart phones)? • Does the candidate require constant stimulation to retain interest? • Can the candidate avoid distractions and focus on a rigorous, disciplined research pathway?