

Supervisor Survey

* Required

1. What were the main challenges that you encountered as a newly promoted supervisor in managing a team? *

Please select at most 3 options.

- ☐ New responsibilities, e.g. H&S, HR or meetings
- ☐ Skill gaps
- ☐ Reporting up and down
- ☐ Decision making
- ☐ Planning ahead
- ☐ Contingency planning
- ☐ Delegation and/or managing by exception
- ☐ Documentation/paperwork
- ☐ Monitoring team members' progress
- ☐ Being patient/fair/understanding, etc.
- ☐ Confidence
- ☐ Stress
- ☐ Dealing with conflicts or poor performance
- ☐ Lack of clarity of the chain of command
- ☐ Overly independent team members with high levels of skill/knowledge
- ☐ Poor working conditions, e.g. weather, lack of suitable equipment or breaks
- ☐ Insufficient time, resulting in having to adapt 'best practices'
- ☐ Isolated team from the rest of the organisation, e.g. spatially or technologically, resulting in having to deal with issues 'on the ground' with little-to-no support
- ☐ Representing the organisation
- ☐ None of the above
- ☐ Other

2. What strategies did you adopt to overcome these challenges? Please briefly outline up to three of your most impactful or memorable strategies. *

3. What do you consider to be the three most important characteristics of a good supervisor?

Please select 3 options.

- ☐ Patient
- ☐ Supportive
- ☐ Respectful
- ☐ Consistent
- ☐ Professional
- ☐ Organised
- ☐ Communicative
- ☐ Trustworthy
- ☐ Clear
- ☐ Mentor
- ☐ Decisive
- ☐ Responsible
- ☐ Open to ideas/persuasion
- ☐ Relaxed
- ☐ Reliable
- ☐ Trusts others
- ☐ Knowledge
- ☐ Adaptable
- ☐ Understanding
- ☐ Other

4. Are you in favour of "Managing upwards"?

Def. 'Recognising the strengths and weaknesses of your supervisor and adapting your behaviour to promote a mutually beneficial outcome'. e.g. Supervisor is always busy, therefore keep questions and answers short; Supervisor is disorganised, therefore keep information or lists to hand; Supervisor is indecisive, therefore present options instead of open-ended questions.

Please select 2 options.

- ☐ As a Supervisor, from your Team: Yes
- ☐ As a Supervisor, from your Team: No
- ☐ As a Supervisor, from your Team: Unsure / Indifferent
- ☐ As a Team member, to your Supervisor: Yes
- ☐ As a Team member, to your Supervisor: No
- ☐ As a Team member, to your Supervisor: Unsure / Indifferent

5. How long have you been in a Supervisor / Team Leader / Manager role? *

- ☐ < 1 year
- ☐ 1-2 years
- ☐ 3-4 years
- ☐ 5-9 years
- ☐ 10-14 years
- ☐ 15-19 years
- ☐ 20 years +
- ☐ Prefer not to say

6. Are you primarily based in the field or in the office? *

- ☐ Field
- ☐ Office
- ☐ Prefer not to say

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