The Level of Understanding Between You and Your Supervisor

Now that you have completed the inventories on your understanding of your supervisor and your understanding of yourself, you can begin to gain a better understanding of your relationship with your supervisor.

Answer the following 5 questions with a "yes", "no" or "unsure".

1. ..................... Do I understand what my supervisor wants me to contribute to our relationship?

2. ..................... Do I receive equitable compensation - salary plus intangible consideration and appreciation - for the energy, time, knowledge, skills and abilities I contribute to the university.

3. ..................... Does my supervisor know what I need from her or him to perform my work satisfactorily and comfortably?

4. ..................... Do you think your supervisor believes s/he is receiving a fair exchange - commitment, results, consideration, appreciation, etc. - from you?

5. ..................... Do you and your supervisor agree that your partnership is beneficial for each of you?

Even if you answered "Yes" to all these questions, you can improve your work situation in many practical ways by applying upward management skills.

If you answered "NO" to any of the questions above, what do you need to do to begin to build a better working relationship with your supervisor?

How well does all this fit with what you currently know about your supervisor and yourself? What are the implications of all this for your supervisor and yourself and your team and yourself? What can you learn here? What problems/difficulties can you anticipate given this information? What can you do differently to improve your relationship?

Decide on three actionable steps to improve your relationship with your supervisor, and by when. Describe what you see as the specific measurable outcome.

1. ________________________________________________________________________________________________

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2.________________________________________________________________________________
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________________________________________________________________________________

3.________________________________________________________________________________
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