

Review of: "Applying Behaviour Change Theory to Understand PhD Supervisors' Barriers and Enablers to Supporting PhD Students with Academic and Other-Sector Careers"

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The paper provides a well-structured and insightful exploration of the challenges PhD supervisors face in guiding students toward diverse career paths. The application of the COM-B model is a strong theoretical choice, allowing the authors to systematically identify gaps in supervisors' capability, opportunity, and motivation, particularly concerning non-academic careers. The study's methodological rigor, combining both quantitative and qualitative data, adds depth to the findings, and the practical recommendations offered are both actionable and relevant, with the potential to significantly improve the support provided to PhD students.

However, the study is somewhat limited by its small sample size and focus on a single institution, which may affect the generalizability of the results. Expanding the research to include a more diverse group of supervisors across multiple universities would strengthen its impact. Additionally, while the paper touches on differences in supporting various student demographics, a more in-depth exploration of these variations would provide valuable insights. Despite these limitations, the paper makes a significant contribution to the literature on PhD supervision and career development, and with minor revisions, it could serve as a robust framework for enhancing career support in academia.