

## Preceptor Resources

*Preparation for the preceptor role, as well as identification of ongoing learning opportunities, are necessary components of a successful preceptor program.*

Precepting is a very rewarding experience; it can also be very challenging. You have to work harder and smarter when you serve as a preceptor. One of the best reasons to precept may be that the preceptor will learn right along with the preceptee!

Check out the following websites. These may be beneficial to both you and your preceptee.

### References:

[www.AlfaroTeachSmart.com](http://www.AlfaroTeachSmart.com)

[www.vnip.org](http://www.vnip.org)

[www.allnurses.com](http://www.allnurses.com)

### References:

Lim F., Weiss K., Herrera-Capoziello I. (2016) *Preceptor Education: Focusing on quality and safety education for nurses. Vol. 11.*

## What do Preceptors Need to be Successful?

The primary objective of a preceptor/preceptee relationship is to facilitate the transition of the new nurse to professional practice. Fortunately, most health care organizations now utilize some type of organized preceptor model for the orientation of new nursing staff. The central focus of the preceptor/preceptee experience is, of course, the preceptee. However, we *cannot* disregard the obligation to meet the needs of preceptors for support, education and resources as they serve in this important role.

1. Consider establishing a Shared Governance Council for precepting. Utilize this council to discuss opportunities for improvement, challenges in the precepting role and educational topics to enhance the preceptor program.
2. Talk with your colleagues about the role of the entire staff in the orientation process in your department meetings. Remember, "It takes a village." Don't try to do EVERYTHING yourself.
3. Develop a plan with your coworkers before your new employee arrives. Discuss the necessary support. If possible, negotiate a decreased patient load for at least your first day with your preceptee.
4. Create a "care map" similar to a concept map, identifying what can be done to facilitate a successful orientation for the new nurses. Encourage your fellow nursing staff to participate in creation of this tool.
5. Utilize the expertise of your department manager and/or clinical educator in orientation process. What can they offer to the preceptee's experience?
6. Corroborate with your fellow preceptors. Discuss the possibility of forming a unit-based preceptor group. Establish the purpose of this alliance, and remember, there may be more than one area of focus. Perhaps a goal would be to update the orientation checklist, to share challenges and support one another, or simply to socialize!
7. Talk with your nurse manager about your experiences as a preceptor, including your professional challenges, successes and requests. Share your thoughts.
8. Take time to review the resources in your Preceptor Academy manual. Re-examine the handouts. The bibliography list in the back also may be helpful.
9. Reflect on your practice as a preceptor. Appreciate yourself and your efforts. Reward yourself!
10. Give yourself a break in your preceptor responsibilities. A respite in your preceptor duties is important to your wellbeing