

Thoughts on Commitment

- ✓ Preceptor commitment leads to a common vision and purpose within the organization for orientation process.
- ✓ Commitment provides a foundation for personal and professional growth.
- ✓ The commitment of preceptors helps support the uniqueness of the organization and its direction for the future.
- ✓ Commitment should be modeled for other professionals!
- ✓ Health care organizations need preceptors who are committed to their values, principles and beliefs.
- ✓ Commitment provides a foundation for personal and professional growth.
- ✓ When organizational goals and priorities are clear to the preceptor, they will be more committed to those goals and priorities.
- ✓ Treating preceptees with respect, challenging them and providing them with effective feedback on their performance is one way of demonstrating commitment to them.

References:

https://nvha.net/wp-content/uploads/Winning_Essays_2016.pdf

The Importance of Commitment in Precepting

One of the definitions of “commitment” is the act of devoting oneself to a task or the promise of accepting responsibility. When this definition is applied to the role of the preceptor, it appears to be a perfect fit. Precepting is a very important pledge made to the preceptee. When serving as a preceptor, you are giving the promise that the preceptee will receive the best orientation experience possible. Facilitation of an orientation requires commitment to the *entire* process of precepting, including the educational and social support of the preceptee, the completion of the necessary documentation, and the role modeling of expected and appropriate behaviors. Demonstrating this commitment on a *dedicated* and *consistent* basis requires incredible effort and enthusiasm on the part of the preceptor.

The overall success of the orientation also depends on the allegiance of the staff, as well as the department manager, to the precepting/orientation guidelines. Upholding these guidelines often requires communication and collaboration between all parties. An example would be to insist upon appropriate and reasonable patient assignments, including responsibilities that would benefit the clinical experience of the preceptee. Preceptors may face challenges when demonstrating commitment in their role and may need to exhibit determination and persistence when necessary.

Commitment to a program or process also means one must be willing to explore and be open to change. To continually develop orientation programs, preceptors must strive to improve their own nursing practice and learn from experiences and mistakes.

What Are Your Personal Objectives as a Preceptor?

Take some time to think about what is most important to your practice as a preceptor. Consider developing your own set of personal and/or professional goals as you reflect on your responsibilities. Below are a few statements created by some of our past Preceptor Academy participants. Thank you for sharing your thoughts.

- “The privilege to precept and teach the best nursing practice through encouragement, education, listening, giving, evolving, protecting and role modeling. Our goal is to foster our preceptees to become competent, compassionate, caring nurses advocating for their rights, their patients’ rights and their facilities’ rights.
- “To provide a positive, supportive environment in which a preceptee feels safe to learn and implement best standards of practice.”