

Preceptor News

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January/February 2021

Preceptor Competencies

What can YOU do to support your inexperienced new nurses in this environment?

Change

Support new ideas, and accept and adapt to new situations.

Demonstrate positivity when there is a change in practice.

Proficiency

Set weekly orientation goals with your preceptee.

Meet and discuss achievements and opportunities for improvement.

Support

Instill confidence in your preceptee.

Provide your preceptee with encouragement and the tools they need to be successful.

Team Building

Facilitate connectivity between people within your workplace.

Introduce your preceptee to coworkers, and compliment your preceptee in the presence of others.

References:

Organization of Nurse Leaders. Massachusetts/Rhode Island League for Nursing. (2020). *Supporting New Nurse Transition into Practice during the COVID-19 Pandemic*. Retrieved from https://onl.memberclicks.net/assets/docs/NewNurseGroupSupport/New_Nurse_Transition_Report_COVID-19_Pandemic.pdf

Pandemic Predicaments

The first 12 months of a new nurse's transition to the "real world" is usually challenging to say the least! Can you imagine being a brand new graduate nurse and orienting to a new position within the past 12 months? Not only did COVID-19 disrupt the last several months of most student nurse's formal training, it also may very well have contributed to their apprehension, emotional needs and anxieties as they take on their new responsibilities. With so many changes, variables and problems ensuing, it must have been – and probably still is – overwhelming for all involved. And it is likely that at least some of these trials will continue for a time. Therefore, I ask that all of you who serve as caregivers, please give yourselves a big hug, a fist bump and a high five because you are remarkable people!

Since it is probable that your new nurses may need added support during their orientation and beyond, consider beginning a "virtual support group" for your preceptees. Your new staff can use this forum to discuss concerns, ask questions, work through experiences and establish relationships with one another. Preceptors could act as supportive leaders to these groups but should be open to the choice of topics, have freedom to express feelings and assist in identifying resources for the group. However, if the preceptees are unable to think of questions, concerns or educational topics, the preceptor(s) could undoubtedly contribute to this endeavor.

Another way to support in the personal and professional growth of new team members is to encourage them to use the process of storytelling and/or reflection to share their successes, learning opportunities and feelings. These could be shared with team members but do not have to be, as they also can be very enlightening to one's self only. Storytelling simply means to share opinions, thoughts or experiences via written word or verbally. Putting thoughts in writing, whether communicated to others or not, can assist the caregiver in examining a specific feeling or situation. Reflection of a concern or an experience encourages the participant to review what occurred and gives them the opportunity to decide whether it was successful, and if not, what could have been done differently? Each of these processes can be very helpful in attaining personal and/or professional growth.