

Preceptor News

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Prominent Points

Developing **TRUST** takes time, effort and conversation. It means giving others the benefit of the doubt and knowing that it's ok to ask for help or guidance.

CONFLICT can be a catalyst for the development of new ideas and solutions. Keep an open mind. People who embrace conflict in a positive manner tend to be much better at discussing critical issues.

Professional **COMMITMENT** means working together, learning from each other and listening to each other. What gifts we can give one another!

ACCOUNTABILITY requires relying and depending upon one another. It also helps establish respect between the preceptee, preceptor and coworkers.

INNATTENTION TO RESULTS

Know your departmental mission, and serve as a positive role model to your preceptee and other staff members.

Thank you for your courage & commitment to your patients. Stay Safe!

References:

Lencioni, P. (2002). The Five Dysfunctions of a Team.

Precepting Requires Teamwork!

So how do we promote teamwork in our organizations, and within our preceptor/preceptee relationships? And why is it so important?

Serving as a preceptor requires effort, commitment and hard work! And the relationship between preceptor/preceptee has a great deal to do with the success of the preceptee's orientation.

How Do We Achieve This?

In his book "The Five Dysfunctions of a Team," Patrick Lencioni describes five issues or problems that could impact the ability of staff to function as a team: trust, conflict, commitment, accountability and inattention to results.

The development of **TRUST** between the preceptor/preceptee and other coworkers is a foundation for a successful orientation. All parties must be honest with one another and commit to open conversation and feedback. Practicing this certainly can help to circumvent conflicts in the future. Trusting others gives you freedom to be you!

People do not always agree, personally or professionally. **CONFLICT** does not have to be harmful to relationships if it takes place in a healthy and respectful manner. Unfortunately, conflict does not have a very positive connotation overall. Considering conflict as a constructive tool takes awareness and practice. Both staff and management should be held accountable to this expectation.

Precepting requires **COMMITMENT** to the preceptee, and to the process of orientation, by all team members and coworkers. As a preceptor, your job is to assist your preceptee in the achievement of both personal and professional goals. Your commitment to your preceptee will help to improve their confidence and will encourage them to feel comfortable asking questions.

ACCOUNTABILITY is demonstrated by following policies, knowing expectations, meeting behavioral standards, keeping documentation of the orientation current, and by encouraging honest communication between you and your preceptee, as well as your coworkers.

When preceptors/preceptees put their personal objectives, agendas or desires above those in their work environment **INNATTENTION TO RESULTS** may occur. This behavior also can include other staff and management personnel and often results in conflicts among coworkers.