



## **Nurse Preceptor Academy Mission, Purpose and Objectives**

**Mission:** To develop qualified staff nurses for the role of nurse preceptors and reduce attrition of nurses in the hospital setting.

**Purpose:** The purpose of the Academy is to provide:

- ❑ Overview of the Preceptor Role
  - Examine the roles and responsibilities of the preceptor
  - Discuss similarities and differences between the preceptor and mentor roles
  - Recognize adult learning concepts
- ❑ Learning Needs and Goal Setting
  - Describe the process to assess and meet the preceptee's learning needs
  - Assess the preceptor and preceptee's level of nurse proficiency according to Benner's framework
  - Identify strategies the preceptor can use to support the development of the preceptee's critical thinking skills
- ❑ Workplace Socialization
  - Acknowledge the importance of the preceptor role in integrating new nurses into the work setting
  - Identify strategies the preceptor can use to support the preceptee in the socialization process
  - Analyze nursing values and how they are demonstrated in the work environment
- ❑ Emotional Intelligence and Self-Awareness
  - Define emotional intelligence
  - Associate the influence of emotional intelligence with the role of precepting
  - Identify the "preferences" of your individual personality type
  - Understand the possible effect of personality type on professional and personal relationships

- ❑ Conflict Resolution
  - Discuss techniques to promote constructive communication between the preceptee and the preceptor
  - Determine the appropriate style of conflict resolution to use in specific situations
  
- ❑ Evaluation and Feedback
  - Describe the four steps in the evaluation process
  - Demonstrate how to provide effective and constructive feedback
  - Examine samples of evaluation tools
  
- ❑ Human Resource Considerations
  - Identify potential human resource and legal issues associated with precepting
  - Explore the pitfalls of precepting through a discussion of case studies
  
- ❑ Tips and Tools
  - Internalize the confidence factor
  - Recognize that preceptors do not know everything
  - Develop a personal mission statement for precepting