

Support, Teach, Empower

A major role for the preceptor is that of socializer...helping your new hire integrate into the work setting. Get to know your preceptee so you can form an empowering partnership quickly. Remember, each new nurse is an individual with unique needs; have an open discussion to find out what he needs from you as his preceptor. Set realistic expectations. Use your power wisely and empower him to develop into the strong colleague that you want on your team. Encourage her to work with other nurses so she will get to know and be accepted by her new peers. Arrange for her to eat meals with other peers when you're not available. You are the link to their future on your unit. Be there to support, teach and empower!

New Ideas for Preceptors

Academy participants are invited to attend a 90-minute session on

- What's new at nursing schools
- Socializing your preceptee

Two opportunities to attend:

Friday, April 20
11:15 am – 12:45 pm
Children's Mercy Hospital

Saturday, April 21
9:00 am – 10:30 am
Saint Luke's East-Lee's Summit

Check your email for detailed information.

Spread Your Light: Socializing the Preceptee

There are two ways of spreading light: to be the candle or the mirror that reflects it. - Edith Wharton

Use this list for ideas on how to enhance your role as socializer of a preceptee.

Do I:

- Recognize elements in the current situation that might be new to the preceptee?
- Assist preceptee in each of the four phases of reality shock? (*Preceptor Reference Manual*, Tab 5)
- Assist preceptee in integrating socially?
- Assist preceptee in integrating professionally as a staff member?
- Ask the preceptee about past work experiences?
- Question the preceptee about her learning style?
- Recognize that each preceptee will have different needs during orientation? (*Preceptor Reference Manual*, Tab 6)
- Understand that "newness" might affect a preceptee's learning needs and readiness to learn?
- Recognize that the new preceptee may have a conflict between school and work values? (*Preceptor Reference Manual*, Tab 5)
- Recall my own orientation(s) and remember good preceptor(s)?
- Recognize that some aspects of a new preceptee's exuberance may not always be helpful in making the transition to a new job?
- Realize that I will not have all the answers?
- Ask my preceptee to identify two things he has encountered on the unit that he really likes?
- Ask if there are two things that the preceptee would like to improve on the unit?
- Direct preceptee's enthusiasm by having her begin to plan her preceptorship with me?
- Help to distinguish and prioritize his learning needs?
- Listen fully and openly?
- Avoid being defensive about a situation?
- Help the preceptee to keep things in perspective?
- Use my sense of humor to allay the preceptee's fears and/or embarrassment?

Alsopach, J. 2000. From *Staff Nurse to Preceptor: A Preceptor Development Program* 2nd Edition. AACN.