

Use Our Favorite Resources

Precepting can be a rewarding and challenging experience. You have to work smarter and harder when you serve as a preceptor, so use resources available to you! The following websites and journal articles may be beneficial to you and your preceptees.

- www.AlfaroTeachSmart.com — critical thinking skills and critical thinking indicators
- www.vnip.org — numerous articles on preceptor development and ways to support new nurses
- www.allnurses.com — a forum for nurses to discuss issues in nursing, including being preceptors and preceptees

Remember that precepting gives you the opportunity to grow and learn with your preceptees.

“Challenges make you discover things about yourself that you never really knew. They’re what make the instrument stretch — what make you go beyond the norm.” — Cicely Tyson

Resources

All, A., Huycke, L. and Fisher, M.: Instructional Tools for Nursing Education: CONCEPT MAPS. Nursing Education Perspectives: November 2003, Vol. 24, No. 6, pp. 311-317.

Marcum, E., West, R.: Structured Orientation for New Graduates: A Retention Strategy. Journal for Nurses in Staff Development: May/June 2004 - Volume 20 - Issue 3 - pp 118-124.



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Create Your Own Facility Preceptor Program

As preceptors, you are the key individuals who are responsible for orienting new employees to your organizations and to your individual departments. It’s a significant and important undertaking. Once a formal preceptor program is active in your institution, you can take it to another level. By enlisting the assistance of other preceptors in your organization, you can develop your own Preceptor Program that meets the individual needs and goals of your facility.

Determine what needs to be accomplished to make your individualized orientation program a success.

- Develop your strategy for the development of a facility Preceptor Program and write a bullet point proposal for your administration. Keep it simple — define your process, identify the advantages of your program and outline the resources needed.
- Solicit the input of your preceptor colleagues. Develop a formal team of preceptors and meet on a regular basis to “fine tune” your organization’s orientation program.
- Determine the “opportunities for improvement” within your current orientation program.
- Learn what information and training is already provided to the new employee during the nursing orientation and do not repeat it.
- Familiarize yourself with the orientation checklists and evaluation forms that track the preceptee’s orientation. Make sure these forms allow you to effectively evaluate your preceptees.
- Review the clinical educator’s role in orienting new employees.
- Know the role of your nurse manager and/or charge nurse. How frequently should you update them and for what reasons?

Explore other resources that are available to assist you as a preceptor.

- Use the resource manual from the Nurse Preceptor Academy. Look through the handouts and the bibliography list in the back. Review the Benner framework to identify how your preceptors may be viewing their roles as new or experienced nurses.
- Think about the resources available on your unit and in your institution. (*See the website list in the adjacent column.*)
- Include other members of your health care team. Encourage your preceptees to spend time with other health care providers who can help them to understand the interdisciplinary nature of health care.

