

Thoughts On Commitment

As a preceptor, you develop your own set of personal and professional commitments. Do any of the following reflect your views on commitment?

- The commitment of preceptors helps support the uniqueness of the organization and its direction.
- The preceptors' commitment leads to a common vision and purpose within the organization for the orientation process.
- Commitment is catching!
- Health care organizations need preceptors who are committed to their values, principles and beliefs.
- Commitment builds a foundation for personal and professional growth.
- When organizational goals are clear to preceptors, they are more committed to those goals.
- Treating preceptees with respect, challenging them and providing effective feedback on their performance shows commitment.

References

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www.urbandictionary.com



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Commitments Transform Our Promises

One of the definitions of “commitment” is the act of pledging, or engaging oneself, and of undertaking responsibility. Applying this definition to the preceptor role seems like a perfect fit because precepting really is a promise to the preceptee. Preceptors promise to give preceptees the best orientation experience possible. Facilitating an orientation requires a commitment to the entire precepting process, from the educational and social support of the preceptee to completing the necessary documentation, as well as role modeling expected and appropriate behaviors. Demonstrating this commitment on a consistent, unwavering basis requires incredible dedication from the preceptor.

The overall success of the orientation also depends on the allegiance of the staff and the department manager to the precepting/orientation guidelines. Following these guidelines often requires communication and collaboration among all parties. An example would be to insist on appropriate and reasonable patient assignments for preceptees. Preceptors can achieve a reputation for commitment in their roles by demonstrating determination and persistence when necessary.

Commitment to a program or process also means being open to change and willing to explore new ideas. Preceptors must strive to find better ways of doing things and to learn from experiences to continually improve our work.

Mission Statements Demonstrate Commitment

During the nurse preceptor academies, participants created mission statements to describe what they felt was important to achieve as they oriented new employees. The following mission statements are from participants who gave us permission to share their thoughts.

- “The privilege to precept and teach the best nursing practice through encouragement, education, listening, giving, evolving, protecting and role modeling. Our goal is to foster our preceptees to become competent, compassionate, caring nurses advocating for their rights, their patients’ rights and their facilities’ rights.”
- “To foster an environment of learning that recognizes the preceptee’s right to an individual, caring and positive orientation experience which will facilitate nurse learning, give quality and safe patient care and provide organizational stability.”
- “To provide a positive, supportive environment in which a preceptee feels safe to learn and implement best standards of practice.”
- “Guide the preceptee through an individual, mutually agreeable, and defined orientation. The experience is to be constructive with beneficial outcomes for the preceptee and the organization.”