

Nurse Preceptor Mission Statements

With other preceptors on your unit, you may want to develop a mission statement for precepting. This experience could lead to a focus on commitment for the task of precepting and the responsibilities of these preceptors.

The following excerpts are from some mission statements that were written by preceptors who attended the first Preceptor Academies.

- “To foster an environment of learning that recognizes the preceptee’s right to an individual, caring and positive orientation experience.”
- “To provide a positive, supportive environment in which a preceptee feels safe to learn and implement best standards of practice.”
- “Dedicated and committed nurse preceptors are needed to facilitate and nurture new employees to the organization. The organization’s responsibility is to provide the tools and training for these preceptors. The preceptor will help the new employee navigate through the hospital system.”
- “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.”
- “Our goal is to foster our preceptees to become competent, compassionate, caring nurses, advocating for their rights, their patients’ rights and their facility’s rights.”

Nursing Values

Graduate nurses will soon be arriving at your hospital; they are excited, motivated and happy to be earning a paycheck! As their preceptors, you are going to be critical to the success of these fledgling nurses as you facilitate their orientation experience. In addition, once their orientation is completed, retaining these new nurses is an ongoing concern. An effective orientation is the first step in retention. Studies show that nurses are more likely to leave their positions because of lack of support and guidance. New graduate nurses tend to be fragile and may feel frustrated and defenseless, especially in their first year. As a preceptor, you have the opportunity to help direct these nurses in becoming a valued member of your unit and guide them towards a meaningful career.

So, how do we instill nursing values in our new graduate nurses? Remember, new nurses may struggle with the congruency of personal values, academic values and the “real” world of nursing. There must be a correlation between the values you teach and the values they observe in the department. Caring and compassion are two of the most essential and prevalent nursing values, and these may be the most easily demonstrated for the graduate nurse. Consider these additional nursing values.

- Human Dignity — respecting colleagues, listening to patients and family, protecting patient privacy, answering call lights, maintaining confidentiality, covering patients and closing doors
- Patient Advocacy — encouraging patients to ask questions of their caregivers; providing information on treatments, plan of care and medications; promoting informed decision making
- Integrity — adhering to the American Nurses Association’s Code of Ethics, being honest and accountable for one’s actions, admitting errors
- Altruism — being helpful to patients, family members, visitors, co-workers and physicians and practicing team work
- Social Justice — providing fair treatment for all patients regardless of differences, considering the values and needs of others when offering care