



Nurse Preceptor Academy Mission, Purpose, Objectives and Values

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:

- ❑ Develop a support network for nurse preceptors
- ❑ Increase knowledge and skills that are essential for becoming a successful preceptor

Objectives:

- ❑ 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

Vision and Values: To foster a collaborative work environment based on our core values of professionalism, diversity, compassion and integrity.