Preceptors Providing the Vital Link for Nurses in Transition

Problem Statement
Retention of new graduate nurses (NGNs) is a continuing and significant problem for health care organizations. NGN turnover during the first year of hire can have potential adverse effects on employee morale, patient safety, and quality of care. Development of a preceptor program addresses these concerns.

"Just as every patient deserves a good nurse, every nurse deserves a good preceptor" (Ulrich 2011)

Preceptor Evaluation by Resident Tool
The Preceptor:
- acted as teacher, resource person, and clinical role model?
- coordinated learning experiences?
- provided ongoing support and feedback?
- wrote evaluations and shared them?
- validated skills?
- Comments about the preceptor program:
  -What did you like?
  -What did you dislike?

Top Characteristics of a Successful Preceptor
- Knowledgeable and willing to share that knowledge
- Collaborative
- Patient
- Consistent
- Fair
- Supportive
- Encouraging
- Open

Evidence-Based Preceptor Competencies
- Communicates
- Teaches
- Evaluates
- Facilitates
- Coaches
- Motivates
- Protects
- Support socialization
- Role models
- Leads

Preceptor Education: Purpose & Objective
Provides the nurse preceptor with the tools and materials needed to successfully precept the resident nurse, including effective and engaging methods of teaching adult learnings in the clinical setting.

Educational Objectives
- Define the roles and responsibilities of a preceptor.
- Identify the qualities of a preceptor.
- Differentiate the concepts of Novice-to-Expert, Team approach & Married State related to the preceptor role.
- Describe adult learning principles
- Summarize effective communication habits and effective feedback techniques.

Lessons Learned
- The role of the preceptor is critical in the onboarding of new graduate RNs.
- Preceptor competencies are not intuitive—they must be learned. Consider successful preceptor characteristics and competencies when designing preceptor education.
- Preceptor education and ongoing support provide the conduit for preceptor excellence.

Select References & Resources: