NAU NURSING PRECEPTORSHIP

Preceptor Preparation
OBJECTIVES

• Identify roles and responsibilities of a preceptor
• Review principles of learning
• Identify the differences in learning & personality
• Discuss the learning needs of nurses along the continuum of nursing practice
• Identify the feedback and evaluation process
ROLES OF THE PRECEPTOR

ROLE MODEL

High standards of practice
Listens
Speaks for self
Offers constructive feedback
Resolve difficulties
Professional
ROLES OF THE PRECEPTOR

Educator

- Learning needs and style
- Learning activities
- Evaluate progress
- Confirm, critique, modify, and appraise performance
- Communicate
- Critical thinking
ROLES OF THE PRECEPTOR

Evaluator

• Standards of practice
• Competent practice
• Delegation or accountability
• Recognize limitations
• Discuss issues of performance
• Document
ROLES OF THE PRECEPTOR

Protector

• Patient
• Safe learning environment
• Skill development
• Adherence to policy and procedures
• Advocate
• Protects preceptee
ROLES OF THE PRECEPTOR

Socializer
- Settle into new role
- Social needs
- Integration
- Colleague support
- Resolve conflict
- Team builder and motivator
PRECEPTOR RESPONSIBILITIES

- Orient
- Facilitate
- Schedule
- Guide
- Supervise
- Teach
- Increase responsibility
PRECEPTOR RESPONSIBILITIES

• Timely feedback
• Role model
• Work with Educator
• Plan
• Paperwork
PRINCIPLES OF LEARNING

• We learn by doing
• We learn by focusing on one task
• We must be ready to learn new tasks
• We must be motivated to learn
• We must have immediate reinforcement of learning
• The learning situation must have meaningful content
• Practice exercises must be as real as possible
• Responses to the learning situation will vary
• The learning atmosphere will have an impact
• Backgrounds and physical abilities will vary
Communication, Teaching, Learning

• Communication, including the ability to teach and learn, is affected by individual styles or traits.
• Individual styles or traits include:
  – Learning style
  – Personality Type
• There are multiple tests that can be taken to identify styles for learning and personality.
• It is important to know your own styles, as they impact on your communications with others.
HERE IS THE LINK FOR AN ONLINE LEARNING-STYLE QUIZ:

http://vark-learn.com/the-vark-questionnaire/?p=results

PLEASE POST YOUR RESULTS IN THE APPROPRIATE TYPHON DROP BOX
**Personality Quiz**

- **Here is the link for an online personality type quiz:**
  - [Http://www.humanmetrics.com/cgi-win/jtypes2.asp](http://www.humanmetrics.com/cgi-win/jtypes2.asp)

- **Please post your results in the appropriate Typhon drop box**
FEEDBACK

- Honest
- Avoid Negative feedback
- Plan time
- Involve the educator
- Be supportive
EFFECTIVE FEEDBACK

• Directed at behavior
• Timely
• Clear
• Descriptive
• Factual
• Specific
• Sensitive
• Constructive
Constructive Feedback

• Give as necessary and honestly
• Be patient and understanding
• Motivate preceptee to do better next time
CONTINUOUS EVALUATION

• Evaluate constantly
• Always assess & observe
• Open two-way conversation
• Important for continuous feedback
FORMAL EVALUATION

• Affirming and future-oriented
• Include accomplishments and suggest improvement
• There should be no surprises
• Direct and honest
• Complete all paperwork
• Final evaluation will bring closure
THANK YOU FOR WORKING WITH NAU NURSING STUDENTS!

DON’T HESITATE TO CONTACT US WITH ANY QUESTIONS OR CONCERNS:
NAU SON 928-523-2671
REFERENCES