

# FUNDAMENTAL SKILLS FOR PRECEPTORS

## Module Objectives

Explore the impact of preceptors on the nursing workforce

Identify tactics to encourage successful integration of the orientee on the unit

Define psychological safety and its part in a preceptorship

## Module 1: Starting Off

### Lesson 1: Settling Into Your Role as Preceptor

- Acknowledge the potential discomfort of a new preceptor
- Identify the high-level responsibilities of a preceptor

### Lesson 2: Enhancing Self-awareness

- Describe the impact of attitude on staff
- Provide strategies to enhance self-awareness of the preceptor

### Lesson 3: Preparing the Team on Your Unit

- Describe at least one way a preceptor can create a welcoming environment for orientees

### Lesson 4: Acclimating Your Orientee to the Team

- Identify questions that would provide insight into the experience and preferences of your orientee
- Describe the value of “pitching in” and accountability in a team environment
- Provide avenues to a peaceful coexistence when there is a difficult situation with a co-worker

### Lesson 5: Building Psychological Safety

- Describe a “culture of inquiry”
- Identify the benefits of creating a psychologically safe environment
- Identify the circumstances when regulatory boundaries take precedence over destigmatizing failures

## Module Objectives

Organize preceptorship experiences to maximize orientee learning

Grow the flexibility of the preceptor to respond to changing needs

Facilitate greater orientee independence through orientation

## Module 2: Creating Meaningful Learning Experiences

### Lesson 1: Maximizing the Learning Timeline

- Identify the best methods to determine orientee-specific learning needs
- Identify the steps to maximize the orientee's learning timeline

### Lesson 2: Setting Expectations

- Document agreed-upon expectations
- Identify opportunities for orientees to practice skills and bridge knowledge gaps in a clinical setting

### Lesson 3: Adapting to Your Orientee

- Modify learning experiences to fit the needs of an orientee

### Lesson 4: Clearing Orientee-driven Learning Pathways

- Identify multiple ways to make orientees more self-sufficient

# FUNDAMENTAL SKILLS FOR PRECEPTORS

## Module Objectives

Identify approaches for maintaining good relationships with orientees post-preceptorship

Determine ways to provide constructive feedback

Use active listening strategies when receiving feedback

## Module 3: Giving and Receiving Actionable Feedback

### Lesson 1: Supporting Your Relationship

- Identify strategies for preserving relationships after feedback for improvement

### Lesson 2: Communicating Constructively

- Distinguish between constructive and nonconstructive feedback

### Lesson 3: Drafting Effective Feedback

- Select appropriate methods to provide constructive feedback
- Summarize the Pendleton model of giving feedback

### Lesson 4: Handling Defensiveness

- Identify circumstances when using a mediator may be beneficial

### Lesson 5: Soliciting Feedback

- Define active listening
- Identify actions associated with active listening

## Module Objectives

Smooth the orientees' transition to clinical practice

Bolster the preceptor's emotional resilience and ability to maintain their emotional health

## Module 4: Supporting Emotional Resilience

### Lesson 1: Recognizing Transitional Challenges

- Identify several ways emotional distress can manifest in orientees

### Lesson 2: Responding to Strong Emotions

- Describe what it means to provide emotional support to orientees
- Select effective ways to respond to orientees' emotional outbursts
- Identify methods for orientees to build emotional resilience

### Lesson 3: Prioritizing Your Well-Being

- Recognize stress-driven responses in yourself
- Recall self-care tactics to manage stress

## Module Objectives

Define criteria to determine completion of a preceptorship

## Module 5: Defining Completion

### Lesson 1: Exploring Competency

- Describe the differences between mastering clinical tasks and nursing competency
- Distinguish among the eight Synergy Nurse Competencies

### Lesson 2: Assessing Clinical Judgment

- Identify ways to assess clinical judgment

### Lesson 3: Evaluating Progress

- Distinguish evaluations from other types of orientee-focused assessments

### Lesson 4: Transitioning to Independent Practice

- Recall ways in which a preceptor can support an orientee through the transition to independent practice