

Preparing the Preceptor: Fostering an interprofessional multigenerational approach to integrating new clinicians into practice

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Background and Purpose

In 2006 through funding from the Late Career Initiative, two nurses over the age of 55 developed a Preceptorship Workshop.

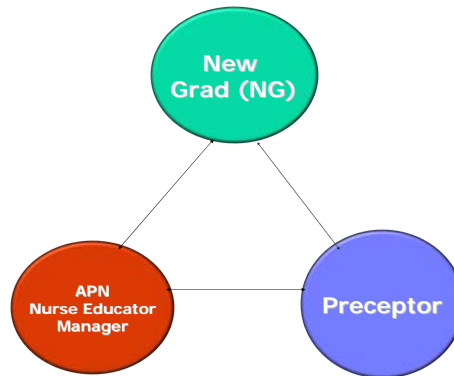
By using their extensive nursing knowledge, skills and experience these nurses assisted preceptors to build their knowledge base on the key concepts of preceptoring. This opportunity to positively contribute to supporting preceptors and to integrating NGs into the clinical environment recognized the value of the late career nurse in the immediate clinical work environment.

This initiative facilitates the transition of new clinician/ new grad (NG) into entry level practice by focusing on:

- ❖ different learning styles of the NG and his/her preceptor
- ❖ role clarification of NG and other members of the interprofessional team
- ❖ promotion of healthy work environment
- ❖ conflict management and self-care
- ❖ feedback and evaluation strategies
- ❖ multigenerational approaches to work
- ❖ merits of clinical supervision



LEARNING PARTNERSHIP TRIAD



Preceptor Resource Kit, Registered nurses of Ontario, 2004

Promoting Well-Being

Encourage NG to ask questions and to talk about distressing situations

Check-in with NG regularly during the shift

Monitor NG for signs of psychological injury

Role-model effective self-care such as regular exercise, good sleep, healthy diet, stay connected with social network, Setting realistic goals, getting involved with professional organizations



THE PRECEPTOR ROLE



- ❖ Role Model
- ❖ Teacher
- ❖ Facilitator
- ❖ Guide
- ❖ Evaluator
- ❖ Guardian

LEARNING STYLES

Intuitive
 Visual
 Field Dependent
 Reflector
 Converger
 Introvert
 Tactile

GENERATIONAL DIFFERENCES

Traditionalists	Boomers	Xers	Millenials
<ul style="list-style-type: none"> ✓ Hard work ✓ Dedication & sacrifice ✓ Respect for rules ✓ Duty before pleasure ✓ Honour 	<ul style="list-style-type: none"> ✓ Optimism ✓ Team orientation ✓ Personal gratification ✓ Involvement ✓ Personal growth 	<ul style="list-style-type: none"> ✓ Diversity ✓ Techno-literacy ✓ Fun & informality ✓ Self-reliance 	<ul style="list-style-type: none"> ✓ Optimism ✓ Feel civic duty ✓ Confident ✓ Achievement oriented ✓ Respect for diversity ✓ Feedback ✓ Balance (added) ✓ Moderation (added)

Giving Feedback: The 3 S's

- **Sincere:**
 - ✓ Given with the best of intentions
 - ✓ Tell the person what they did well
 - ✓ Begin and end with a positive statement
- **Specific:**
 - ✓ Focuses on observed behaviour (what was said or done)
- **Suggestion:**
 - ✓ Offer a suggestion for improvement



Evaluation

REFERENCE LIST

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