

# Preceptor News

## Support, Teach, Empower

A major role for the preceptor is that of socializer...helping your new hire integrate into the work setting.

Get to know your preceptee so you can form an empowering partnership quickly. Remember, each new student is an individual with unique needs; have an open discussion to find out what he needs from you as his preceptor.

Set realistic expectations. Use your power wisely and empower him or her to develop into the strong colleague that you want on your team.

Encourage her to work with other students so she will get to know and be accepted by her new peers. Arrange for her to eat meals with other peers when you're not available. You are the link to their future on your unit. Be there to support, teach and empower!

## Spread Your Light: Socializing the Preceptee

*There are two ways of spreading light: to be the candle or the mirror that reflects it.* - Edith Wharton

Use this list for ideas on how to enhance your role as socializer of a preceptee.

Do I:

- Recognize elements to the current situation that might be new to the preceptee?
- Demonstrate how to assist preceptees in each of the four phases of reality shock? (Preceptor notebook, Tab 3)
- Demonstrate how to assist preceptees in integrating socially?
- Demonstrate how to assist preceptees in integrating professionally as staff members?
- Ask the preceptee about past work experiences?
- Question the preceptee about their learning style?
- Recognize that each preceptee will have different needs during orientation? (Preceptor notebook, Tab 2)
- Understand that “newness” might affect a preceptee’s learning needs and readiness to learn?
- Recognize that the new preceptee may have a conflict between school and work values? (Preceptor notebook, Tab 3)
- Recall my own orientation(s) and remember good preceptor(s)?
- Recognize that some aspects of a new preceptee’s exuberance may not always be helpful in making the transition to a new job?
- Realize that I will not have all the answers?
- Ask my preceptee to identify two things they have encountered on the unit that they really like?
- Ask if there are two things that the preceptee would like to improve on the unit?
- Direct preceptees’ enthusiasm by having them begin to plan their preceptorship with you?
- Help to distinguish and prioritize their learning needs?
- Listen fully and openly?
- Avoid being defensive about a situation?
- Help the preceptee to keep things in perspective?
- Use your sense of humor to allay the preceptee’s fears and/or embarrassment.

Alspach, J. 2000. From Staff Nurse to Preceptor: A Preceptor Development Program 2nd Edition. AACN.