

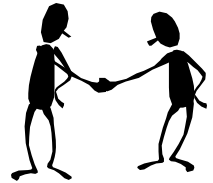
Effective Preceptors

Effective Preceptors

Effective preceptors demonstrate the following skills:

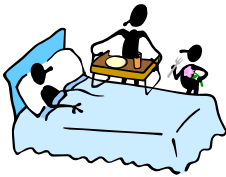
Interpersonal Skills:

- Demonstrate trustworthiness, respect and demonstrate a non-judgmental attitude
- Foster confidence in and empower others
- Convey friendliness and responsiveness to others' needs
- Demonstrate assertiveness and self confidence
- Exhibit good communication skills and manage conflict appropriately
- Enjoy problem solving and demonstrate flexibility to change
- Exhibit warmth, caring and support, and create a safe environment for learning
- Uphold a positive attitude



Clinical Skills:

- Exhibit professional behavior, speech and attitudes
- Relate scientific principles to nursing practice
- Exhibit a genuine interest in patient care
- Possess experience, expertise and skill proficiency in clinical field
- Demonstrate leadership skills
- Keep current in practice by attending workshops and in-services
- Enjoy problem solving, decision making, and finding appropriate alternatives
- Pursue personal and professional growth and development



Teaching Skills:

- Have a desire to teach and undertake the preceptorship role
- Enjoy working with students
- Explain complex concepts in simple terms and facilitate learning
- Demonstrate enthusiasm for teaching
- Welcome questions and remain accessible
- Demonstrate respect and concern for and confidence in students
- Coach and foster autonomy in students
- Plan for student learning opportunities
- Demonstrate patience
- Adapt teaching to meet individual needs
- Watch without taking over
- View self as a partner in learning
- Provide clear, motivating feedback in response to both positive and negative performance
- Plan for success



Sources: Bashford, 2002; Baltimore, 2004; Gates & Cutts, 1995; Daigle, 2001; Marincic & Francfort, 2002; O'Malley, 2000; Letizia & Jennrich, 1998; Morton-Cooper & Palmer, 1993.