



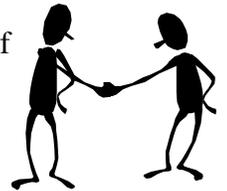
# Preceptor Roles & Responsibilities

As a preceptor, your first priority is patient care. However, you are also involved in and responsible for teaching a student how to deliver this care. Thus, the clinical preceptor has several roles and responsibilities:



**Role Model and Mentor:** The preceptor leads by example, demonstrating and personifying competent care nurses. S/he helps the student integrate clinical and professional practice. The preceptor demonstrates exemplary ethical behavior and enthusiasm for practice and interacts appropriately with other members of the health care team.

**Socializer:** The preceptor actively integrates the student into the social culture of the unit and facility. S/he helps the student feel welcomed by peers and coworkers and assists them in establishing relationships and becoming familiar with the written and unwritten norms of the unit. The preceptor orientates the student to the unit.



**Teacher:** The preceptor has a desire to teach and share expertise with students. S/he is responsible for assessing the student's orientation needs, planning learning experiences, and facilitating patient assignment selection to achieve identified learning needs and goals. The preceptor in collaboration with the student plans and implements a teaching plan and evaluates progress based on mutually agreed upon orientation goals on an ongoing basis. The preceptor is also an assessor who observes and evaluates the developing student. This is one of the most difficult roles the preceptor has and can be a source of internal conflict, as s/he balances the roles of confidante and assessor.

**Resource Person:** The preceptor is able to clearly communicate the reasoning behind her/his decisions or actions, which helps the student learn to think and perform as a professional. Effective preceptors give guidance and remain available when students are in stressful situations. Preceptors should also expect students to be independent learners who seek their own information and identify appropriate solutions. Preceptors serve as resource persons by modeling both the technical skills and the organization of workload needed to function as a competent nurse. They assist students to develop effective and concise oral and written communication skills, incorporate shortcuts to condense procedural tasks, set priorities by explaining the daily routine and demonstrate how to redirect performance to tasks of higher priority.



Sources: Gates & Cutts, 1995; Baltimore, 2004; Trevitt, Grealish & Reaby, 2001; O'Malley, 2000; Myrick & Yonge, 2005.