

# Preceptor Roles/Responsibilities: The job is large and complex!!

## **Protector** – *Protects both patient and novice from adverse outcomes*

- o Ensures safe learning environment for the novice to study and practice in
- o Considers licensed scope of practice when assigning and delegating.
- o Ensures adherence to policy and procedure (standards of practice)
- o Supports developing skills while ensuring safe care, safe practice
- o Protects preceptee from adverse behaviors of others
- o Protects patients from errors in healthcare delivery
- o Protects the novice from making errors that might threaten self/others
- o Protects the profession of nursing – as the most trusted of HC professionals

## **Validator**: *Gathers evidence of safe and effective practice capability*

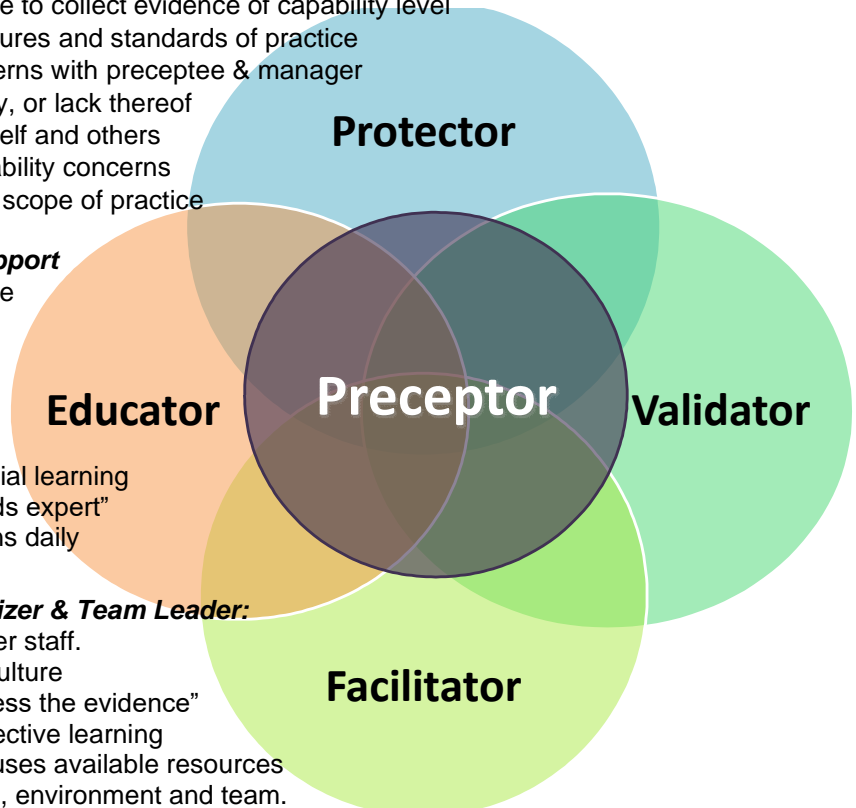
- ◆ Observes preceptee's clinical practice to collect evidence of capability level
- ◆ Ensures adherence to policy, procedures and standards of practice
- ◆ Discusses performance issues/concerns with preceptee & manager
- ◆ Documents observations of capability, or lack thereof
- ◆ Recognizes capability limitations in self and others
- ◆ Identifies delegation and/or accountability concerns
- ◆ Ensures that assignments are within scope of practice

## **Educator**: *Provides instruction and support*

- Assesses learning needs & learning style
- Plans learning activities collaboratively
- Implements effective learning plan
- Develops capability of preceptee
- Fosters Critical Thinking development
- Evaluates & communicates progression
- Provides safe environment for experiential learning
- Facilitates progression of “novice towards expert”
- Documents accomplishments & concerns daily

## **Facilitator**: *Acts as Role Model, Socializer & Team Leader:*

- Introduces preceptee to team & other staff.
- Fosters integration into workplace culture
- Provides role model of “How to access the evidence”
- Role models reflective practice, reflective learning
- Acknowledges own limitations and uses available resources
- Helps preceptee settle into new role, environment and team.
- Gives constructive feedback, Speaks for self, Listens attentively
- Resolves issues as they arise; resolves conflict in proactive manner
- Acts as role model for self-development, professional comportment and attitudes
- Supports adjustment to all the new elements that the novice faces within transition
- Ensures consistent communication between manager, novice, and/or educator
- Enlists support of full interdisciplinary team for socialization and orientation process
- Clinical preceptors are called upon to fill significant accessory roles within the development of students and new staff members.



## **References:**

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