Impacting Nurse Preceptor Self-Efficacy by Implementing a Robust Preceptor Program

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Introduction

All nurses precept new nurses, yet many are not adequately prepared for the role (Boamah & Laschinger, 2015). Staff nurses who have not had sufficient education and support in the role of preceptor have reported feeling unprepared, unsafe and unsupported. These factors may contribute to burnout or influence their choice to remain in the organization(Mann-Salinas, et al., 2014).

Clinical Question

The clinical question is:
For nurse preceptors , does participation in an ongoing, educational and supportive preceptor program increase perception of role self-efficacy?

Project Description

Volunteer staff nurses interested in precepting new nurses participated in an eight week educational and supportive preceptor program involving a day-long didactic workshop followed by two monthly preceptor forums and one-on-one support from educators. Self- efficacy in the preceptor role was measured before and after the intervention.

Project Evaluation

Participants self evaluated preceptor core competencies pre and post intervention in the areas of:
Assessment and Intervention
Critical Thinking, Human Caring and Relationships, Leadership/Management
Teaching and Knowledge Integration
using the Preceptor Self-Efficacy Assessment Scale (*used with permission by S. Boyer, DNP, RN*



Conclusions

Statistically significant improvement was found in the areas of Leadership/Management and Teaching. Moderately significant improvement was seen in the areas of Assessment and Intervention Critical Thinking, Human Caring and Relationships and Knowledge and Integration. There was no improvement seen in the area of Communication.

Nursing and Healthcare Implications

Equipping nurses with essential tools and support will empower feelings of competence, and confidence as preceptors (Nielsen, Lasater, & Stock, 2016), aiding the organization in decreasing nurse turnover and increasing overall nurse satisfaction (Leftwich, 2013).

References

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