

Importance of Preceptor relationship with New Graduate Nurses in the Work Environment

FULD FELLOW CANDIDATE: OMONIKE AKINLEYE, NANCY GOLDSTEIN, DNP; MICHELLE D' ALESSANDRO, DNP

JOHNS HOPKINS UNIVERSITY SCHOOL OF NURSING, BALTIMORE, MD



1 Background

- New graduate nurses experience many complex and transitional adjustments upon entering the workforce post education and clinical orientation. Among these many challenges is acclimation into a new environment, including the facilitation of a preceptor.
- The relationship between the new graduate (NG) and preceptor can influence whether the transition into the work environment for the NG is positive or negative, and consequently effect the confidence and level of competence of the new nurse.

2 Methods

NG nurses are defined as nurses who was recently graduated and had less than 12 months of professional experience as a registered nurse (Berkow, et al., 2009).

The nurse leaders or preceptors were registered nurses who held higher-level leadership positions and had been practicing for more than two years.

Data was collected via a web-based questionnaire, using Survey Monkey, measuring 36 nursing competencies in preparedness and 6 nursing competencies in proficiency.

In addition to perceived level of competence, 39 nurse leaders were questioned about their preceptor behavior during the training of the NG.

3 Results

The results demonstrated that new graduate nurses perceived themselves as being more competent in preparedness (82.1%) than their preceptors (77.9%).

Results of measured core competencies revealed less than 2% difference in results for communication and professionalism and less than 8% difference in Technical skills and Clinical knowledge. Areas with the greatest difference of about 20 % were Critical Thinking and Management of Responsibilities.

Additional measurements found that 66.7% of preceptors were able to help new nurses apply knowledge and 68.4% were able to provide constructive feedback and communication.

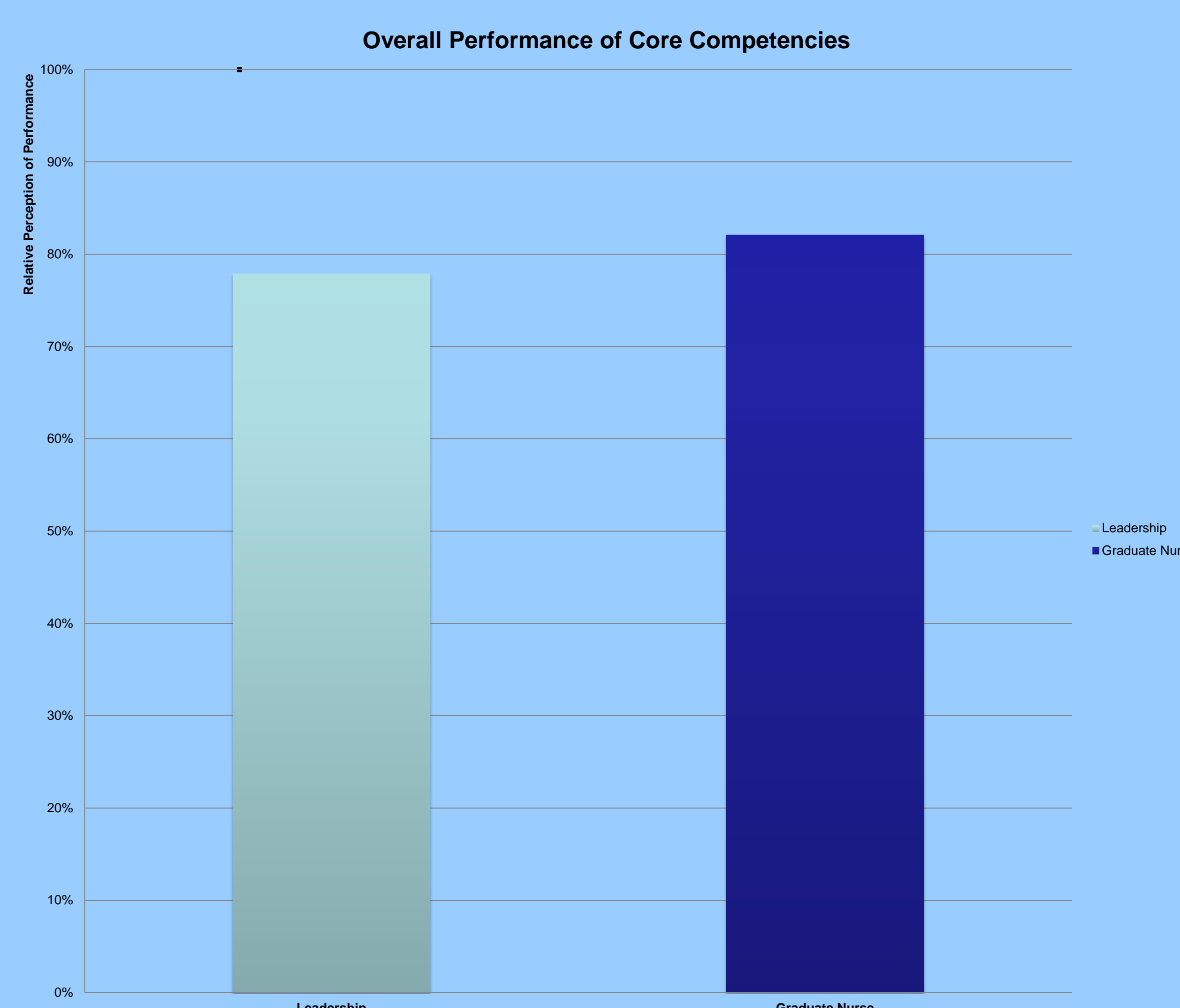


Figure 2. Perception of overall performance in core competencies between nurse leadership and new graduate nurses.

4 Results

We expect that after distribution of our survey, data will suggest correlation between preceptor and new graduate relationship and new graduate performance and the new graduate perception of competence. With these results we will build and design a module that will orient preceptors on strategies to

5 Future Directions

To further the progression of this study and better evaluate the effects of relationships between preceptors and new graduate nurses a preceptor online module will be designed to prepare and educate preceptors on how to most effectively mentor and assist new nurses in their transitioning year.

This module will consist of a three part learning tool and will be provided in an online and non timed manner. The three parts of the preceptor module are as listed

- Adult learning theory and key elements of mentoring and precepting.
- Education on problem solving, effective communication, and conflict resolution and will bring awareness to the topics of lateral violence,
- Providing effective and constructive feedback and will teach methods to provide effective evaluation.

6 References

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