Tools of the Trade: Improving the Preceptor and Student Experience

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Having done the Mentoring Skills Questionnaire
I think I need a mentor to mentor me in improving my mentoring
Objectives:

- Role of the Preceptor
- Personality and Professional Traits of an Excellent Preceptor
- Teaching Styles
- Incorporating Teaching into Your Work Day
- Evaluating Your Student
- Handling Difficult Situations
- Rewards, Rewards, Rewards
Role of the Preceptor

• Teacher/Evaluator
• Allow “Real World” Experiences
• Provide Patient and Student Safe Environment
• Allow Students to Hone Their Craft
Excellent Preceptor Personality Traits

Empathetic
Flexible
Respectful
**Sense of Humor**
Fair
Dependable
Consistent
Excellent Preceptor Professional Traits

• Supportive of Student’s Educational Program
• Current Knowledge and Skills
• Willingness to Work With Neophytes and More Advanced Students
• Model Appropriate Behaviors
• Willingness to Give Constructive Feedback
• Supportive of Student’s Growth
Teaching Skills

Keys to a Successful Clinical Rotation: Getting Started

• Be Prepared
• Start and End Dates of Rotation
• Review Resume (previous clinical rotations, work history)
• Tour Facility & Introduce Student to Staff
• Provide a List of Clinical Guidelines
• Provide Documentation Templates
• Provide List of Formulary Medications
Principles of Successful Precepting

• Meet the Student Where They Are
• Reflect on Your Own Experiences as a Student
• Utilize Multiple Teaching Methods/Techniques
Specific Skill Building

- Student Spends Day Observing
- Student Provided Specific Assignment/Tasks to Focus on and Discuss at End of the Day
- Teach a Specific Skill
- Help Student to See How to Handle Different Patient Situations
- Useful for Busy Days That do not Allow Much Time for Teaching
- Have Student Write Down Questions to Discuss at the End of the Day
Student Thinking Time

- Student Sees Patient First and Reports back to Preceptor
- Preceptor Sees Patient
- Student Develops Plan
- Student Reports Plan
  - *What do you think is going on?*
  - *Why would you choose that treatment?*
  - *Explain what they did right, then what they did wrong.*
  - *Teach general rules.*
Types of Scheduling to Get Through The Day

• Wave Scheduling
• Built-In Scheduling
• Focused ½ Day
• Sharing the Load
Evaluating the Student

• Be Specific
• Be Timely
• Be Honest
• Include Assignments for Future Study/Growth
• Dialogue With Faculty
Difficult Situations

• Focus on Behaviors Rather than Personality
• Important for Faculty to Visit and Observe Interactions With Patients and Preceptor
• Identify Poor Professional Behavior Early and Communicate Expectations for Change
• Suggest Strategies for Reassignment if Necessary
• Document and Communicate With Faculty
Rewards

• Keeps You Sharp
• Credit Towards Board Re-Certification
• Adjunct Faculty Appointment
• Library Privileges
• Free CEU Opportunities
• Stipends/Honorariums
• Recruitment
• Builds Your Network
• Allows You to Give Back to Your Profession
“A life isn’t significant except for its impact on other lives.”

-Jackie Robinson