

Precepting The “New” Nurse

Orientation and Competency
for Oncology Nurses


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Objectives

- ♦ Describe the considerations required to orient new and experienced nurses to an oncology setting
- ♦ Identify the important characteristics and skills a preceptor needs to facilitate orientation to the work place
- ♦ Describe the resources and technology available to new nurses and their preceptors

Definitions

- ♦ Orientation
- ♦ Competency
- ♦ Preceptor
- ♦ Mentor
- ♦ Adult Learning



New and Not so New Nurses

- ◆ New graduates
- ◆ New graduates with previous work
- ◆ Travelers

New and Not so New

- ◆ Transfer from another area
- ◆ Older nurses, new roles
- ◆ Foreign educated nurses
- ◆ LPNs, assistive personnel
- ◆ Students
- ◆ Faculty

Orientation

- ◆ Competency



Preceptor

- ◆ Clinical Expertise
- ◆ Interest
- ◆ Characteristics

Preceptor

- ◆ Stages of learning
 - ◆ Novice
 - ◆ Advanced Beginner
 - ◆ Competent
 - ◆ Proficient
 - ◆ Expert

Mentor

- ◆ Improve Skills
- ◆ Admire/Look up to
- ◆ Not on the spot
- ◆ Relationship for life

Adult Learning

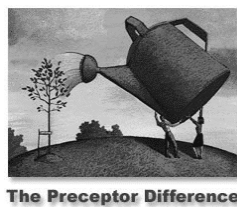
- ◆ Andragogy
 - ◆ Need to know
 - ◆ Self concept- self directedness

Adult Learning

- ◆ Experience
- ◆ Readiness to learn
- ◆ Motivation to learn

The Role of the Preceptor

- ◆ Who
- ◆ How
- ◆ What
- ◆ Help!!



Role of the Preceptor

- ◆ How
- ◆ What
- ◆ HELP!!



Functions of the Preceptor

- ◆ Communication
- ◆ Modeling
- ◆ Feedback



Functions of the Preceptor

- ◆ Delegation
- ◆ Advocacy
- ◆ Support
- ◆ Mentor



Tools and Resources

- ♦ Manager
- ♦ Clinical Nurse Specialist
- ♦ Senior staff

Simulation and Beyond Learning Labs



E Learning



Summary



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