

Experiences in Precepting

Issues, Barriers, Situations

Have you had an ...



Orienteer who...

...is progressing slowly.

...overestimates his/her capabilities

...underestimates his/her capabilities.

...is unorganized with time management needs.

...does not seek assistance with unfamiliar skills.

Or an...



Orienteer who...

...doesn't know that they don't know

...has been shown repeatedly how to perform the skill but continues to have difficulty.

...remarks that a former place of employment had higher standards of practice.

Possibly an...

Orientee who....

- ...avoids taking personal responsibility for learning.
- ...becomes upset when performance is critiqued.
- ...lacks concern after making a mistake.
- ...complains about the quality of the preceptor's job skills.

And, an....



Orienteer who....

...flusters easily with fear of making a mistake.

...is preoccupied with personal issues.

...is having difficulty relating to co-workers
(doesn't feel included or part of the team)

Case study #1

- An RN with 10 years OR experience has been hired to work as a nurse on the evening shift in the OR of a small community hospital. Her experience however, has all be in a larger teaching hospital. The orientee often remarks how things were done differently at her hospital. New RN orientation normally lasts about 12 weeks. There is a critical need for the nurse to go on evening shift as they are short staffed and the surgery schedule is very heavy. The nurse does not wish to remain on the day schedule to be oriented and would prefer to go on evenings 3 weeks into his/her orientation.

Case study #2

- An RN on a telemetry unit is precepting a nurse that has many years of medical/surgical experience on an orthopedic unit but no cardiac experience. She has planned for the nurse to go to the pacemaker lab on their next shift and comes in to find out that the nurse worked evenings over the weekend to cover a sick call and was in return given the day off so she would not have any overtime. The preceptor feels this nurse is not ready to be working on the off shift on her own.

Case study #3

- A newly graduated nurse is hired to work in the ER and is having difficulty learning the basic duties of ER nursing. She has been working for six weeks and routinely needs reminding to check lab results, doctors orders, and of patient care priorities. She still needs to be prompted to perform many simple tasks, but, once she is prompted she performs them well.

Case study #4

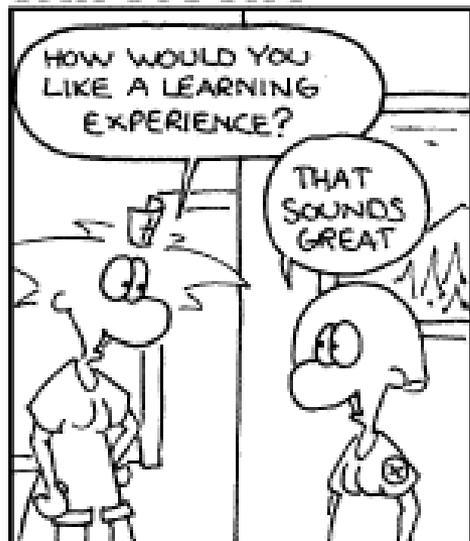
- You are precepting in the ICU and have witnessed the orientee several times give shift report to another nurse and do it well with some prompting. You and the orientee are accompanying another patient to the MRI lab and you have asked the orientee to give report to the nurse that will cover his/her other patient while you are gone. Upon return from the MRI lab, the preceptor discovers that the orientee told the other nurse she was leaving but never gave report and her documentation was incomplete before leaving.

DISCUSSION:

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- What could be the source of the issue?
 - What could have been done to prevent them?
 - How do you handle it now?

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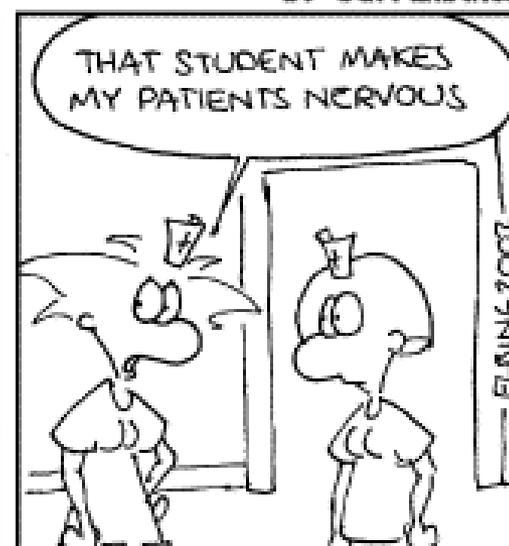
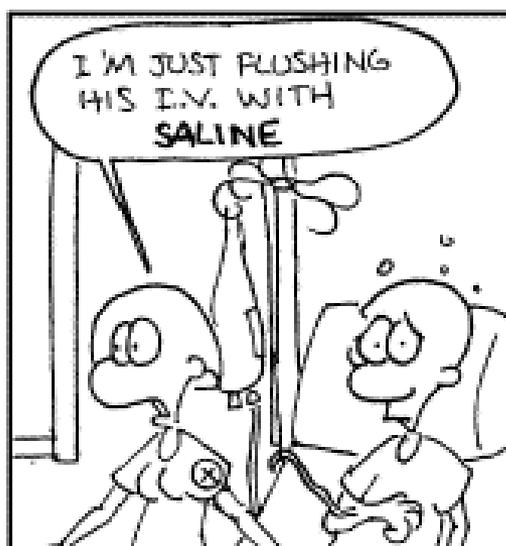
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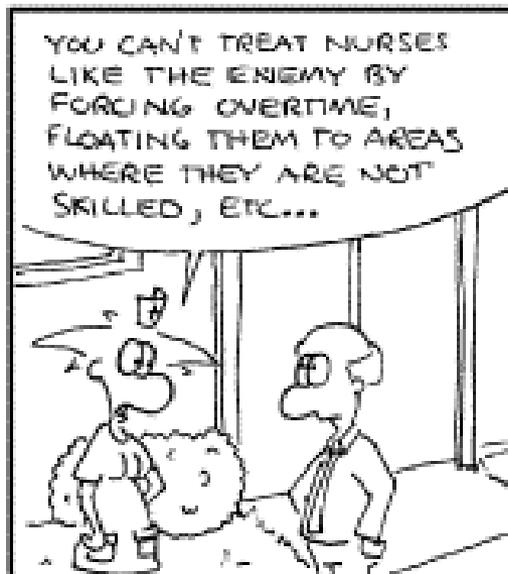
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