The Roles of the Mentor and of the Preceptor in Nursing

The nursing profession has found itself under siege in recent decades, facing an insufficient number of students entering the field to replace those individuals who are leaving it. For this reason it is incumbent on those individuals already employed as nurses to assist the newly-graduated nurses entering the field, easing their transition and assisting with retention. Both mentors and preceptors are practicing nurses who have put themselves into these supportive roles, ensuring that the conditions in the clinical environment create a safe and efficient workplace amenable to appropriate nursing care. As a result of this great and continued need for the retention of new and newly advanced nurses, both mentors and preceptors are of overwhelming value to the profession. The roles that these individuals play, however, are quite different, despite their equal value in nursing education. Mentors in Nursing Practice Mentors have long been part of professional development in other fields, dating back to ancient Greece and ancient Rome and, perhaps, beyond. Morton-Cooper and Palmer (2000), citing Hamilton, state that "it was fully expected that the youths would learn from and emulate the values of their assigned 'mentor.' The term mentor became synonymous with wise, faithful guardian and teacher" (37). Some of the assumptions associated with a mentor and mentee relationship are that the mentee will eventually become self-directed through guidance, rather than other-directed and that the mentee will eventually become more performance oriented through the development of critical thinking skills developed over time in practice, rather than relying on the knowledge obtained in school (Morton-Cooper & Palmer, 2000). It is up to the mentor to help the mentee develop these skills through a collaborative effort, acting as a guide to assist the mentee with achieving his or her potential. Preceptors in Nursing Practice Like mentors, preceptors are skilled clinicians who possess a broad body of knowledge. Many nurses who excel at their nursing practice can be preceptors, even if they do not possess the teaching skills to be mentors. Unlike mentors who work closely with their mentees, preceptors are individuals that model behavior for the learners on the clinical floor. In addition, preceptors observe the learners and analyze and evaluate the behaviors and activities that they observe. Preceptors have what might be termed a "quasi-mentoring" role in terms of students, providing support when the student needs it, rather than the day to day guidance provided by the mentor. According to Morton-Cooper and Palmer (2000) the lack of understanding of the preceptor's role allowed it to be confused with that of the mentor (p. 47). Learning Contract A learning contract is a formal tool used in mentoring situations. This contract makes provisions for resource allocations, establishes the relationship between mentor and mentee, and provides sufficient and useful assessment of the learner's progress (Morton-Cooper & Palmer, 2000). In addition, preceptor learning contracts that set the learning objectives held by both the learner and the preceptor are useful documents, particularly in the case of rotating schedules and other difficulties that might prevent the preceptor and learner from being on the floor at the same time. The learning contract can also be used as a learning "diary," in which the learner records the emotions connected with the clinical experience (Morton-Cooper & Palmer, 2000). Because clinical nursing experience is an experiential form of learning, having records of the learning process and the emotions associated with it can provide valuable insight in connection with the environment in which the nurse is learning and working. In addition, this contract can be used to provide a roadmap that might be used to measure the learner's commitment to the program. Conclusion The preceptor and the mentor are both valuable members of the teaching team, who act in conjunction with the nurse educator's classroom instruction. The learning contract is also a valuable learning and teaching tool that can be used to direct both the teaching process and the learning process, as well. Reference Morton-Cooper, A., & Palmer, A. (2000). Mentoring, preceptorship and clinical supervision: A guide to professional roles in clinical practice. Malden, MA: Blackwell Publishing, Inc.

Nursing Mentor Essay

Connie Vance,Roberta K. Olson

Nursing Mentor Essay:

Succeeding in Essays, Exams and OSCEs for Nursing Students Kay Hutchfield,Mooi Standing,2012-05-23 The word assessment can strike terror into any student However providing evidence of knowledge and skills for professional practice is an integral and essential part of university life as a nursing student This book helps nursing students better understand the processes of assessment so that every student can achieve their potential in their studies It looks at each of the major forms of assessment including essays exams portfolios presentations OSCEs and practice assessments It specifically addresses the needs of nursing students on new degree courses and therefore gives a clear insight on how to succeed as a student nurse

A Reflective Guide in Nursing Education for Mentors of Student Nurses Timothy John Whittard,2019-05-06 Essay from the year 2013 in the subject Pedagogy Higher Education grade Pass University of the West of England Bristol course Facilitating Learning and Assessment in Practice language English abstract This essay aims to examine a teaching session delivered by myself to a student nurse during clinical practice exploring the lesson plan for this session and various factors which may have impacted on the learning processes involved The clinical skill competency which is being explored is the procedure for preparing and administering an intramuscular injection   **The Nurse Mentor's Handbook** Danny Walsh,2010-10-01 All nurses have a duty via their professional code of conduct to pass on their knowledge and this book is the ideal companion text for all new and trainee nurse mentors This book provides a unique guide to strategies and ideas to help devise and enhance learning opportunities for their students With a practical and accessible style the book answers all those questions that mentors may have about the mentoring role including How can I create a good learning environment How should I assess students in practice How do I support failing students What should I include in my mentors portfolio The book includes cases quotes from practitioners strategies tools and interventions that you can use in clinical practice The Nurse Mentor s Handbook is centred around the Nursing and Midwifery Council NMC mentor standards and is easy to relate to nurse mentor courses and the requirements for effective updating   *The Mentor Connection in Nursing* Connie Vance,Roberta K. Olson,1998-02-28 Success Job satisfaction Leadership How are these developed and nurtured in a nursing career Can mentors make a difference They can and do according to this book edited by two pioneering researchers in the field of nursing mentorship Here they explore the conceptual and practical aspects of mentorship and what it means in nursing They are joined by more than a hundred nurses including nurse leaders such as Beverly Malone Marla Salmon and Joyce Fitzpatrick who contribute stories essays and personal reflections on mentorship Their voices in addition to the editor s research suggest that nurses are inventing a new evolving and very meaningful paradigm which reaps mentorship s classic benefits career success and advancement personal and professional satisfaction enhanced self esteem and confidence preparation for leadership roles and succession and strengthening of the profession The book describes the dynamics of both informal mentor relationships and structured mentorship programs such as those used in schools of nursing to help

disadvantaged students In addition to looking at education the book describes how mentorship plays a role in the practice setting in professional organizations and with peers and groups and how it promotes international and cross cultural understanding   *A Reflective Guide in Nursing Education for Mentors of Student Nurses* Timothy John Whittard,2019-08-06 Essay from the year 2013 in the subject Pedagogy Higher Education grade Pass University of the West of England Bristol course Facilitating Learning and Assessment in Practice language English abstract This essay aims to examine a teaching session delivered by myself to a student nurse during clinical practice exploring the lesson plan for this session and various factors which may have impacted on the learning processes involved The clinical skill competency which is being explored is the procedure for preparing and administering an intramuscular injection   **Essays on Nursing Leadership** Claire M. Fagin,2000-09-07 This collection of works will lend valuable insights into current challenges from one of the masters I personally want to thank Clare for making this collection available so that many more will be inspired by her as I and many others have been from the foreword by Pamela J Maraldo PhD RN FAAN These selections represent the best of Claire M Fagin s writings over a 30 year period In her direct and vivid style she shares many of the skills necessary to become a nurse leader and passionately discusses many of the issues facing health care in which nurses can play a leadership role   **Advanced Practice Nursing in Psychiatric and Mental Health Care** American Psychiatric Nurses Association,1999 Discover how the psychiatric nursing profession must evolve to meet the opportunities and challenges of the next century This forward thinking book prepares psychiatric nurses for emerging advanced practice roles as clinicians managers educators consultants policy makers researchers and leaders This joint effort between Mosby and the American Psychiatric Nurses Association APNA critically examines the current knowledge base clinical practice roles and issues that will continue to have a major impact on the specialty of psychiatric nursing The book presents the latest information in science and research relevant concepts and models technology and informatics role development ethical and legal considerations and policy implications affecting advanced practice psychiatric nurses An official publication of the American Psychiatric Nurses Association APNA Covers all major aspects of advanced practice mental health nursing Contributed by experts from APNA other psychiatric nursing associations and consumer groups Lists web sites and other available resources in a special Resources and Connections section in each chapter Provides policy statements standards listing of graduate programs and resources in helpful appendixes   Innovative Teaching Strategies in Nursing Barbara Fuszard,1995 This textbook offers 31 teaching strategies to help students absorb large amounts of information sharpen analytical skills and develop creative thinking and provides standard alternatives to the lecture method plus all new strategies that have neverbefore been published It shows how to convey heavy content to large groups explains how to teach with each new strategy step by step and describes how others have applied these strategies with success   **Instructors Manual with Testbank to Effective Management Nursing** Phillip J Decker,Sullivan,1992   *Managing and Coordinating Nursing Care*

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