



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

Timothy John Whittard



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

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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**

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The Journal of Nursing Education ,1991 The Journal of Practical Nursing ,1999 Nursing Times, Nursing Mirror ,2005 Practice Issues for the Acute Care Nurse Practitioner Ruth M. Kleinpell, Mariann R. Piano, 1998 Chapters provide detailed reports of role development in specialties The editors have included new resources and information essential to advancing and maintaining the growth of expertise in ACNP practice *Critical reviews. Tales. Various essays, letters, sketches, etc. Life of Thackeray, by Leslie Stephen (Reprinted from the "Dictionary of national biography") Bibliography* William Makepeace Thackeray, 1899 *Leadership Roles and Management Functions in Nursing* Bessie L. Marquis, Carol Jorgensen Huston, 1992 Now in its Fifth Edition this foremost leadership and management text incorporates application with theory and emphasizes critical thinking problem solving and decision making More than 225 case studies and learning exercises promote critical thinking and interactive discussion This edition includes 46 new case studies in settings such as acute care ambulatory care long term care and community health The book addresses timely nursing leadership and management issues such as leadership development staffing delegation ethics and law organizational political and personal power management and technology and more Web links and learning exercises appear in each chapter An Instructor's CD ROM includes a testbank and PowerPoint slides *Critical Essays on Daniel Defoe* Roger D. Lund, 1997 Critical essays about the works of Daniel Defoe Nursing Times ,1987-05 Review of Research in Nursing Education Gloria M. Clayton, Pamela A. Baj, 1990 *Theoretical Nursing* Afaf Ibrahim Meleis, 1985 Neben einer historischen bersicht ber die Theorieentwicklung in der Pflege gibt Afaf Meleis eine Klassifikation der wichtigsten theoretischen Ans tze der Krankenpflege Ende des 20 Jahrhunderts Dar ber hinaus verweist sie auf Verbindungen zwischen pflegetheoretischen Ans tzen und allgemeinen Grundlagen der Theoriebildung Ferner enthalten sind Abstracts einflussreicher theoretischer Publikationen aus den Jahren 1960 bis 1984

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