

Essential Traits for Critical Care Preceptors



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Objectives:

- 1) Describe Greater Portland Chapter of the American Association of Critical Care Nurses (GPC-AACN) Educational Consortium.
- 2) Identify essential traits for successful preceptors as reported by the critical care nurse survey.
- 3) Apply findings to pandemic challenges.



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Educational Consortium



- History
 - The Critical Care Consortium was established in 1997
- Purpose
 - To provide an introductory Critical Care Program to prepare nurses to work in critical care units
- Content
 - 6-days of core critical care theory needed for individual internship programs
 - Specialty areas require additional skills and content (burn, trauma or transplant, for example)
- Preceptors critical for success of the program



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Advanced Preceptor Conference

The Greater Portland Chapter of the American Association of Critical Care Nurses
Critical Care Consortium Presents:



Highlights:

- National Keynote Speaker
- Wall of Honor
- Preceptor of the Year Award
 - *Terry Meisner Award*
- Free Massages
- Poster Session
- Catered Lunch
- Entertainment



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Methods



- Three consortium members led the effort
- Survey developed by consortium during meetings/emails
- Likert type score for 15 questions
- Eight hospital systems participating in the GPC-AACN consortium



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Results

- N=163 completed the survey
- Several added written comments
- Three questions 79% of responders scored *Strongly Agree*



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Successful preceptors include conversations about when to ask for help.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
2 (1.23%)	0	0	29 (17.79%)	132 (80.98%)	163

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It is important that preceptors are skilled communicators providing both positive and constructive feedback that supports growth.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
2 (1.23%)	0	0	32 (19.63%)	129 (79.4%)	163

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Successful preceptors maintain an atmosphere that promotes learning and trust.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
2 (1.23%)	0	0	27 (16.56%)	134 (82.21%)	163

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The best preceptors are knowledge brokers of professional best practice plus organization policies & procedures, standards, unit norms and organization practice standard, sharing their knowledge freely.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
2 (1.23%)	2 (1.23%)	4 (2.45%)	51 (31.29%)	104 (63.80%)	163

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Successful preceptors have at least one year of critical care experience.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
3 (1.84%)	3 (1.84%)	8 (4.91%)	39 (23.93%)	110 (67.48%)	163



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Responses to Open-ended Questions: Describe the Ideal Preceptor

- A Cheerleader
- Avoids intimidation
- Shares knowledge freely
- Trustworthy role model
- Models Time management
- Open minded-free of bias
- A positive or hopeful attitude
- Outstanding Communication skills
- Demonstrates how to have crucial conversations



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Conclusions:

- Essential traits of successful preceptor include knowing how to communicate information in the critical care setting, listening, and directing with a hopeful attitude.
- Applications to current demands on preceptors.



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Readings/References

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