

Empowering Nurse Preceptors: Implementing a Preceptor Workshop to Enhance Onboarding and Mentoring

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Abstract Background Information: Many nurse preceptors report feeling unprepared for their roles, particularly in areas such as initiating orientation, documenting learner progress, accessing available resources, and engaging in difficult but necessary conversations with preceptees. This project aimed to enhance preceptor readiness and effectiveness by implementing a structured preceptor workshop.

Objectives of Project: The objectives of the preceptor workshop included: (1) defining the preceptor role, (2) improving communication skills for difficult conversations, (3) understanding the structured orientation and onboarding process, (4) promoting critical thinking and clinical reasoning in novice nurses, and (5) increasing awareness of available institutional resources.

Process of Implementation: A pre-intervention survey was administered to 30 registered nurses assigned as preceptors across Preop/PACU areas. Following the implementation of a 1.5-hour interactive Preceptor Workshop — which included case studies, role-playing difficult conversations, and orientation resource navigation — a post-intervention survey was administered using the same instrument. Adult learning principles and feedback from nursing leadership guided workshop content.

Statement of Successful Practice: Results showed a 40% increase in preceptors who reported feeling "confident" or "very confident" in initiating orientation and documenting progress. Additionally, qualitative feedback reflected increased awareness of institutional resources and improved comfort with having difficult conversations.

Implications for Advancing the Practice of Perianesthesia Nursing: Strengthening the skills and confidence of nurse preceptors through structured education is essential to ensuring a safe, supportive, and effective onboarding experience for new nurses. By addressing common challenges like initiating orientation, documenting learner progress, and managing difficult conversations, organizations can foster a just culture, reduce preceptor burnout, and promote retention of both new and experienced nurses. Investing in preceptor development is not only a strategy for enhancing individual competence but also a vital component of organizational success in nurse training, patient safety, and workforce stability.