

QUESTION #1 RESPONSES

to educate new employees to the unit. to follow policy and procedure. to explain reasonings. to encourage questions. to facilitate opportunities for the orientee. to challenge the orientee.

I feel this role is not for everyone to just take on. It takes a lot of patience and you have to maintain a good attitude while in the role.

The actual role is to teach and demonstrate the duties and policies of the OR.

Teaching nurses and techs new to the OR the processes that we use to ensure safe and accurate patient care.

An OR RN/ST with experience (general and/or specialized) teaching, guiding, and sharing knowledge through open dialogue and feedback with someone who is either new to the OR or new to a service.

Its ok. I feel that new employees that are learning to scrub should be put with only experienced scrubs. not just any one that is available.

Is all about the preceptee

Being a positive role model for new employees to the UCH OR

Training new staff to be independent as circulators and scrubs in the OR in all specialties. Teaching not only how things are done but the rationale behind them.

teach new staff how to be competent circulators/scrubs and prepare them to handle the most common scenarios that occur in the OR

Orienting new staff to our practices and the role.

Help new employees learn to be able to function safely and efficiently on their own

Mentoring new staff as they learn the role

Training new staff to function as independent operating room nurses and scrub techs.

being a leader and role model to other employees

no planning or thought put into it, a lot of new nurses and tech being taught by people with very little experience and some if not most of the things being taught without reason or just wrong concepts

Anyone who is off orientation asked to or assigned the role of imparting knowledge on the AIP OR standards of practice to anyone in the nursing role. This is a very broad definition - standard of practice

covers many things and can be service specific or unit wide. Also the preceptors **teaches** how to critically think, how to put **efficiency** and upstream thinking into practice.

A process by which staff who are new to the AIP OR can learn the processes of the department, including: location of items, policies, to model ideal behaviour and experiences...

A preceptor should be someone willing to **share their knowledge** with a fellow coworker in a way that will make them a stronger, more confident coworker.

Experienced staff **Teaching** new OR staff how to perform the scrub or circulating roll

Preceptorship is being the **teacher** to the new orientee. We are there to give them as much or as little guidance as possible. We are there to protect both them and our patient. We are also there to learn from our orientees as well to be better teachers.

teaching an RN or new ST how to scrub, with the UCH set up. Also maintaining control of the flow of the surgery, e.i. not letting them fall behind and that the surgeons are not slowed down by them.

Teacher, mentor, advisor, leader, educator

An **experienced** team member able to answer questions and direct the care of the new employee

this is a challenging role in an area where there is so much to know and to **teach**

It is a big part of the culture in the OR. Definitely necessary. Some people are better than others at precepting, but overall, very good. There are different needs of different orientees at different points during orientation.

Teaching preceptees

Training someone to become a team member

In my three months the preceptors have been very open to teach friendly and sometimes stern for the right reasons, even long days their frustration wasn't taken out on me. thank you all

A preceptor **guides** a preceptee through orientation based utilizing clearly defined principles/goals/expectations. The preceptorship program prepares the preceptee for clinical efficiency.

Instructing and **supporting** new hires/students in OR scrub setup and operations, cleanup, workday flow and any other information the preceptee requires.

Someone that can **show** other employees/students how to be a scrub and how to anticipate the needs of the surgeon for the type of surgery being performed.

individual(s) dedicated to **mentoring** & **instructing** new OR scrubs / RNs to help them identify & achieve personal & unit goals that will ensure the best patient outcomes

I am a preceptor to guide an new RN through the learning process (wherever they may be -experienced or new grad/new to OR) to become competent in the OR. I am a preceptor to help figure out what their goal is and to help them achieve their daily goal and learn as much as possible.

Important and necessary to help new individuals learn the correct way in providing care.

Mentoring and **teaching** new RNs/CST the protocol of our OR

Mentor and **resource** for new staff

To **teach** our new employees the correct ways to do things around here.

Leading by example, recognizing talents and enabling their growth in the Or. **Exemplifying the role** they represent. **Nurturing** and expanding their passion in achieving everyone's goal to be an integral part of an exceptional team!

Ideally it would be a role for an individual who wants to **teach** and who has talent in the area of teaching. I think in order to be a good preceptor one needs to have a desire to teach and to help others learn and grow.

Be a **role model** and **leader** for a wide range of orientees with different levels of experience (new graduate nurses who are new to nursing & the OR or experienced nurses but, still new to the OR). **Facilitate learning** and best practices in the orientee. Allow the orientee to have as much autonomy as possible for those that learn by doing things hands on. Be able to **teach** but, not micro manage. A preceptor is **kind**, **receptive** to students and **verbalizes** to OR leadership that they want to precept orientees and students.

Helping others learn the RN role in the operating room. Educating RNs on patient safety, tasks needed to be completed as a circulator and scrub.

To **teach** and **model the duties and responsibilities of** being an AIP OR RN.

how we train new to OR staff to manage an OR/ surgery successfully on their own

A strong preceptor is essential for an orientee that is "new to the OR". We work in an environment that is foreign to many people, and even experienced nurses need someone for **guidance**, questions and **encouragement!**

There are no defined roles for the preceptors. New grads who are newly off orientation are preceting. Lacks structure

learn them the basics of cases so they will not get eaten alive or blamed for killing the patient.

Preceptorship is a **mentoring relationship** that supports new staff build safe and organized practices

showing and explaining reasoning behind why we do things the way we do them to people new to this OR. being a preceptor is a way to insure quality care of our patients continues.

A person who demonstrates how to efficiently function in the OR to new staff.

A person who demonstrates how to efficiently function in the OR to new staff. (DUPLICATE RESPONSE)

To work together in a collegue to collegue relationship helping those that are learning bridge the knowledge that they already know, continue to learn daily into safe practice.

Preceptorship is a job expectation and responsibility that allows staff to share knowledge, promote professional development, and facilitate new staff members' integration into the OR "team."

Helping new employees to our department learn our policies, techniques and procedures.

- (TO) CHALLENGE II (2)
- (TO) CRITICALLY THINK II (2)
- (TO) DEMONSTRATE/SHOW III (3)
- (TO) EDUCATE/TEACH ~~III~~ ~~III~~ ~~III~~ ~~III~~ (20)
- (TO) ENABLE II (2)
- (TO) ENCOURAGE (I) (1)
- (TO) FACILITATE III (3)
- (TO) GUIDE III (4)
- (TO) HELP II (2)
- (TO) INSTRUCT II (2)
- (TO) LEAD III (4)
- (TO) MENTOR ~~III~~ (5)
- (TO) SHARE KNOWLEDGE III (4)
- (TO) SUPPORT (I) (1)
- (TO) TRAIN III (4)
- (TO BE A) RESOURCE II (2)
- (TO BE A) ROLE MODEL III (3)