

# Webinar: Preceptor Training Practices

December 2, 2020

The information that follows was provided by webinar attendees who shared the thoughts in the chat window.

## WHAT QUALITIES/SKILLS DO YOU LOOK FOR IN A PRECEPTOR?

- ability to
  - have tough conversations
  - organize and coordinate information, training, and documentation
  - teach
- committed
- communication
- compassionate
- confident
- consistent
- dedicated
- desire to
  - educate
  - have students
- detail oriented
- educator
- empathetic
- enthusiasm for medicine
- experience
- experience min 2 years
- flexible
- good communication skills
- good mentor
- gracious
- happy to have a student
- honest
- humble
- inspirational
- intelligent
- interested in education
- kind
- knowledgeable
- likes to teach
- mature
- motivated to teach
- motivator
- organized
- patience

- professional
- provide timely feedback
- responsible
- seasoned
- slow to become impatient
- teaching mentality
- technical knowledge, exemplar in all three learning domains
- understanding
- understanding of expectations
- unflappable
- value education
- versatile
- willingness to
  - learn
  - let the student make a safe mistake
  - share knowledge and experience
  - teach not lecture
  - teach others
  - teach patience

## WHAT ARE YOUR BEST PRACTICES FOR PRECEPTOR ORIENTATION & TRAINING?

- we use [a vendor product] and supplement with a handbook and brief meeting with preceptors
- creating a podcast touching on all of your expectations works

## WHAT PRECEPTOR COMPETENCIES ARE IMPORTANT?

- professional
- everything on the slide
  - enthusiasm and passion for teaching
  - organized and ability to prioritize
  - patience
  - open to receiving feedback
  - strong clinical skills
  - empathetic
  - approachable and flexible
  - ethical
- empathetic
- not "burnt out"
- accepts feedback from program and understands that students today are different

## HOW DO YOU SHOW APPRECIATION FOR YOUR PRECEPTORS?

- say thank you
- confirm their hours on time for payment
- food always works great
- system-wide recognition
- names on graduation program
- receptors help give out the diplomas
- invited to holiday breakfast or a family bbq
- main preceptor hands down "patch" to student during graduation
- support them
- stay in contact

## WHAT IS YOUR TAKEAWAY TODAY?

- using multiple formats for preceptor training, a handbook, a power point, or a podcast
- love the ideas on how to recognize and show appreciation to the preceptors to continue motivation
- preceptor post surveys
- formats for preceptor training
- showing appreciation to our preceptors. try to go above, just a thank you!