

**PRECEPTOR SELF EVALUATION TOOL:**

Directions: Evaluate your current knowledge and level of practice as a preceptor using the following statements. Score each of the items below. For those items that score a 1, 2, or 3, identify any barriers to completing these statements and a plan for improvement.

SCORE:

**1** = I have no knowledge of the statement

**2** = I have knowledge of the statement but do not apply while precepting

**3** = I have knowledge of and often practice the statement while precepting

**4** = I have knowledge of and always practice the statement while precepting

STATEMENT	SCORE	PLAN FOR IMPROVEMENT
Assesses orientee using Benner, SAVI, generational, cultural, reality shock, personality theory, learning theory, CBOT self-evaluation		
Discusses expectations related to the role of the orientee (To the orientee – front of CBOT, documentation, communication)		
Acts as a role model (professional behavior, calm in response to crisis, clinical skills, etc).		
Socializes orientee (welcomes, introduces to team, advocates for, introduces to unit/work culture		
Educator (refers to policies/procedures to guide care, utilizes resources appropriately, learning environment, integrates learning styles)		
Establishes weekly goals and plans in collaboration with orientee to meet the goals of the CBOT.		
Protects the safety of patients and orientee while providing a safe learning environment while allowing for maximum independence.		
Implements appropriate teaching/learning strategies such as discussion, questioning, intuiting, reading, videos, visual cues, case studies, concept maps, etc.		
Uses Christine’s CURE to develop prioritization skills.		
Teaches skills using Mosby’s checklists and other acceptable online resources from the intranet as references.		
Utilizes uptodate.com as the evidence based teaching tool for knowledge.		
Follows the One Minute Preceptor guidelines teaching strategy.		
Provides useful, timely, and respectful verbal and written constructive feedback in a private manner .		
Provides feedback that closes gaps between performance and expected criteria on the CBOT.		
Critiques performance objectively.		
Evaluates performance based on standards of practice.		
Maintains confidentiality of orientee issues from other staff.		
Does not participate in horizontal violence.		
Addresses horizontal violence as it occurs.		
Completes weekly evaluation with orientee participation and documents it on the CBOT.		
Communicates relevant information regarding orientee progress, areas of opportunity, action plan to the leadership team.		
Utilizes DESC communication to address behaviors respectfully and enhance communication during precepting experience.		