



## Preceptor program diagnostic

For each of the statements below, check “yes” or “no.” If you would like a printed copy of this page to write on, download and print a copy from [advisory.com/nec/preceptortoolkit](https://advisory.com/nec/preceptortoolkit).

After completing the diagnostic, calculate the number of “yes” responses in each category and write that number below. Then use the decision tree on the next page to identify your preceptor program’s greatest opportunity for improvement.

Category	Statement	Yes	No	Number of “yes” responses
Preceptor training	My organization always trains new preceptors prior to taking on preceptees.			____ /5
	My organization’s preceptor training is mandatory.			
	My organization’s preceptor training covers important teaching skills, including delivering actionable feedback, how to develop critical thinking, and how to evaluate clinical competency.			
	My organization’s preceptor training uses interactive exercises, such as role-play.			
	My organization's preceptor training effectively prepares staff for the preceptor role.			
Ongoing preceptor support	My organization provides preceptors with ongoing education after an initial training.			____ /4
	My organization provides preceptors with readily available resources to help manage common challenges, such as delivering difficult feedback.			
	Preceptors regularly receive feedback on their own performance.			
	Preceptors have readily available oversight or support on the unit.			
Recognition	Preceptors at my organization feel appreciated.			____ /3
	Leaders at my organization regularly show appreciation for preceptors.			
	My organization helps managers and new graduates show appreciation for preceptors.			
Recruitment	Nurses are interested in becoming preceptors at my organization.			____ /4
	My organization has specific preceptor competencies and selection criteria.			
	My organization selects the right nurses to serve as preceptors.			
	My organization has enough preceptors.			



## Decide where to start

Use the decision tree below to determine where to start with updating your preceptor program.

