

TABLE OF CONTENTS

The Complete Preceptor Handbook · Blue Book Edition

Foreword — A Note on Why This Book Had to Exist

Acknowledgments

How to Use This Book — A Guide for Every Type of Reader

Introduction – Why This Book Exists – and Who It Is For

PART I Understanding the Modern New Graduate

Chapter 1 The Modern Nursing School Experience.....15

What your orientee experienced before they arrived — CBE, NGN, simulation, and the COVID cohort

Chapter 2 What New Graduates Bring — and Don't Bring.....23

An honest, research-based competency profile for orientation planning

Chapter 3 Transition Shock.....29

Understanding, recognizing, and responding to the new graduate's experience across all three stages

PART II Educational Frameworks for Preceptors

Chapter 4 The NCSBN Clinical Judgment Measurement Model.....40

Why it was created, what it means, and how to teach with it at the bedside

Chapter 5 Bloom's Taxonomy.....51

Teaching and assessing at exactly the right cognitive level — from recall to clinical creation

Chapter 6 The Three Domains of Learning.....60

Teaching the whole nurse — cognitive, psychomotor, and affective development

Chapter 7 How Adults Learn — and How to Help Them.....66

Andragogy, cognitive load theory, zone of proximal development, and psychological safety

PART III The Preceptor Role and Best Practices

Chapter 8 The Preceptor Role.....75

Identity, responsibilities, the five hats, Benner's model, and sustainable practice

Chapter 9 Best Practices in Precepting New Graduate Nurses.....80

Phase-by-phase guidance — from Day One through orientation completion

Chapter 10 Teaching Frameworks and Strategies That Work.....86

OMP, SNAPPS, Cognitive Apprenticeship, Gibbs, SIGN — a complete bedside toolkit

Chapter 11 Understanding Generation Z.....95

Precepting the generation that is reshaping nursing — characteristics, adaptations, and friction points

Chapter 12 Diversity, Equity, and Inclusion in Precepting.....100

Culturally responsive precepting, bias in evaluation, and equitable competency assessment

PART IV Specialty and Advanced Clinical Modules

Chapter 13 Specialty Precepting Models.....105

Adapting your approach to Med-Surg, ICU, ED, Pediatrics, OR, and Behavioral Health

Chapter 14 Teaching Procedural Skills	110
Peyton's Four-Step, deliberate practice, and building real-patient confidence	
Chapter 15 Communication with Physicians and the Healthcare Team	117
Building the skill new graduates fear most — SBAR, pre-call protocol, and difficult interactions	
Chapter 16 Teaching Prioritization	124
From single-task thinking to managing the whole assignment — frameworks and common failure modes	
Chapter 17 Teaching Delegation	130
From reluctant to confident — building the skill new graduates most consistently avoid	
Chapter 18 Recognizing Early Patient Deterioration	135
Teaching the skill that saves lives — soft signs, NEWS, rapid response, and escalation coaching	
Chapter 19 End-of-Life Care	141
Preparing new graduates for the hardest moments in nursing — clinical, emotional, and moral dimensions	
Chapter 20 Technology, EHR, and Clinical Decision Support	148
Teaching in a high-technology clinical environment — EHR, alerts, smart pumps, and AI tools	
Chapter 21 Evidence-Based Practice and Quality Improvement	152
Teaching new nurses to be agents of safe, evolving care — EBP, QI, and nurse residency coordination	

PART V The Full Picture of Orientation

Chapter 22 What New Graduate Nurses Are Actually Going Through	157
Their inner world — the research on what they're experiencing but not saying	
Chapter 23 When New Graduate Nurses Are Struggling	165
Recognizing, responding, and knowing when to escalate — from transition to concern to unsafe	
Chapter 24 Giving Effective Feedback	172
The science, the art, and the practice of feedback that changes clinical behavior	
Chapter 25 Preceptor Wellbeing and Compassion Fatigue	180
Taking care of the person who takes care of everyone else — ProQOL, prevention, and recovery	
Chapter 26 Legal Responsibilities, Post-Orientation Mentorship, and Your Own Growth	186
Co-signature accountability, the post-orientation relationship, and building your preceptor portfolio	
Chapter 27 The Preceptor Quick Strategy Guide	214
Everything you need at a glance — phase reference, situation reference, and daily non-negotiables	

Appendices

219

Appendix A — The Complete End-of-Shift Debrief Script
Appendix B — Bloom's Question Bank by Clinical Context
Appendix C — NCJMM Complete Bedside Reference
Appendix D — Complete Difficult Conversation Scripts
Appendix E — 12-Week Orientation Milestone Planner
Appendix F — Weekly Orientee Assessment Form
Appendix G — Preceptor Weekly Wellness Check
Appendix H — Clinical Competency Sign-Off Log — 23 Skills

Back

Glossary — Key Terms for Preceptors — 40+ Definitions, A to Z.....	231
---	-----

Comprehensive Reference List — Sources, Evidence, Further Reading, Organizations, Books, and Online Tools.....	237
A Final Word — To Every Nurse Who Has Said Yes to Precepting.....	259
About the Author	261
Notes Pages	263

QUICK REFERENCE: What to Read First Based on Your Situation	
Your Situation	Start Here
First preceptor assignment — no formal training	Chs 1–3 → Chs 8–9 → Ch 27 (keep at badge)
Orienteer struggling or behind milestones	Ch 23 → Ch 24 → Appendix D
Want the educational science	Chs 4–7 before your next orientation
Gen Z orientee or generational friction	Ch 11 → Ch 5 (Bloom's calibration)
Evaluating a nurse from a different background	Ch 12 before any formal evaluation
Teaching procedural skills for the first time	Ch 14 → Appendix I (sign-off log)
Orienteer struggling with physician communication	Ch 15 → Appendix D (Script 3)
Feeling depleted or burned out	Ch 25 → Appendix G
Post-orientation — how to stay connected	Ch 26 (Post-orientation mentorship)
Need to check legal documentation requirements	Ch 26 (Legal section)
Time for only one chapter — any situation	Ch 27 — it references everything else