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## Preceptors' readiness to assist new graduate nurses in their role transition

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New graduate nurses experience many complex and transitional adjustments upon entering the workforce post education and clinical orientation. New graduate nurses are defined as nurses who recently graduated and have less than 12 months of professional experience as a registered nurse. The relationship between the new graduate and preceptor can influence whether the transition into the work environment for the new graduate is positive or negative, and consequently affect the confidence and level of competence of the new nurse. When there is effective teaching behavior by nurse preceptors, there can be a positive outcome in the development and unit specific competence of new graduate nurses. This study is designed to evaluate the effects of preceptors' readiness to assist new graduate nurses in their role transition. A non-timed, three part, online module has been developed to prepare and educate preceptors. The module includes adult learning theory, key elements of mentoring and precepting; problem solving, effective communication, conflict resolution and lateral violence and; delivering effective constructive feedback and evaluation. This module will help to prepare and educate preceptors/nurse leaders and ensure that new graduate nurses are experiencing a positive learning environment with opportunities to build confidence and strengthen competencies. Upon the completion of the module, self-report surveys will be conducted to allow nurse preceptors to evaluate their level of preceptor readiness before and after the module experience.

### Biography

Nancy Goldstein has been a practicing Nurse for over 36 years at Johns Hopkins Medical Institutions and University, caring for patients, participating in research and educating future nurses. Her DNP capstone project "Relationship of psychosocial risks and referrals by nurses to birth outcomes" focused on "Healthcare provider assessments and their intervention practices for patients affected by intimate partner violence and mental health disorders in the perinatal period. Her main areas of focus include "Mental health and women's health". Over the past several years, she has coordinated courses for the pre-licensure nursing students and taught courses in the nurse practitioners' program. She has developed an expertise in "Simulation technology and inter-professional education". She is a member of American Nurses Association and holds leadership positions in numerous professional organizations including the American Heart Association, Sigma Theta Tau and Maryland Nurses Association.

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