

# Our Preceptorship Expectations of **PRECEPTORS**

**Understand the role and purpose of preceptorship** and how it differs from induction, line management, graduate training schemes, etc.



**Separate line management and preceptor roles.** Any link with performance evaluation or monitoring will undermine the 'safe space' of preceptorship.

**Reasonable expectations of preceptees.** For new registrants, the HCPC Standards and BAPO Career Development Framework provide the starting point.



**Positive and supportive relationship.** Good rapport based on approachability, active listening and empathy fosters a 'safe space' for honest preceptee reflections.

**Tailor the learning experience** to reflect each preceptee's strengths, learning needs, goals and confidence levels.



**Empower preceptees** to reflect on their strengths & learning needs, identify & access the support they need, and influence the length & focus of preceptorship.

**Regular constructive feedback and guidance** regarding preceptees' progress, strengths, areas for improvement and how to address any challenges that emerge.



**Encourage critical thinking and problem-solving** by challenging preceptees to apply, test and further develop their knowledge and skills.

**Foster a habit of proactive continuous learning** to support personal and professional development, excellent service provision and career growth.



**Be a positive, inspiring role model,** demonstrating excellence in professional and ethical behaviour, communication skills, teamworking and leadership.