

## **MENTORSHIP VERSUS PRECEPTORSHIP**

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Here is an idea for those of you who have found it difficult to either find a mentor or be a mentor.

You might say 'We do not have enough mentors here for me to find the right one!'

Or, you might be thinking 'I cannot be a mentor to anyone in this workplace!'

If you still believe that the people in your workplace, large or small, could benefit from some guided experience, what can you do?

### **CONSIDER A PRECEPTORSHIP PROGRAMME**

This kind of programme means that the more experienced staff take the time to detail the policies, procedures, roles and responsibilities of staff in the work setting. The less experienced staff are able to learn and understand the expectations of their job.

Periodic self-evaluations and group-evaluations are used to consider whether the roles and responsibilities are (a) accurately described and (b) carried out to the best of each staff member's abilities.

Preceptors can help more than one person at a time to learn the job. The learning can be both theoretical (policies and procedures) and practical (day-to-day activities, interpersonal relationships).

Preceptor programmes are often thought of in the healthcare professions but there are elements of precepting that apply to many different kinds of professions. If you Google 'preceptor' you will find more than 9 million results.