

## Introduction

Hi, my name is Patty Eppel. I am the manager of the Center for Training and Development at Christian Hospital (CH) and a doctoral student at Southern Illinois University at Edwardsville (SIUE). I, along with the unit educators at CH developed the orientation model called, The Voyage: A passage through orientation.

As a preceptor for newly graduated nurses (NGN) in 2020, you were one of the first to experience the use of the Voyage model for unit orientation. I am inviting you to participate in a survey about the Voyage model and your role as a preceptor for NGNs at CH. I am interested in your experience using the Voyage model for NGN unit orientation.

The results of the survey will be shared with those at CH and SIUE who are interested in improving the unit orientation and retention of NGNs. Your participation is voluntary but your insight as a preceptor into NGN unit orientation would be invaluable. Be assured, your answers will remain anonymous. Please contact me at [patricia.eppel@bjc.org](mailto:patricia.eppel@bjc.org) if you have questions.

### Terms:

**NGN:** A nurse who graduated from a nursing school within the last year.

**The Voyage:** A tiered skills acquisition model of five tiers and six levels.

**Married State:** The preceptor and NGN take the entire nursing team but the NGN only performs those skills designated in the tier set by the Voyage model.

## Demographics

1. How long have you been a nurse?

- 0 to 6 months
- 7 months to 1 year
- 2 years to 5 years
- 6 years to 10 years
- Greater than 10 years

2. What is your age?

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

3. What unit are you a primary preceptor? (Select all that apply)

- Medical-Surgical (4th, 5th, 6th, 10th floors)
- Critical Care (ICU, SDU, 7th, 8th, 9th floors)
- Other

4. What is your highest level of education?

- Associates degree in Nursing (ADN)
- Bachelors degree in Nursing (BSN)
- Bachelors degree outside of Nursing (BA or BS)
- Masters degree in Nursing (MSN)
- Masters degree outside of Nursing
- Doctoral degree

## Preceptor Experience

5. Have you received formal preceptor training?

- Yes  
 No

6. If you answered yes to question 5, where did you received formal preceptor training? (Select all that apply)

- Missouri Hospital Association (MHA)  
 The Center for Training and Development  
 BJC Learning Institute  
 On-line course through SABA  
 Other (please specify)

7. How long have you been a preceptor for NGNs?

- 0 to 6 months  
 7 months to 1 year  
 2 years to 5 years  
 6 years to 10 years  
 Greater than 10 years

8. Do you feel comfortable being a preceptor for NGNs?

- Yes  
 No

9. Which preceptor roles are important for a successful unit orientation of a NGN? (Select all that apply)

- |  |   |
|--|---|
| <input type="checkbox"/> Creating a calm, supportive learning environment            | <input type="checkbox"/> Teaching policies and procedures       |
| <input type="checkbox"/> Creating confidence in the NGN                              | <input type="checkbox"/> Teaching proper documentation          |
| <input type="checkbox"/> Socializing the NGN into the unit, CH, and BJC environments | <input type="checkbox"/> Ensuring patient safety                |
| <input type="checkbox"/> Enhancing clinical reasoning                                | <input type="checkbox"/> Reinforcing communication and teamwork |

10. What is most satisfying about being a preceptor to a NGN? (Select all that apply)

- Teaching
- Coaching
- Role modeling
- Mentoring
- Additional Comments

11. What is least satisfying about being a preceptor to a NGN? (Select all that apply)

- Not enough time to teach
- Not enough time to discuss patient situations
- Not enough time to debrief difficult patient situations (example: Code Blue, patient death)
- Not enough time to promote clinical reasoning
- Additional Comments

## The Voyage Orientation Model

12. During unit orientation with the NGN, was the Voyage model followed daily?

- Always  Rarely  
 Usually  Never  
 Sometimes

13. During unit orientation, did you stay in a married state (always near by to support) with the NGN to ensure the safety of patient care?

- Always  Rarely  
 Usually  Never  
 Sometimes

14. As established by the Voyage plan for your unit, did you introduce the NGN to the new skills in each tier gradually?

- Always  Rarely  
 Usually  Never  
 Sometimes

15. Prior to the NGN advancing to the next tier of the Voyage, do you feel you had plenty of time to properly teach the skills of the current tier?

- Always  Rarely  
 Usually  Never  
 Sometimes

16. During the last weeks of unit orientation, do you feel the Voyage model prepared the NGN to assume a full patient assignment safely and with confidence?

- Always  Rarely  
 Usually  Never  
 Sometimes

17. How do you feel the NGN progressed through the tiers of the Voyage unit orientation model?

- Too fast to completely comprehend skills  
 Just enough time to completely comprehend skills  
 Too much time was spent to completely comprehend skills

18. Did you participate in the meetings with the NGN, unit educator and manager to discuss progress between the tiers of the Voyage?

- Yes
- No

If you answered no, please explain why you did not participate in the meetings.

19. If you answered yes to question 18, did you find the meetings essential for the NGN to progress to the next tier of the Voyage model?

- Yes
- No

If you answered no, would you please elaborate.

20. Do you feel the Voyage orientation model builds confidence and competence in the NGN?

- A great deal
- A lot
- A moderate amount
- A little
- None at all

21. Do you feel the Voyage orientation model prepared the NGN to be an independent and safe nurse on your unit?

- A great deal
- A lot
- A moderate amount
- A little
- None at all

22. What value would you give to the Voyage model as a tool to ensure proper unit orientation for the NGN?

Extremely valuable

Not so valuable

Very valuable

Not at all valuable

Somewhat valuable

23. How easy is the Voyage model to use when orientating a NGN on the unit?

Very easy

Difficult

Easy

Very difficult

Neither easy nor difficult

24. Thank you for taking the time to answer questions about your experience as a preceptor at Christian Hospital and with the Voyage unit orientation model. Please provide any further comments/suggestions that could help us improve the overall orientation process, your preceptor role and the retention of the NGN at Christian Hospital.