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**Criteria for Preceptors**

**Preceptor/Preceptor Roles and** **Responsibilities**

• Teacher/educator

• Skilled communicator

• Facilitator/motivator

• Resource manager

• Socializer

• Role model

• Experts in their job-specific areas

**Professional Attitude**

A preceptor should demonstrate compassion and empathy for all individuals and inspire others to be professional and supportive—even in the most challenging moments.

* Does the candidate’s overall professional attitude reflect a philosophy of respect and dignity toward the individuals in their charge and on their team?
* Does the candidate’s overall professional attitude reflect a philosophy of safety and security toward coworkers?
* Does the candidate’s overall professional attitude reflect the mission, vision, and values of Rogers?
* Does the candidate demonstrate a supportive attitude toward diverse populations?
* Does the candidate demonstrate sound judgment and resilience when faced with change, conflict or challenging behaviors?
* Does the candidate have the ability to be flexible with their schedule?

**Communication Skills**

A preceptor should be able to communicate clearly, professionally, and compassionately to mentees and managers.

* Does the candidate have the ability to address challenges and questions in a positive manner, while directing mentee through agenda of expected competencies and exposure?
* Does the candidate demonstrate the ability to listen empathically and take opposing ideas and critical feedback to heart?
* Does the candidate clearly communicate, professionally and compassionately, with current team and manager?
* Does the candidate demonstrate the ability to educate and assess specific skills required?

**Appropriate Knowledge Base**

A preceptor should display high performance and knowledge of the role in which they will be precepting.

* Does the candidate demonstrate a high level of expertise in their role?
* Does the candidate have an appropriate level of knowledge for their role of Rogers policies, procedures and regulatory guidelines?
* Does the candidate pay attention to job-specific detail, and have the ability to teach or coach others to that same level of detail?
* Does the candidate know the levels of care offered at Rogers, and have a good understanding of the overall Rogers organization?
* Does the candidate have a good understanding of the spectrum of disorders treated at Rogers?