

# Win-Win: A Guide to Beneficial Precepting

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# Disclosures

None 😊



# Learning Objectives

Examine

Examine the principles of competency-based learning and strategies for creating impactful and beneficial experiences for interns

Identify

Identify the advantages of precepting interns and explore strategies for enhancing time management to optimize the precepting experience

Implement

Implement effective precepting techniques that promote a mutually beneficial relationship between preceptors and interns

# Agenda

Define Precepting

Review pathways to become an RDN

Importance of Precepting

Barriers to precepting

Tips for precepting

Perks of precepting

How to become a preceptor





# So, What is Precepting?

“Precepting is a teaching-learning approach used in clinical education in most health care professions”<sup>1</sup>



# Pathways for Students<sup>2</sup>

1. Graduate Program in Nutrition and Dietetics (GP)
  - a. Graduate-level, competency-based program with coursework and at least 1,000 hours of experiential learning
  - b. Internship is either a stand-alone program or in partnership with a hospital or other non-academic institution
2. Coordinated Program in Dietetics (CP)
  - a. Graduate degree + internship
  - b. Dietitian coursework and at least 1,000 hours of experiential learning
3. Didactic Programs in Dietetics (DPD) + Dietetic Internships (DI)

# Knowledge Requirements & Competency-Based Learning

KRDN	1.1 Demonstrate how to locate, interpret, evaluate and use professional literature to make ethical, evidence-based practice decisions.
CRDN	5.6 Promote team involvement and recognize skills of each member
GP	1.8* Applies knowledge of pharmacology to recommend, prescribe and administer medical nutrition therapy.



# Importance of Precepting

1. Growth of the profession<sup>3</sup>
  - a. Nutrition experts project a 7% growth in our field from 2021-2031<sup>3</sup>
  - b. 5600 openings per year > only about 4500 sitting for the exam<sup>3</sup>
2. 1000 hours of supervised practice are required to qualify for the RDN exam
3. Preceptor shortage



# Barriers to Precepting

Occupational Burnout<sup>3</sup>

Limited incentive, only 15.2% of RDNs report receiving incentives<sup>3</sup>

Lack of appreciation/recognition and compensation<sup>3</sup>

Time Constraints<sup>3</sup>

Additional paperwork<sup>4</sup>

Understaffing<sup>4</sup>

Reluctance due to lack of experience or new to the field<sup>1</sup>

# Let's Discuss

"The beginning of the internship it substantially slows you down because not only do you have to go over homework, but you have to answer questions. The interns tend to be much slower and because the [RDN] signs-off on the intern's notes, they basically have to know everything about the patient anyway and then they have to go through the note the intern wrote. They have to correct things and explain why they corrected them. So, it's like seeing the patient twice-over."<sup>3</sup>

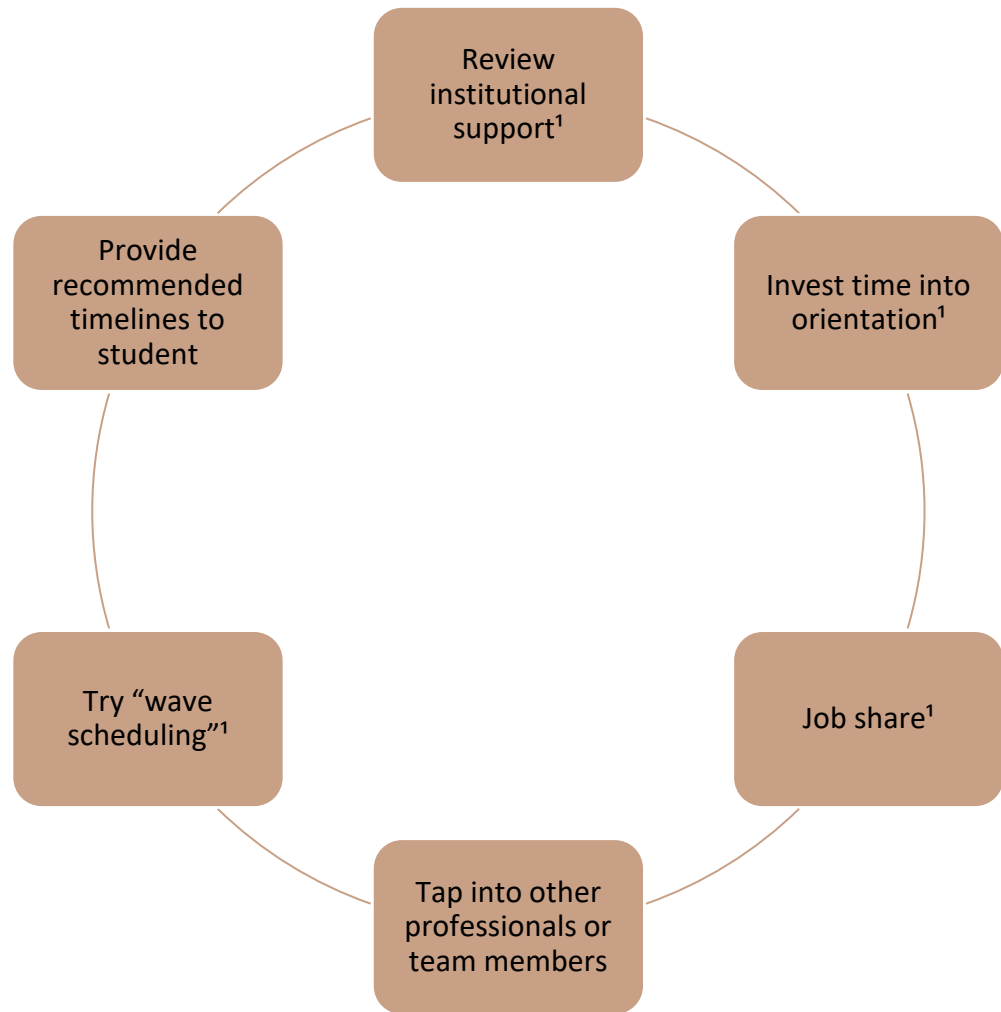


# Tips for Precepting

1. Be clear in the support you need - shown to reduce burnout<sup>3</sup>
2. Share concerns<sup>3</sup>
3. Commit to a realistic number of hours/year or interns/year<sup>3</sup>
4. Creating a safe environment for learning<sup>1</sup>
5. Be transparent about own skill set<sup>1</sup>
6. Reflect on your favorite preceptors and identify what they did that was helpful during the learning experience<sup>1</sup>
7. Set ground rules (ie. discuss clear expectations)
8. Find common interest



# Time Management While Precepting



# Time Management While Precepting

- Review what is priority during times of precepting
- Set limits on available teaching time<sup>1</sup>
- Review the clinic schedule, identifying appropriate visits for student involvement<sup>1</sup>
- Assign familiar patients <sup>1</sup>
- Collaborate on charting<sup>1</sup>



# Time Management While Precepting



Have the intern read and review an article



Have interns complete organization developed trainings



Involve students in the necessities



Assign parts of a project that tap into students strengths and interest



Assign case studies to foster learning and critical thinking



Assign a case presentation or journal club

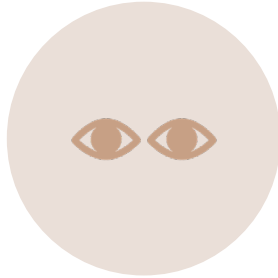
# Giving Quality Feedback

1. Often and ongoing<sup>5</sup>
2. Timely, in the moment and conversational<sup>5</sup>
3. Should be specific<sup>5</sup>
4. Use facts instead of stories<sup>5</sup>
5. In a neutral and private setting<sup>1</sup>
6. Approach difficult conversations with curiosity



# SIR Method for Feedback<sup>5</sup>

## Situation



NAME THE SPECIFIC  
BEHAVIOR/SITUATION YOU  
OBSERVE

## Impact



COMMUNICATE THE IMPACT

## Request



MAKE A SPECIFIC REQUEST  
FOR THE NEXT STEPS





# SIR Method for Feedback<sup>5</sup>

## Situation

When you...

What I've observed...

What I've witnessed...

## Impact

The impact of that is...

That creates ...

I interpret that to mean...

## Request

I'd like ..

My request is...

I'd like to tack this together.

Next time, let's plan to discuss  
before.

# Case Study

Sarah is an intern at a local community health program. She is enthusiastic, creative, and has a solid understanding of the community she is working with. However, her communication style has raised some concerns among team members.

Recently, during a team meeting, Sarah presented her ideas for a project that the team is collaborating on. While her concepts were innovative, her delivery was abrupt and lacked engagement. She frequently interrupted colleagues while they were sharing their thoughts and seemed dismissive of their input. This behavior led to a tense atmosphere, making some team members reluctant to share their ideas.

Sarah needs constructive feedback on her communication style to help her collaborate more effectively with her team.

# What was your SIR feedback?



# Perks of Precepting

1. Leadership experience, coaching, and managing skills<sup>4</sup>
2. Networking
3. Incentives offered from institutions or organizations
4. Improvement in academic and professional skills<sup>4</sup>
5. Earn 8 free CPEUs by completing the free Online Dietetics Preceptor Training Modules
6. Up to 3 free CPEUs per year, 15 CPEUs per cycle



# Perks of Precepting

1. Knowledge gained<sup>4</sup> and learning up to date clinical information<sup>1</sup>
2. Intern led research or projects<sup>4</sup>
3. Staff relief and facility cost savings<sup>4</sup>
4. Professional Duty<sup>1</sup>
5. Personal satisfaction<sup>1</sup>
6. Streamline for hiring



# Interested in Precepting?

Have discussion with your team/manager/HR

Connect with a program in your region/area

Register with EatRightPro's "Find a Preceptor"  
database



# Save These Resources!

What Is My Learning Style - <http://www.whatismylearningstyle.com/learning-style-test-1.html>

Case studies - <https://www.cdrnet.org/tips>

Info for Logging CPEUs - <https://www.cdrnet.org/cpeu-credit-for-preceptors>

Preceptor Training Program - <https://www.eatrightpro.org/acend/acend-training-and-volunteer-opportunities/preceptors-and-mentors/preceptor-training-program>

Sign-up to be a preceptor - <https://www.eatrightpro.org/acend/acend-training-and-volunteer-opportunities/preceptors-and-mentors/preceptor-sign-up/?state=Welcome>



# Questions?





# References

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