Turning Painful Orientation Programs into Pleasant Preceptor Experiences: A Sneak Peek of Upcoming Research

Alvin D. Jeffery, MSN, RN-BC, CCRN, FNP-BC  
Education Specialist II – Pediatric ICU

Kristin M. Miller, MSN, RN  
Registered Nurse I – Pediatric ICU

Cincinnati Children’s Hospital Medical Center  
Cincinnati, Ohio, United States of America
Background

• The orientee + preceptor matchup
  – Arbitrary pairings
  – Conflict
  – Staff dissatisfaction
  – Retention
Background

- Improve orientation
- Minimize preceptor burnout
- Maximize development
- Matching based on personality type
- A team approach
Goals

• Increased satisfaction with orientation experience

• Reduced orientation length

• Increase in unit retention

• Increase in compliance with policies
Tool Selection

- Myers-Briggs Type Indicator (MBTI)
- Gregoric Learning Style Inventory
- Visual-Aural-Read-Kinesthetic (VARK)
- Keirsey Temperament Sorter (KTS-II)
Keirsey Temperament Sorter

• 4 overall categories
• Each category has 2 options
  – Extraversion vs. Introversion
  – Sensing vs. Intuitive
  – Thinking vs. Feeling
  – Judging vs. Probing
• 16 possible unique combinations, but 4 large groupings
KTS-II Temperaments

SJ’s - Guardians
• 85% of our team
• Dependable
• Dutiful
• Cautious
• Focused on credentials & traditions
• Concerned citizens
• Prize gratitude

SP’s - Artisans
• Unconventional
• Bold
• Troubleshooting leaders
• Focused on the hear & now
• Trust their impulses
• Seek to master action skills
KTS-II Temperaments

NF’s - Idealists
• Authentic
• Trusting
• Enthusiastic
• Focused on human potentials
• Trust their intuition
• Talent for helping others forge relationships

NT’s - Rationalists
• Independent
• Strong-willed
• Focused on problem-solving & system analysis
• Even-tempered
• Yearn for achievement
• Trust logic
Implementation

• Tool administered to all preceptors and recent orientees

• Self-validation occurred, if available
  – This became less important as more results were analyzed
Results - Descriptive

• Non-Statistical Methods
  – Index cards: Blinded process in which orientation director placed cards in piles of functional & non-functional groups, then independent observers looked for themes

• Statistical Methods
  – Frequency Distributions
  – Measures of Variation
Introversion vs. Extraversion

Intuitive vs. Sensing

Feeling vs. Thinking

Probing vs. Judging
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Feeling vs. Thinking

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![Histogram of Probing vs. Judging](image)
**Introversion vs. Extraversion**

- **S** = 2.64
- CV = 45%

**Intuitive vs. Sensing**

- **S** = 2.86
- CV = 21%

**Feeling vs. Thinking**

- **S** = 3.92
- CV = 47%

**Probing vs. Judging**

- **S** = 3.05
- CV = 21%
Results - Descriptive

• On initial survey, 85% of Pediatric ICU staff had the “S-J” combination (Guardians)
Results - Inferential

- Length of Orientation
  - Not ideal
  - Calculated PICU-controlled hours
    - Instead of total hours which includes non-PICU specific training
  - Converted this number to weeks using a 36 hr/wk standard
New Grad RN Orientation Length, PICU
FY10-Current

- Competency-Based Orientation Started 3/11
- Preceptor Matching Began 1/12
- Several RN's Oriented to Floor First

Hire/Transfer Date

- Blue diamonds: Weeks in Bedside & PICU Class Orientation
- Red line: Median
- Green line: Goals
Results – Inferential

• Quality Improvement Perspective
  – Median decrease (15.7 to 13.0 weeks)

• Statistical Perspective
  – Student’s t-test of Mean (15.76 vs. 13.46 weeks, \( p < 0.001 \))

• Financial Perspective
  – $16,580 saved in new graduate salary (2012)
Implications

• Experimental research needed
  – Increased rigor
  – Less bias
  – More settings/populations
QUESTIONS?

Thank you!

Alvin Jeffery: alvinjeffery@gmail.com
Kristin Miller: Kristin.Miller@cchmc.org