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Cotter Preceptor Selection Instrument (CPSI)

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Cotter Preceptor Selection Instrument

Please rate _____ who is a candidate for Preceptor on the attributes listed below. Each attribute is worth up to three (3) points: **A score of 35 or higher is needed.**

1 = Needs Improvement 2 = Meets Expectations 3 = Exceeds Expectations

Score:	Attribute:
Clinical Competence:	
	1. Provides nursing care according to established nursing standards.
Nursing Process:	
	2. Documentation is appropriate and complete
	3. Set priorities and demonstrates time management skills
Transformational Leadership:	
	4. Sets priorities and demonstrates critical thinking skills
	5. Delegates appropriately and effectively to nursing support staff
Collaboration/Communication Skills:	
	6. Promotes effective/skilled communication through the use of tactful, direct and sensitive interaction
	7. Narrates patient care and explains the purpose behind his/her actions to others
Professional Development:	
	8. Participates in learning activities, committees and/or staff meetings
	9. Provides “learning moments” to develop peers
Conflict Resolution:	
	10. Demonstrates problem-solving skills and minimizes escalation of situations to assure safe patient care.
Commitment:	
	11. Works to provide feedback to new employees. Welcomes and provides feedback to new employees.
Flexibility:	
	12. Demonstrates willingness to vary work assignment/ schedule to meet unit needs and needs of new orientees.
Empowerment:	
	13. Objectively identifies strengths and weaknesses of self and others. Provides constructive feedback in a manner that allows for progression and growth.
Values:	
	14. Projects positive attitudes as it relates to work environment.