

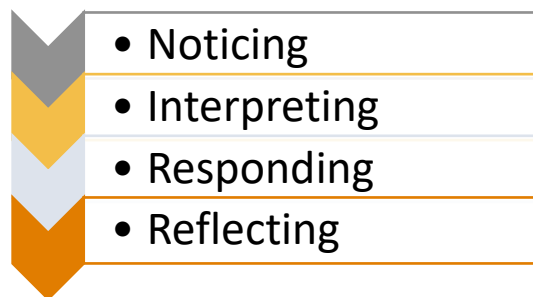
# FOUNDATIONS AND APPLICATIONS OF FORMAL PRECEPTING

## Critical Thinking

Please read the following information. Complete the activity link and mark as complete in Success Center when you are finished.

It is part of the preceptor role to facilitate critical thinking development in new employees. Tanner's Clinical Judgment Model is a framework that allows us to take in any situation and apply critical thinking skills. Consistently applying a model or process brings order in the environment of information overload, conflicting responsibilities and complexity.

### Tanner's Clinical Judgment Model



#### **Noticing**

- Ability to take in our surroundings, including different aspects of a situation
- Based on our foundational knowledge and past experiences

#### **Interpreting**

- Ability to make sense of what we've noticed, and then develop a plan of action to move forward

#### **Responding**

- Acting on the situation; this is what you do in response to what you initially noticed and interpreted

#### **Reflecting**

- Reflecting in action allows us to fine tune our intervention or response; was our action(s) beneficial/helpful/achieve the intended? If not, how can I course correct?
- Reflection on action allows us to make sense of and learn from the experience, after the event once we've been removed from it.

## Applying Tanner’s Model

Asking the right questions at each step of this model will help facilitate critical thinking.

<b>Noticing</b>	What did you notice?	What did you see, hear, smell, feel? Was the situation as you expected? If not, what was different?
<b>Interpreting</b>	What do you think about the situation?	What could be happening here? Have you seen this before? What additional data do you need?
<b>Responding</b>	How do you want to respond?	What interventions will you make? How will you prioritize your actions?
<b>Reflecting</b> <i>IN action and</i> <i>ON action</i>	What happened when you took action?	Did your interventions work? If not or not completely, what should be your next actions? What have you learned?

## Strategies to Promote Critical Thinking

To assist new hires to think critically, preceptors must possess good habits of inquiry such as having an open mind, verifying information, and taking enough time to fully understand a situation. Preceptors should look for flaws or false assumptions in your own thinking

- Ask yourself, or your colleagues, questions like “What am I missing?” or “How can I make this better?”
- This allows you to evaluate your own thought processes and make improvements.
- You will then be better able to assess the thought processes and decision making of others.



## Tips for Encouraging Critical Thinking in Others:

“**What If**” questions are a great way for your new hire to rehearse stressful events in a safe context. They can reduce anxiety, provide opportunity to plan and expose gaps that need to be addressed. “What If” questions encourage new hires to think at a higher level with the emotional barrier removed.

Examples of “What If” questions include:

- What if your patient suddenly became unresponsive?
- What if your patient stated a suicidal ideation?
- What if the patient became angry when you shared that information?
- What if my computer system suddenly became unavailable?



“**Do Over**” questions are a way for the new hire to reflect and evaluate when a situation did not go as intended. They provide opportunity to address specifics of actions as well as give insight into the new hire’s emotional state.

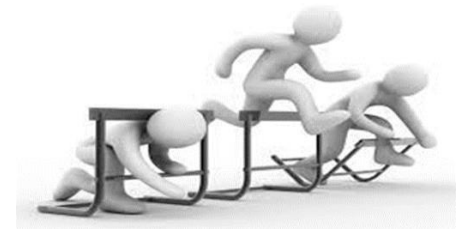
Examples of “Do Over” questions include:

- If you encounter this situation again, what would you do differently?
- What would you do differently the next time you place a peripheral IV?
- What might you do differently the next time a parent expresses concerns about their child’s care?

### **Barriers to Critical Thinking**

In health care, we encounter barriers that hinder our ability to critically think. Some include:

- **Complexity of the work we do**- Frequent changes in what is “best practice” or the way we are doing things such as new products, new procedures, One Chart changes.
- **Information Overload** – Information is coming at us through many different avenues such as phone calls, emails, tasks to complete, and information from patients.
- **Conflicting responsibilities** – Multiple patient and family needs, vendor or client needs, and all of the work that needs to be done before the end of the shift
- **Personal barriers** – personal concerns and issues, biases, assumptions



**This is where your role as a preceptor is essential;** with your support, modeling, and constructive feedback the new hire will learn to manage and overcome these barriers.

### **Critical Thinking Activity:**

Click on the link to complete an activity where you can apply Tanner’s Model to a scenario:

<https://www.surveymonkey.com/r/CR255BV>

**Tip:** If the link does not open, copy and paste the link into your web browser.

**Mark this Activity as Complete in Success Center when you are finished.**