

## ABSTRACT

**Introduction:** A nurse preceptorship is essential in the transition period (TP) of novice nurses. Especially in intensive care workplaces, where training for highly specialized and demanding care is provided. TP thus becomes a sensitive period in which the employee decides whether to remain in the workplace or even in the profession.

**Methodology:** This is qualitative study with the main focus of the survey on the specific experience of preceptors with TP management. Data collection was performed using semi-structured interviews with preceptor nurses in one selected workplace of intensive care. Data analysis was performed in 4 steps, open coding and sorting of data into categories and subcategories were used.

**Results:** Six main topics were identified: Preceptors' experience from their own transition, TP organization attributes, Evaluation and feedback, The role of the preceptor nurse, Critical moments and Factors influencing the TP. The experience of trainers from their own TP is a significant predictor for their individual way of training and leading novice nurses. Evaluation and feedback have a culture and should be performed regularly in cycles to achieve the purpose. The preceptor has many roles, participates in the creation of social relationships with the novice, he himself strives to establish positive relationships and train both professionally and give friendly advice. Critical moments occur naturally during TP and affect both the novice and the supervisor. For preceptor nurse, overcoming barriers, loss of confidence and exhaustion are critical moments, while for a novice, first impressions, information overload and mistakes are key moments. The main described factors influencing the course of TP are the work environment, relationships, the quality of the preceptor and the characteristics of the onboarding nurse.

**Discussion and conclusion:** Knowledge of critical moments gives supervisor nurses the opportunity to prepare for and cope with these situations. Awareness of the factors affecting the TP gives the opportunity to work on them in such a way that their positive impact outweighs the shortcomings. The information obtained can provide a basis for reorganizations and innovation of TP's internal plans, especially in intensive care units. All findings about the role of the preceptor and critical moments occurring during the TP to its participants can be used to support the training of preceptor nurses.

**Keywords:** transition, transition support programme, orientation period, preceptor nurse, preceptor, mentor nurse, graduate nurse, novice nurse, mentoring in nursing, mentorship, preceptorship