



Small Steps, Big Impact: Your Path to Becoming a Wellness Champion

Brooke L. Griffin, PharmD, BCACP
bgriff@midwestern.edu

Kruti Parikh Shah, BSc, PharmD
kruti.shah@oakstreethealth.com

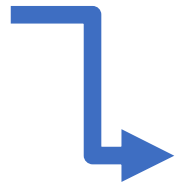
Ann Jankiewicz, PharmD, BCPS, FASHP
Ann_M_Jankiewicz@rush.edu



Objectives

1. Describe key wellness practices and principles relevant to pharmacy professionals and how these have evolved in recent years within healthcare settings.
2. Discuss practical strategies for promoting wellness in the workplace through the lens of two unique perspectives: academic medical center and academia.
3. Outline a personalized plan to support wellness among team members, including residents and trainees.
4. List one concrete action step to become a wellness ambassador.

Handout & Self-Reflection



SMALL STEPS, BIG IMPACT:

YOUR PATH TO BECOMING A WELLNESS CHAMPION

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WHY IS IT IMPORTANT TO TALK ABOUT WELLNESS IN PHARMACY?

WELLNESS AMBASSADOR TOOLBOX

Polling Question: At your institution....

We have an
established
wellness program
or committee

We have a couple
of people who try
to champion
wellness

SOS! We need
help!

Describe key wellness practices and principles relevant to pharmacy professionals and how these have evolved in recent years within healthcare settings.

Wellness vs Well-being

Wellness

Global Wellness Institute:

“the active pursuit of activities, choices, and lifestyles that lead to a state of holistic health.”

Wellness is an individual pursuit—we have self-responsibility for our own choices, behaviors, and lifestyles—but it is also significantly influenced by the physical, social, and cultural environments in which we live.

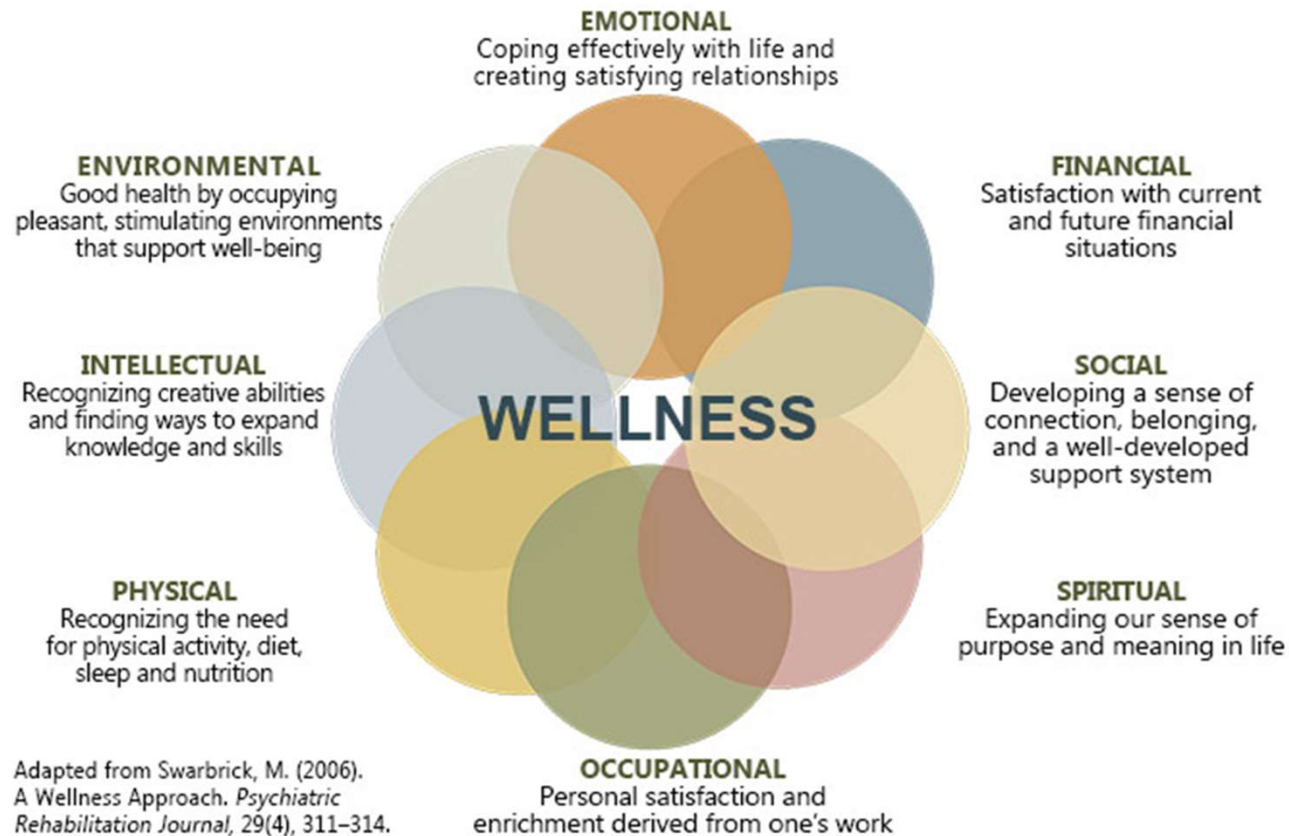
Well-being

World Health Organization:

“positive state experienced by individuals and societies.”

Well-being encompasses quality of life, as well as the ability of people and societies to contribute to the world in accordance with a sense of meaning and purpose.

Eight Dimensions of Wellness



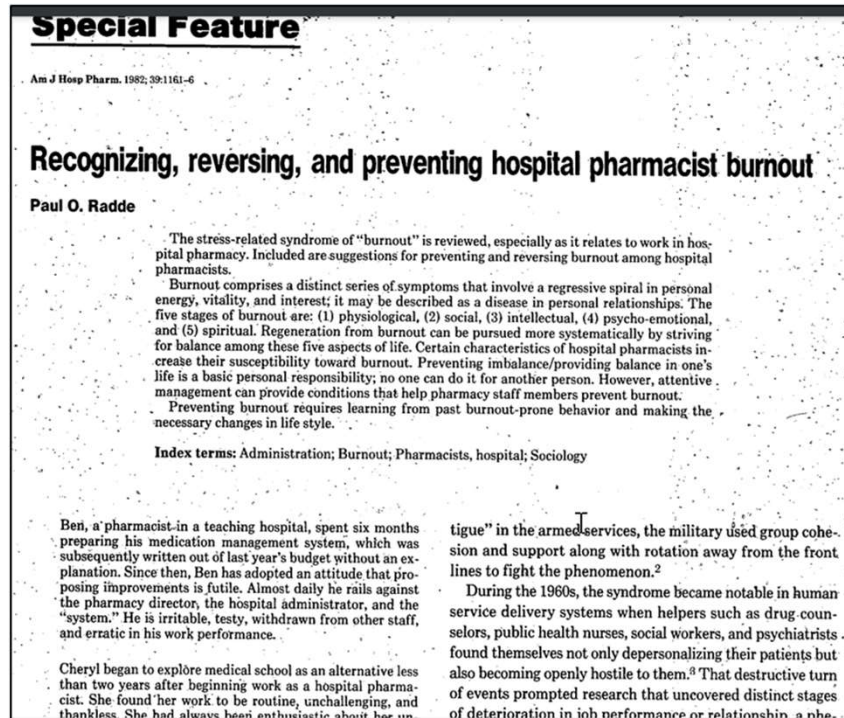
Workplace Wellness Programs: Stats

Efficacy of programs: data is mixed

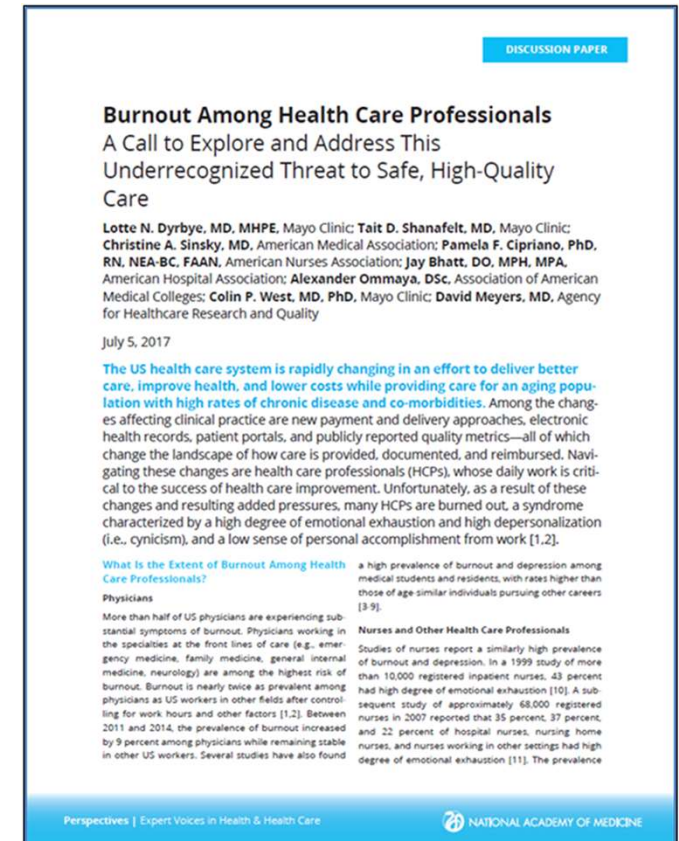
- 60% of US employees are aware this exists at their company
 - 40% of those employees participate in it
- Depends on quality, details, and underlying organizational culture

“For employers, the costs of poor employee wellbeing go far beyond insurance -- they ultimately impact employee engagement, productivity and performance”

Burnout in the Literature



Radde P. Recognizing, reversing, and preventing hospital pharmacist burnout, AJHP 1982
Dyrbye L et al. Burnout among health care professionals. 2017

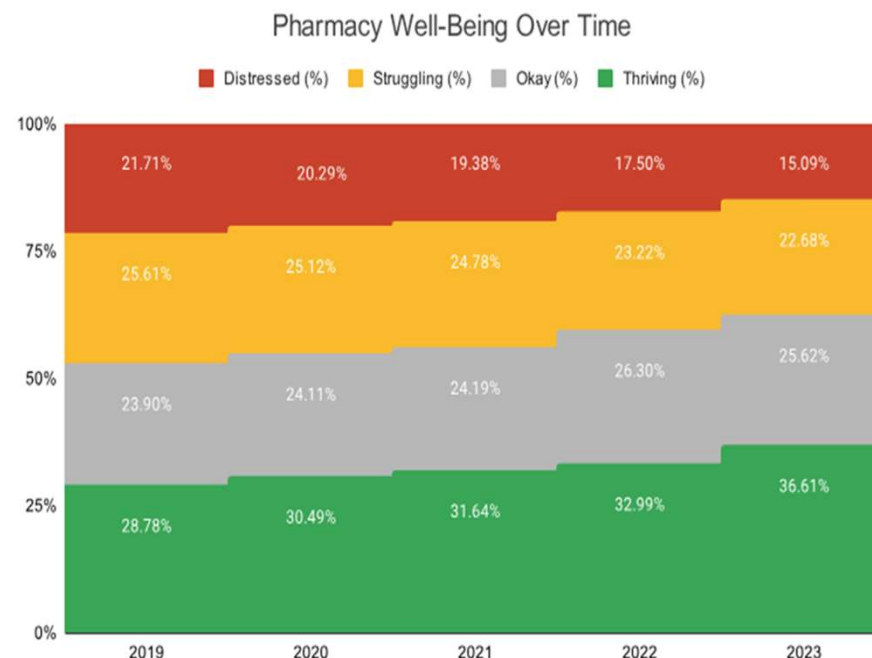


Pharmacist Well-being Data

Burnout is rated highly in >50% pharmacists

Described as:

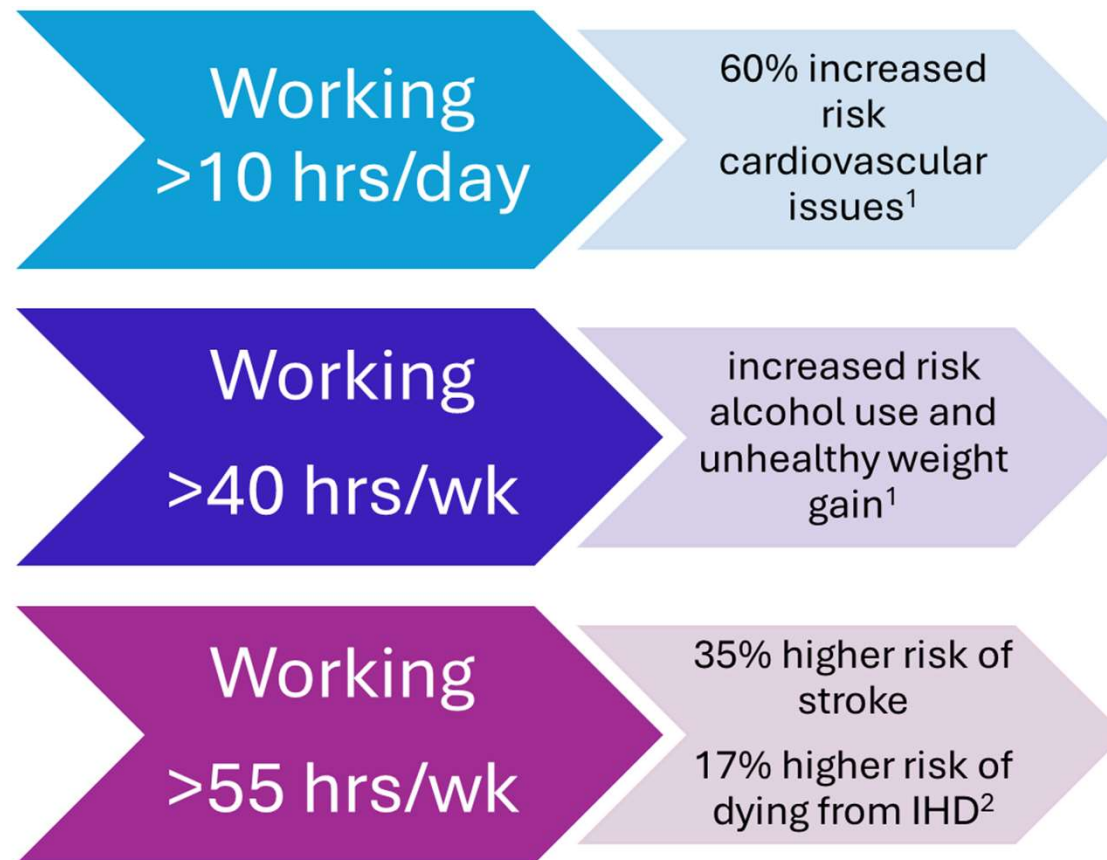
- Emotional exhaustion
- Depersonalization
- Low personal accomplishment
- Increased non-clinical duties
- Decreased time for teaching/admin work
- Team dynamics
- Feeling unappreciated



Durham ME et al. Am J Health-Syst Pharm. 2018;75(suppl 4):e801-8., Patel SK, et al. J Am Pharm Assoc 2003. 2020 Oct 14:S1544-3191(20)30483-0., Jones GM, Hosp Pharm. 2017 Dec;52(11):742-751.

<https://www.mywellbeingindex.org/state-of-well-being-2023/pharmacy-sowb-2023/>

Physical Costs of Burnout



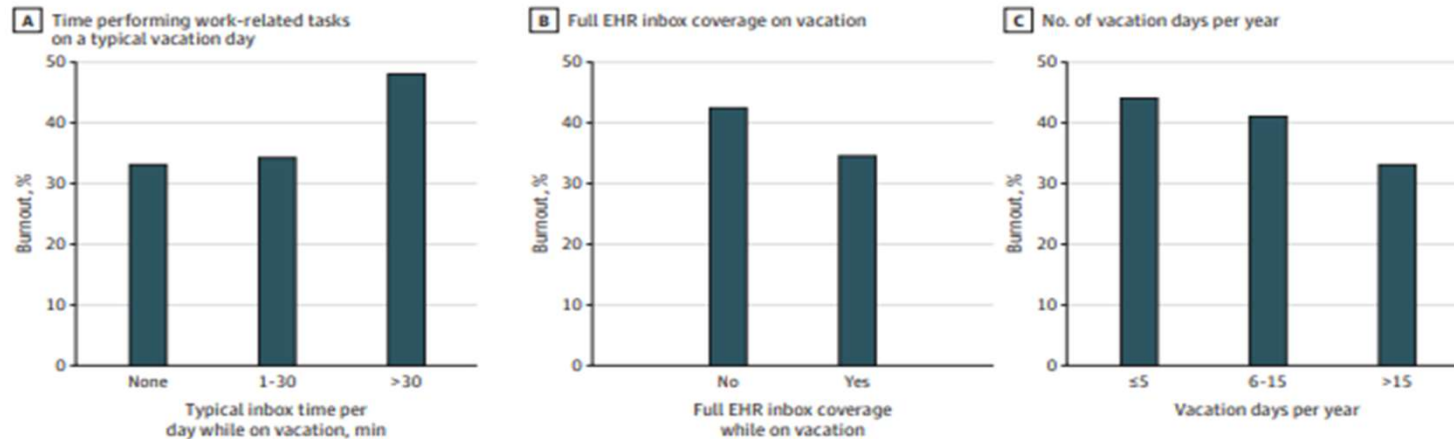
1. Caruso C. Overtime and Extended Work Shifts: Recent Findings on Illnesses, Injuries, and Health Behaviors. CDC 2004.

2. Descatha A, et al. The effect of exposure to long working hours on stroke: A systematic review and meta-analysis from the WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury. Environ Int 2020. Sep;142:105746. 10.1016/j.envint.2020.105746

Elephant in the Room

We need solutions at the micro and macro level

Figure. Personal and Institutional Vacation Behaviors and Prevalence of Burnout



Graphs show burnout rates in relation to time performing work-related tasks on a typical vacation day (A), full electronic health record (EHR) inbox coverage during vacation (B), and number of vacation days per year (C).

Discuss practical strategies for promoting wellness in the workplace through the lens of two unique perspectives: academic medical center and academia.

Academia

2018:

- Wellness Committee Formed

2018-2019:

- Survey faculty and students using validated tools

2019-2022:

- Standing college committee

2022-present:

- Committee across 2 campuses with faculty co-chairs and student-appointed representatives

Wellness Committee Goals

Establish a baseline measurement of wellness

Identify areas of concern

Develop actionable items and recommendations for implementation

Academia Wellness Activities

Coffee“happy hours”

- BYOD (bring your own drink) and meet up between 8:30-9:30am

Walk meet-ups

- Choose a date/time for midday walk, send calendar invite

Lunch hour discussions

- Email management, meditation

Let's go to lunch together

- Choose a date/time, send calendar invite, everyone meet in a classroom

Binge-watch and Book Recommendations

- Create shared documents and everyone adds to it

Virtual Wellness Initiatives

- Utilize intranet for mental health resources
- Implement virtual meeting check-ins
- Engage with breakout rooms, polls, and word clouds
- Organize virtual social events and happy hours
- Participate in fitness or reading challenges
- Create focus pockets by silencing notifications
- Join Employee Resource Groups (ERGs) or affinity groups
- Take screen breaks



Health-System Contribution

Goal: To establish a well-organized committee to plan wellness initiatives for pharmacy residents and non-resident employees.

- Worked with coach to brainstorm and firm up an outline of the committee
- Wellness Committee structure
 - 2 co-chairs
 - 1 executive leadership
 - 1 representative from each specialty
 - 1 meeting a month
 - 1-2 volunteers for planning 1 wellness activity per month
 - Resources: Departmental budget for employee engagement



Wellness Activities—academic medical center

- **Pharmacy Department Wellness Committee**
- **Wellness Minute at Town Hall meetings (monthly for all staff)**
- **Action for Happiness Calendar sent to all staff monthly**
- **Holiday activities**
 - Ugly sweater contest
 - Door decorating contest
 - St. Patrick Day fashion
 - Valentine's Day fashion and accessories
 - Eid employee appreciation event
 - Dipsgiving and Gratitude Tree



Gratitude and recognition



WELLNESS MINUTE—Self Care *Sept 24*

SELF CARE

Awakening to the
needs of your own
life

Self Care
isn't selfish



"The time to
relax is when
you don't have
time for it." -
Sydney J. Harris

"Strive for
progress, not
perfection."
- Unknown

*"Do not let the behavior
of others destroy your
inner peace."* - Dalai Lama

Self Care Activities



Let go of self-criticism; speak to yourself kindly; forgive yourself when things go wrong; aim to be good enough—not perfect; choose to see your mistakes as steps to help you learn



Plan a fun/relaxing activity and make time for it; give yourself permission to say No; get outside and give your mind and body a natural boost; make time to breathe and be still; make time to do nothing



Accept yourself; let go of other's expectations; don't compare how you feel inside to how others appear outside; don't compare; be willing to share how you feel and ask for help when needed; ask for help

Remind yourself that
YOU ARE ENOUGH,
just as you are.

Notice things you do well

It's OK to not be OK

**Find a caring, calming phrase
to use when feeling low**

**Find a new way to use a
strength or skill**

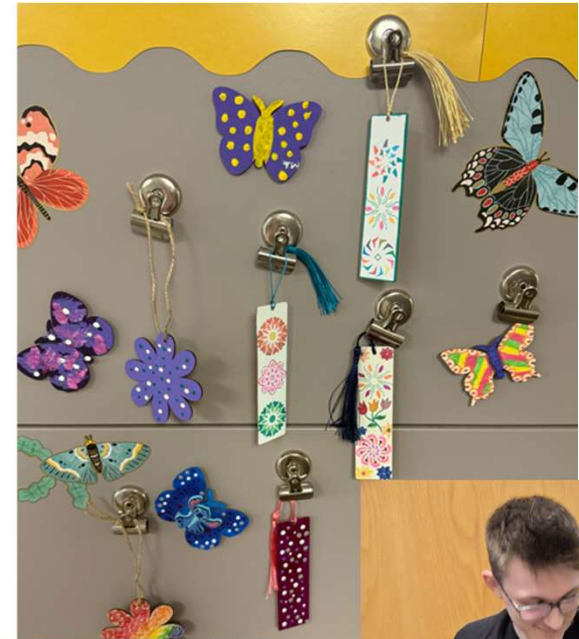
Wellness Minutes are
at monthly Town Hall
all staff meetings

Why Self-care is essential

- **Recharges our Batteries:** Just as we plug in our phones to charge, our minds and bodies need time to recharge too. 
 - **Boosts our Mood and Mental Health:** Taking time to relax, reflect, and rejuvenate can significantly decrease feelings of stress and anxiety. 
 - **Increases Productivity and Creativity:** When we're well-rested and stress-free, our brains work more efficiently. 
 - **Improves Physical Health:** Chronic, unhealthy stress can contribute to numerous physical ailments, from headaches to heart disease. Self-care can help in reducing these risks. 
- 

May: Mental Health Awareness Month

- Craft event—bookmarks, flowers
- Therapy dog visit
- Step challenge using Pacer app
- Puzzle break



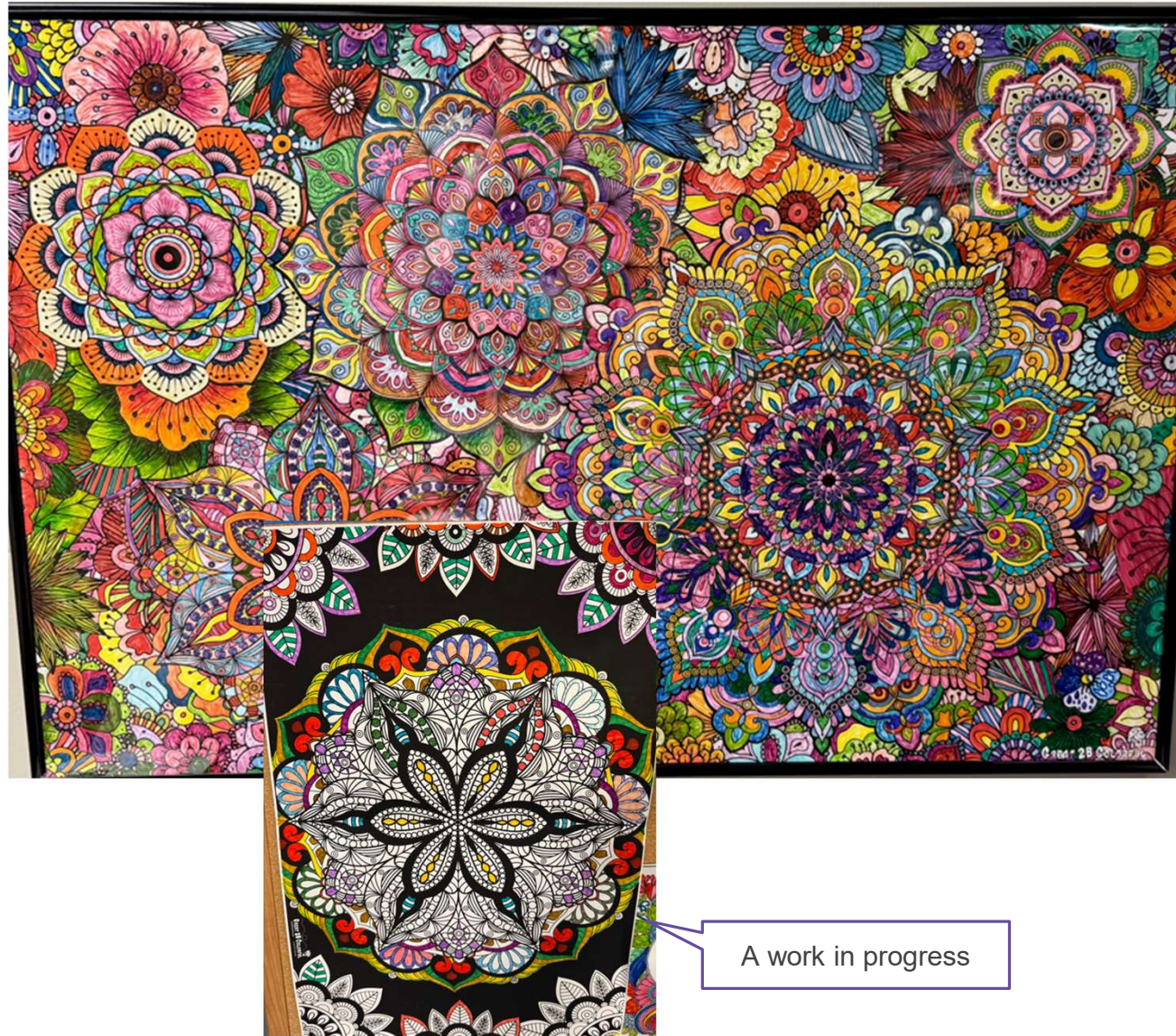
Puzzle Exchange

Puzzle Exchange Sheet

	Date	Puzzle Owner Name	Your Name	Date/Time Checked Out	Date/Time Returned
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
13					
14					



Coloring Pages



A work in progress

VOLUNTEER EVENTS

Greater Food Depository



Alex's Lemonade Stand Foundation for Childhood Cancer

Pediatric Clinical Specialist Team – hosted the 5th Annual Alex's Lemonade Stand; raised \$1,000 to fund 2 full days of pediatric cancer research

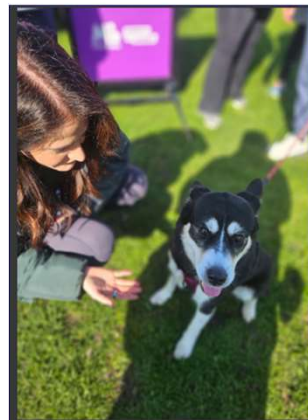
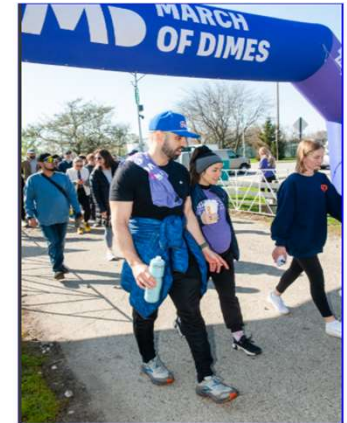




MARCH FOR BABIES 2025

Rush Pharmacy \$1,798

RUMC \$6,508



Pilsen Food Pantry

Thank you to our volunteers!! Together we were able to raise ~\$500

**PILSEN DESPENSA
FOOD DE COMIDA
PANTRY PILSEN**
比爾森 食物分發站
a Figueroa Wu Family
Foundation program



Action for Happiness Calendars

Meaningful May 2025

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
			1 Do something kind for someone you really care about	2 Focus on what you can do rather than what you can't do	3 Take a step towards an important goal, however small	4 Send your friend a photo from a time you enjoyed together
5 Let someone know how much they mean to you and why	6 Look for people doing good and reasons to be cheerful	7 Make a list of what matters most to you and why	8 Set yourself a kindness mission to help others today	9 What values are important to you? Find ways to use them today	10 Be grateful for the little things, even in difficult times	11 Look around for things that bring you a sense of awe and wonder
12 Listen to a favourite piece of music and remember what it means to you	13 Find out about the values or traditions of another culture	14 Get outside and notice the beauty in nature	15 Do something to contribute to your local community	16 Show your gratitude to people who are helping to make things better	17 Find a way to make what you do today meaningful	18 Send a hand-written note to someone you care about
19 Reflect on what makes you feel valued and purposeful	20 Share photos of 3 things you find meaningful or memorable	21 Look up at the sky. Remember we are all part of something bigger	22 Find a way to help a project or charity you care about	23 Recall three things you've done that you are proud of	24 Make choices that have a positive impact for others today	25 Ask someone else what matters most to them and why
 26 Remember an event in your life that was really meaningful	27 Focus on how your actions make a difference for others	28 Do something special and revisit it in your memory tonight	29 Today do something to care for the natural world	30 Share a quote you find inspiring to give others a boost	31 Find three reasons to be hopeful about the future	

ACTION FOR HAPPINESS

Happier · Kinder · Together




Poster at the Rush Safety and Quality Fair

June 2023



Program Spotlight



Connections Build Wellness Culture in the Pharmacy

Holiday door decorations, Pharmacy Week celebrations, weekend volunteering and gratitude trees are more than enjoyable activities. They are events that bring together inpatient pharmacy staff to build relationships and unwind throughout the year.

Organized by the department's wellness committee and volunteers, team members gather every other month to focus on a creative project or community service. [Read more.](#)

Article in Rush News

June 2025

"Everyone needs an outlet during stressful times," said clinical pharmacy specialist Jenna Crosby. "Having that one thing, no matter how small, goes a long way to create connection in a department as large as ours."

Gatherings blend fun with the practical. While some months may include a photography competition, achievement recognitions or a puzzle board exchange, others may feature wellness-related conversations or therapeutic escapes such as aromatherapy.

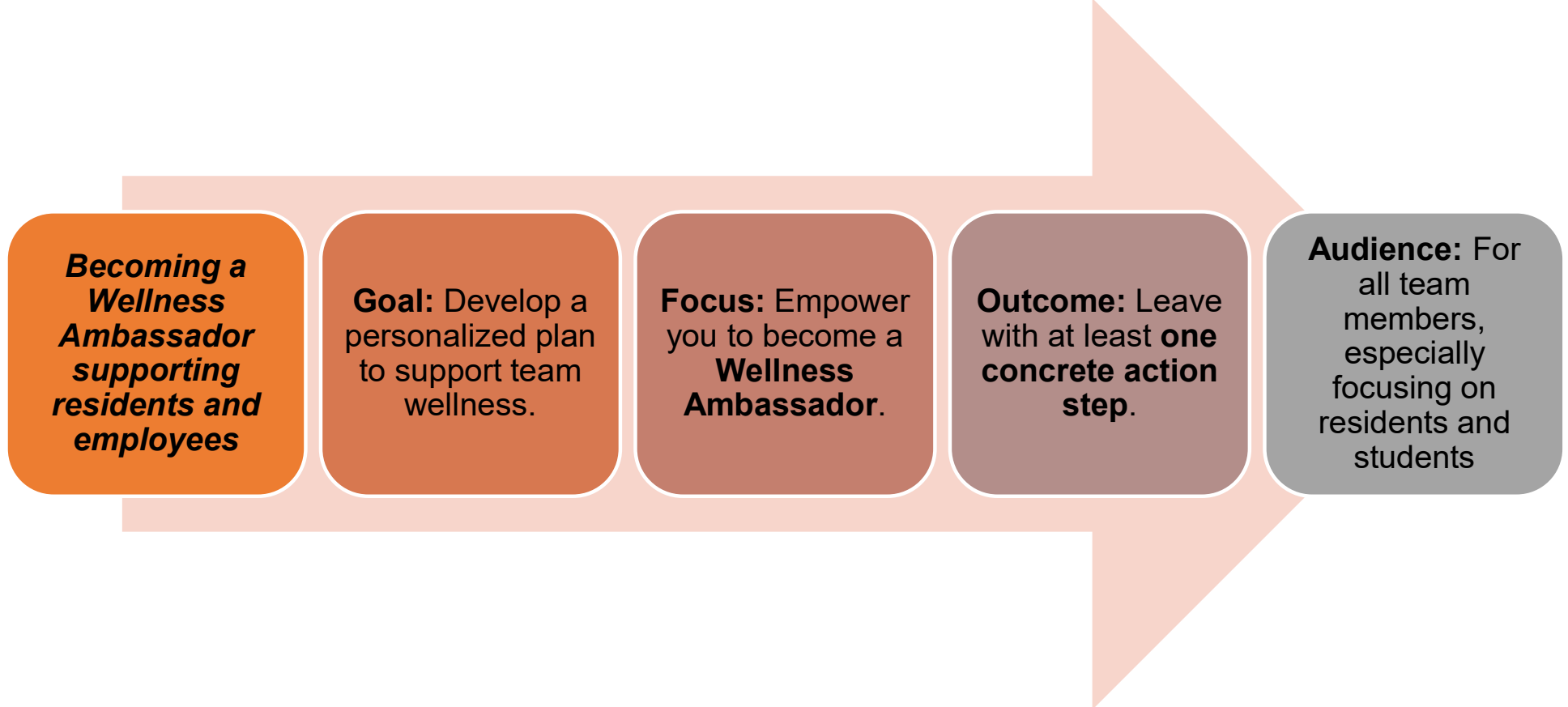
Each event strives to bring together different groups of staff, which creates opportunities for new friendships to form across the team. This builds a strong support network of connections and fosters a collaborative work environment.

"We're a creative group that is dedicated to promoting wellness and burnout prevention within the pharmacy," Crosby said. "That commitment to the team is valuable because so many show up to our events. It's great to see how focusing on our wellbeing is making such a positive impact on our team over the year."

We talk about WELLNESS.
Wellness is a priority.
Wellness is tied to engagement.

Outline a personalized plan to support wellness among team members, including residents and trainees.

Personalized Team Wellness Plan



What is a Wellness Ambassador?

Someone who actively promotes and supports well-being.

Inspires, educates, and advocates for a healthier work environment.

You don't need to be an expert, just a champion!

Part 1: The WHY

- Why does team wellness matter to *you*?
- How does team well-being impact patient care, and work culture?

Part 2: Assessing Your Current Landscape

- **What does "wellness" currently look like for your team?**
 - Consider physical, emotional, social, intellectual, professional well-being.
- **Strengths:**
 - What's working well?
 - What existing support systems are effective?
- **Challenges:**
 - What are the biggest hurdles or areas of improvement?

Part 3: Identifying Key Areas for Intervention

- **Identify the top 2-3 critical areas:**
 - Based on your assessment, what are the most crucial areas to address?
- **Why a Priority?**
 - Briefly explain the impact each area has on your team.

Examples:

- ☐ Improving mental health access
- ☐ Fostering peer support
- ☐ Promoting healthy boundaries
- ☐ Enhancing recognition
- ☐ Social bonding time outside of work
- ☐ Start a wellness committee

Part 4: Brainstorming Solutions & Strategies

Generating Ideas for Action

- For **each of your 2-3 priority areas**, brainstorm **2-3 potential solutions or strategies**.
- Think broadly – big or small, formal or informal.

Circle/Star the solutions that are the most impactful and most feasible

Part 5: Identify Your Support System

Before you act, think about who can help you succeed.

- **Mentors:** Who can offer guidance and a long-term perspective?
- **Supporters:** Who are your allies and peers for encouragement and accountability?
- **Executive Leaders:** Who holds institutional influence to help with larger initiatives?

List one concrete action step to becoming a wellness ambassador.

Part 6: My Action Plan

My Commitment: ONE Concrete Action Step

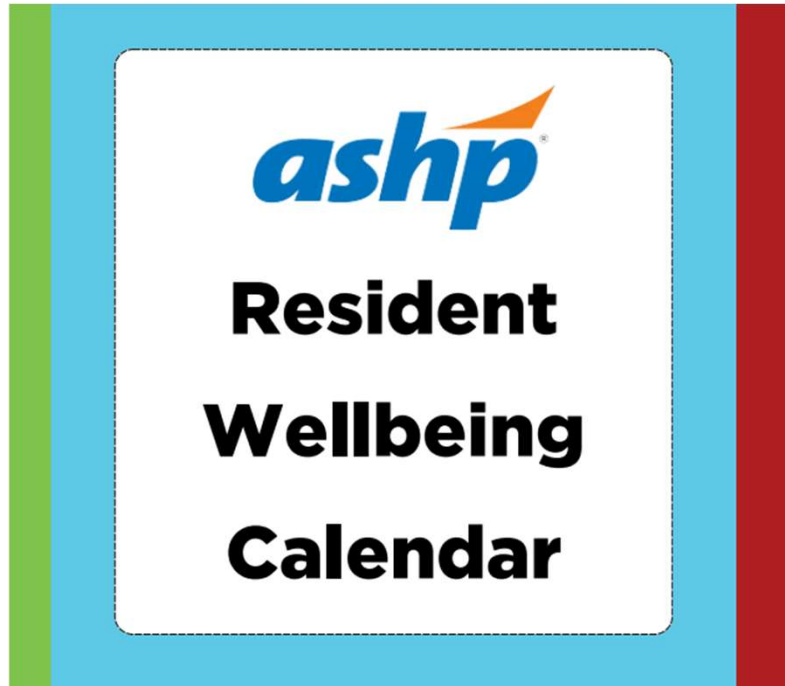
- **Reflect:** On all we've discussed.
- **Commit:** To **ONE concrete action step** you will take within the **next two weeks** to become a wellness ambassador for your team.

Moving Forward After the Conference

- **Share:** Your action step with an accountability partner or small group.
- **Follow-Up:** Consider scheduling a check-in with your group or a mentor.

Remember: Even small actions can create significant positive change for team wellness

Resources



<https://www.ashp.org/-/media/assets/pharmacy-educators/docs/PELE-Wellness-Resident-Calendar.pdf>

Pharmacy Workplace & Well-being Reporting  Tell your story by submitting your experience to PWWR. Confidential and anonymous. LEARN MORE	Assess Your Level of Stress  Burnout is real. Now APhA has an online screening tool, invented by the Mayo Clinic, to evaluate fatigue, depression, burnout, anxiety/stress, and mental/physical quality of life to assess your well-being. It's 100% anonymous and evaluates distress in just 9 questions. LEARN MORE AND ASSESS TODAY	Beat Burnout/Build Resiliency  We've been with you from the start, and we're here for you now. APhA is a dependable ally through every phase of your pharmacy career and that includes times of stress and uncertainty. From work-life balance to managing stress we have resources to help. WELL-BEING RESOURCES
Pharmacist's Fundamentals  The Pharmacist's Fundamental Responsibilities and Rights is focused on pharmacists' responsibilities and workplace expectations needed to fulfill their responsibilities. Pharmacists, pharmacy personnel, employers, patients, health professionals, and those that govern pharmacy practice and healthcare delivery should use these principles as a foundation for meaningful conversations about pharmacy practice. LEARN MORE	Suicide Awareness  APhA is dedicated to recognizing and preventing the serious issue of suicide among pharmacists, pharmacy personnel, and health care professionals. Learn more about suicide awareness and resources to help you and your colleagues. LEARN MORE	Reports & Research  Find pharmacy personnel well-being and the pharmacy workplace recommendations, reports, studies, and data from summits, conferences, and journal articles. ACCESS REPORTS & RESEARCH

<https://www.pharmacist.com/wellbeing>

Self-Assessment Question 1

According to the data presented in the literature reviewed today, what percentage of pharmacy professionals report burnout?

- A. < 25%
- B. > 50%
- C. > 75%
- D. 100%

Self-Assessment Question 2

Which of the following is an example wellness activity that can be easily incorporated into a department of pharmacy?

- A. Annual salary bonuses
- B. Chair massages at every staff meeting
- C. Gratitude board activity
- D. Free daily lunch

Self-Assessment Question 3

What is one step you could take to become a wellness champion in your department?

- A. Request time off to work on wellness activities
- B. Find like-mind colleagues to brainstorm ideas
- C. Become certified in yoga so you can offer classes
- D. Create activities that you and your friends enjoy most

Key Takeaways

Wellness in pharmacy is evolving AND we need to evolve with it.

- Pharmacy professionals are experiencing rising rates of burnout, yet wellness practices have also expanded in response. Understanding current trends and data helps us adapt and advocate for meaningful change.

Promoting wellness requires context AND creativity.

- Effective wellness strategies differ across settings. By exploring approaches from both academia and academic medical centers, we gain practical, adaptable tools to foster well-being in diverse pharmacy environments.

You have the power to lead: ONE step at a time.

- You don't need a formal title to be a wellness ambassador. With one personalized action step and a commitment to supporting others, you can help create a healthier, more empowered culture for your team and trainees.



THANK YOU!

Questions?



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