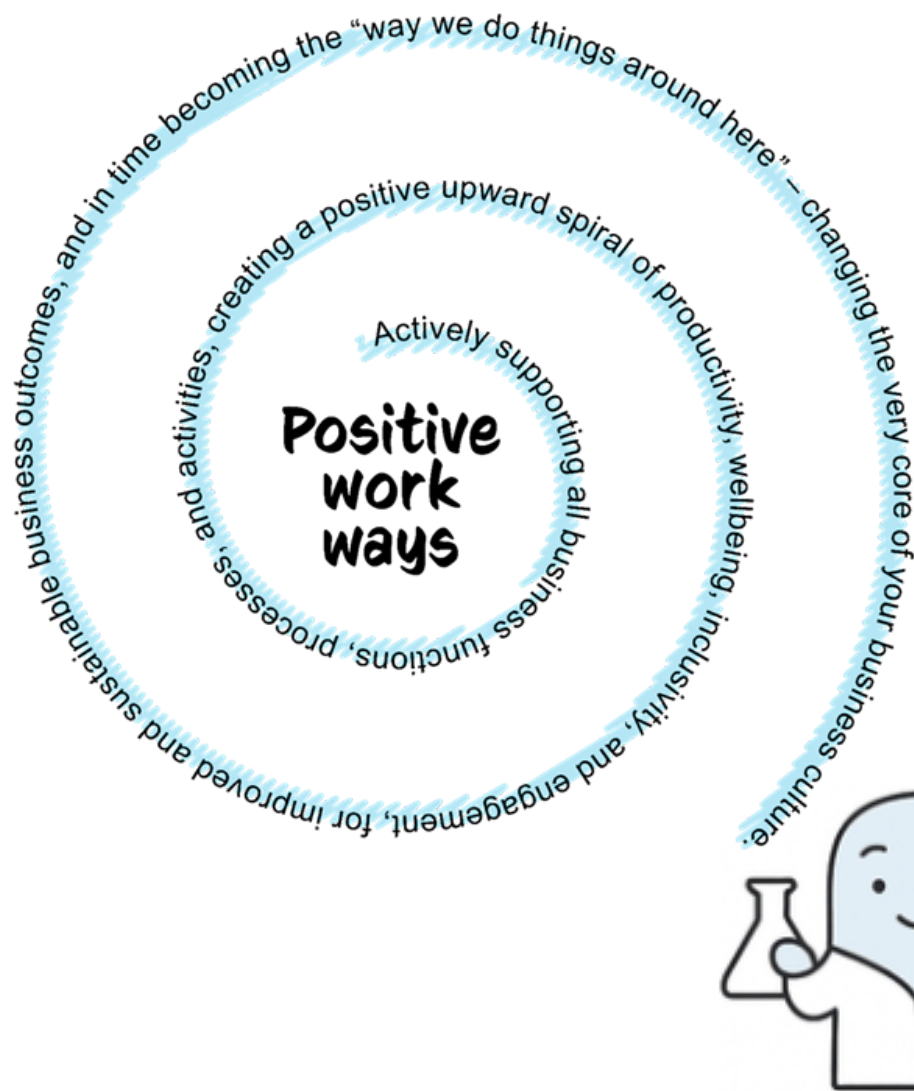


What's Your Pharmacist Doing?

A quick guide to mindset, stress and leadership impact at work.



L.Thomas
www.positiveworkways.com



Positive Work Ways Tool

Positive Work Ways Mini Guide

This resource is designed to be used alongside the Quick-Start Guide and Positive Work Ways Introductory Toolkit.

🧠 Haven't read the Quick-Start Guide or Positive Work Ways Introductory Toolkit yet?

Download at: www.positiveworkways.com

Want to go further?

These tools are just the beginning. If you'd like support embedding Positive Work Ways into your team, leadership practice or culture, there are a few easy ways to start:

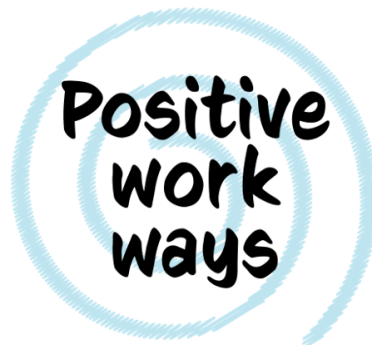
🧠 Book a Lunch & Learn session

🎯 Dive deeper with a workshop or consultancy session

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Positive Work Ways Tool

Your Brain at Work — The Basics

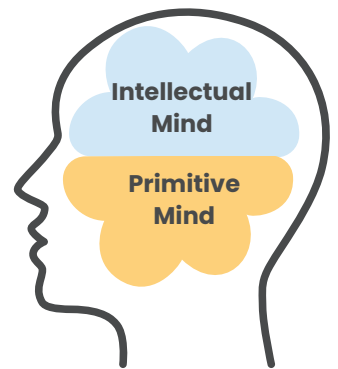
Two Brain States

Your brain has two key modes – it switches between two different states throughout the day depending on what is going on around you.

Intellectual Mind – calm, focused, creative

Primitive Mind – alert, reactive, protective

The primitive mind is essential for survival. But when it dominates too often, it can cloud thinking, block communication, and increase tension.



Your Internal Pharmacist

Your brain has an "internal pharmacist" — constantly adjusting your state by releasing different chemical mixes.

The pharmacist reacts to everything your brain detects:

- Words, tone, body language from others
- Emails, interruptions, pressure
- Your own thoughts and emotions
- Environment around you

These signals shift your brain toward either the calm, intentional state of the intellectual mind or the reactive, protective primitive mind.

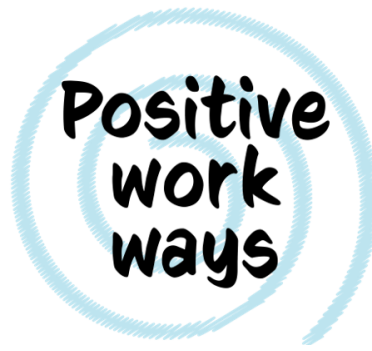


Every Interaction Has Impact

Your pharmacist doesn't just respond to you, it also responds to others.

- Your words, tone, and body language influence:
- Your own brain state
- The pharmacists of people around you
- Even small moments shape how people feel, think, and behave.
- This guide helps you build awareness so you can lead yourself and others with intention — not instinct.





Positive Work Ways Tool

Pharmacist Status & Action

What's Your Pharmacist Doing Right Now?

Use this practical tool to reflect on your current mindset and internal state, and take action to shift states if necessary.

Intellectual Mind - Maintain and Strengthen

Signs

- ✓ Regulated & intentional
- ✓ Calm and present
- ✓ Engaged, focused
- ✓ Clear, creative thinking
- ✓ Collaborative and flexible

Action to Take

- ✓ Use "What Does Good Look Like?" as a regular practice
- ✓ Maintain positive tone and language - with self and others
- ✓ Integrate gratitude into daily routine

Why This Isn't a "Good vs. Bad" Scale

We all move between Intellectual and Primitive mind states every day. Both are essential.

Although we want to aim to spend more time in our intellectual mind, healthy stress is also important.

Periods of stress can motivate us, help us act quickly, and fuel progress toward goals.

💡 The aim of this tool is to raise awareness of in the moment states to prompt action before stress takes over.

Transitional - Notice and Rebalance

- ⚠ Still in control but under pressure
- ⚠ Aware of tension rising or early signs of overload
- ⚠ Harder to stay present or focused
- ⚠ Things feel manageable, but is it sustainable?

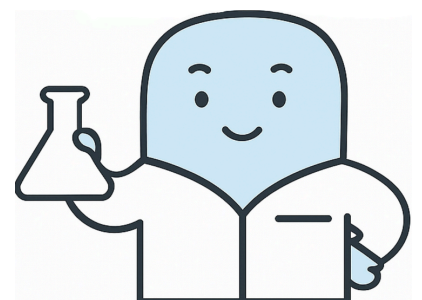
💡 **You might feel ok... but for how long?**

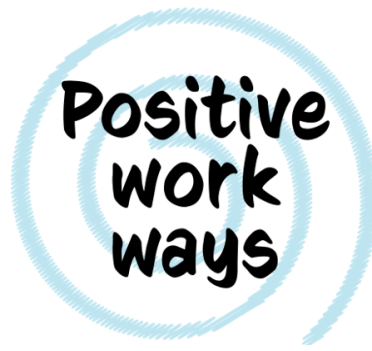
- ⚠ Increase frequency and repetition of maintenance actions.
- ⚠ Maintain positive and constructive language - with self and others
- ⚠ Step back and take action to manage source of pressure
- ⚠ Monitor closely using regular pharmacist check-ins
- ⚠ **Don't let it become your normal!**

Primitive Mind - Interrupt and Reset

- 🔔 Distracted, scattered, irritable, or defensive
- 🔔 Distressed and/or disengaged
- 🔔 Focusing on fears and mistakes
- 🔔 Blocked or rigid thinking

- 🔔 Step back and prioritise state shift before acting
- 🔔 Use an in-the-moment breathing exercise to shift state quickly
- 🔔 Ask yourself 'if I was coping better what would be different'
- 🔔 Use constructive self-talk to reframe negative thoughts and shift mindset

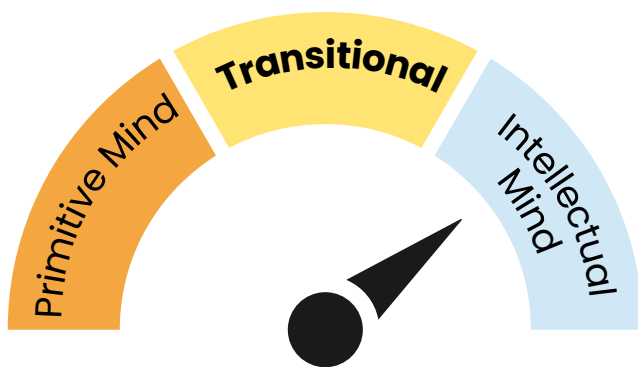




Positive Work Ways Tool

Influence Your Pharmacist

How will you use your control?



Every interaction has impact

Try these tools to shift your state



**What Does
Good Look
Like?**



**Gratitude
Snapshot**



**Pause &
Pharmacist
Check**



You can't always control what's happening, but you can influence what your Pharmacist does with it.

Every choice - where you place your attention, how you respond, the tone you use - sends signals to your pharmacist. These signals shape your internal state and ripple out to those around you.

Even in tough moments, even seemingly small actions can make a big difference in your internal state.



Use Self-Regulation Techniques

Calm your breath and thoughts first so you can think flexibly and respond thoughtfully



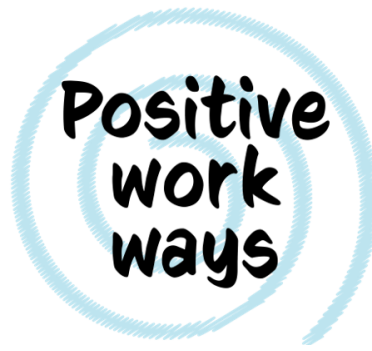
Ask Solutions Focused Questions

Shift away from threat by being curious about possibilities and untapped strengths



Be Intentional

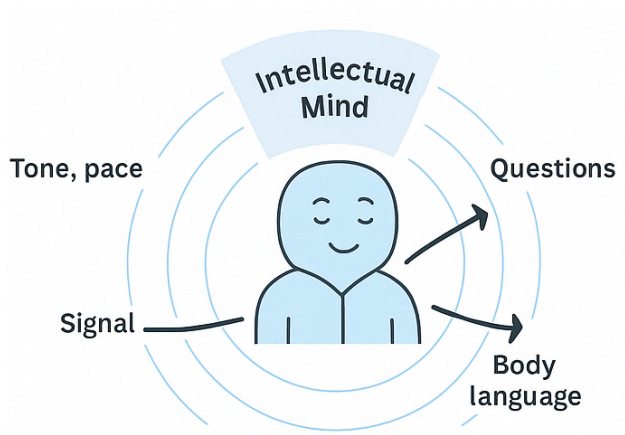
Do the things you do on purpose to help tip the balance back to control and calm



Positive Work Ways Tool

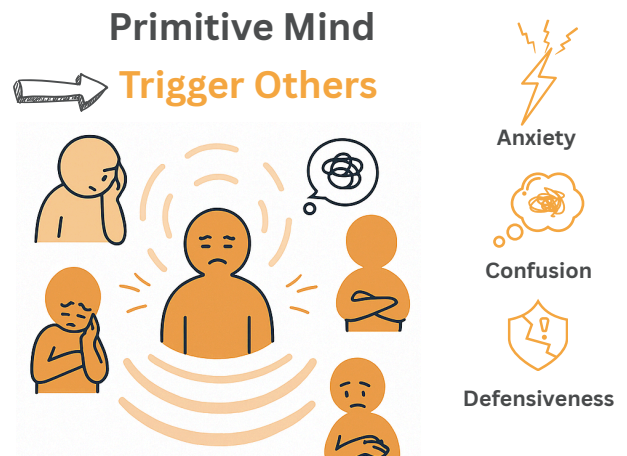
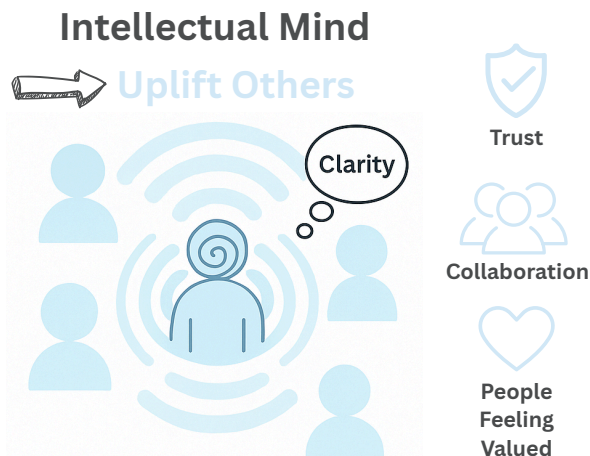
Influence Others' Pharmacist

How are your words and actions influencing others?



You don't just influence your own pharmacist — your words and actions shape the pharmacists of everyone around you.

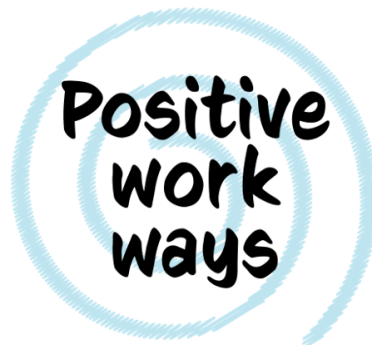
Your body language, tone of voice, the questions you ask, and even silence all send signals. These signals either support others' intellectual mind states with calm, clear thinking – or activate their primitive mind.



Tiny shifts can tip the balance



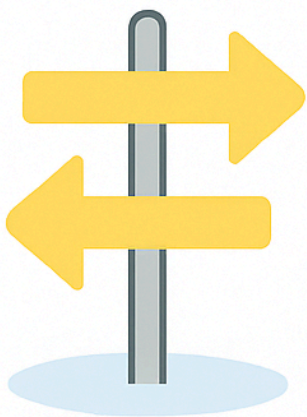
A curious question or a brief pause can be all it takes to encourage someone else into their intellectual mind and keep them there.



Positive Work Ways Tool

Awareness to Action

Shifting Brain State with Intention



Now it's time to intentionally act to tip the balance back to an Intellectual Mind state of calm, connection, and clarity.

Awareness helps you pause. **Action creates change**

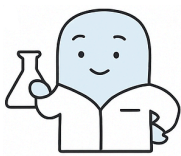
Noticing what your pharmacist is doing – and what the pharmacist of those around you is doing – is a powerful first step.



Use these tools to encourage the pharmacist to start shifting state – in yourself and others..

- 🌿 Grounding Breath: Calm your system before reacting
- 💡 What Does Good Look Like?: Redirect conversations toward solutions
- 📖 Gratitude Snapshot: Lots of evidence backs this powerful and simple way to start shifting states

Turning Insight into Impact



Shift Your Own State

Use a grounding breath, Gratitude Snapshot or one of the other Positive Work Way tools to help your pharmacist reset your internal state



Support Those Around You

Use a calm tone, ask solutions-focused questions, and model the state you want. These simple steps help their pharmacist to start shifting mindset



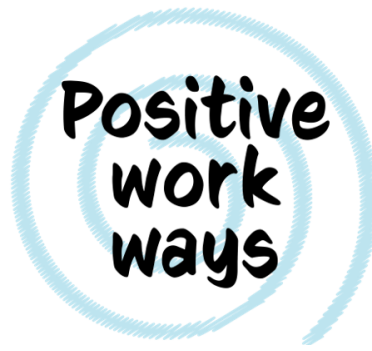
Use Shared Tools

Find creative ways to bring the tools into your every day routine.

- Gratitude Snapshot
- Grounding Breath
- What Does Good Look Like?
- Pause & Pharmacist Check

What's Your One Small Action?

What's one thing you'll do to influence your own or someone else's pharmacist today?



Positive Work Ways Tool

A practical mindset activity for individuals, teams, and leaders

Where to Use



- In 1:1s, team meetings, strategy sessions
- When onboarding new leaders
- During retrospectives or post-project reviews
- As part of culture, leadership, or change initiatives
- As a standalone communication campaign
- Alongside other initiatives and campaigns

Want to take it further?

This guide is just the start. If you'd like support embedding Positive Work Ways into your team, leadership practice or culture, there are a few easy ways to start:

Explore more brain-friendly tools and strategies through:

☀️ **The full Positive Work Ways Toolkit**

📚 **Leadership and team Lunch & Learn sessions**

🎯 **Dive deeper with a workshop or consultancy session**

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