



Positive Work Ways Tool

A reflection prompt to shift mindset and influence performance with intention

Pharmacist Check-in

Before You Start



If you haven't read the Quick-Start Guide to Positive Work Ways, take a moment to review it.

This activity builds on the idea of the primitive vs intellectual mind — and the impact our words and actions have on the brain states of others.

Why This Works

Every conversation, comment, or decision influences how people feel, think, and perform.



Our internal “pharmacist” influences our state by responding to the signals we send and receive. The more we think, speak, or act from a reactive, primitive mind state, the more we disrupt focus, productivity, and collaboration — in ourselves and others.

The Pause & Pharmacist Check helps you notice what effect you're having — and shift it.

The Core Prompt

Pause

Take a breath. Notice your tone, pace, posture, and emotional state.



Pharmacist Check-in

Ask yourself:

- “What is my internal pharmacist doing right now?”
- “Are my actions or tone triggering a primitive mind response or supporting an intellectual mind state?”
- “How might these words and actions be affecting others' pharmacists in this moment?”



Positive Work Ways Tool

A practical mindset activity for individuals, teams, and leaders

Prompts to Deepen Reflection



- Is this response fuelling distraction or supporting focus?
- Is it encouraging defensiveness or enabling collaboration?
- Am I speaking from frustration — or from intention?
- What subtle shift would help engage the intellectual mind — in me or them?

Facilitation Tips

(for coaching, leadership, or team check-ins)

- Keep it simple: just name the likely impact, no diagnosis needed
- Don't frame it as "good/bad" — frame it as "useful or less useful"
- Invite people to self-check, not check each other
- Use shared examples to normalise reflection (e.g., "I think my pharmacist was dosing out pressure — I needed to step back.")

When To Use



- In the middle of meetings, emails, or tension
- Before giving feedback or reacting under pressure
- In 1:1 conversations that feel stuck or emotionally charged
- As part of a regular debrief or team reset

Real-World Examples



- "I could feel I was triggering a reactive mindset — I paused."
- "My pace and tone were spiralling. Probably not great for anyone's pharmacist."
- "I reframed what I was going to say — so it supported clarity, not control."
- "Even just acknowledging it helped me shift state."

Want to take it further?



Combine this tool with the Grounding Breath — pause your system, then choose your next step with clarity.