



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

