

Most of What I Needed to Know I Didn't Learn in Residency

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Objectives

- ▶ Summarize 3 steps you can take early in your first job to position you for success
- ▶ List 5 post graduate certifications available to pharmacists
- ▶ Describe the benefits of professional organizations in ongoing career development
- ▶ Compare and contrast the roles and responsibilities of a resident with those of a new preceptor

All I Really Needed to Know I Learned in Kindergarten

by: Robert Fulghum

- ▶ Share everything
- ▶ Play fair
- ▶ Don't hit people
- ▶ Put things back where you found them
- ▶ Clean up your own mess
- ▶ Don't take things that aren't yours
- ▶ Say your sorry when you hurt somebody
- ▶ Wash your hands before you eat
- ▶ Flush

I Thought All I Really Needed to Know I Learned in ~~Kindergarten~~ *Residency*

- ▶ Patient care is always your first priority
- ▶ Preceptors can tell the future
- ▶ There is no such thing as stable renal function
- ▶ Everyone has a different opinion on how to format a poster
- ▶ Read the 3 most important articles every week to keep up with the evidence
- ▶ Red text on top of blue slides is always wrong
- ▶ Warfarin dosing is more art than science
- ▶ Always reference your PowerPoint slides
- ▶ Research isn't hard, it is just time consuming

Things I did NOT Learn in Residency

- ▶ Everything does not stop for patient care
- ▶ Colleagues and resources are the key working efficiently
- ▶ Finding the "right" articles can be more work than reading them
- ▶ Research is less about data collection and more about a good idea, good design and interpretation
- ▶ Career and professional growth require a lot of extra work
- ▶ PharmD are not the last letters I am likely to need
- ▶ Every learner has different strengths and weaknesses
- ▶ Professionalism is not automatic

A Warning about Burnout

What is Burnout?

- ▶ A syndrome characterized by emotional exhaustion that results in depersonalization and decreased personal accomplishment at work
- ▶ Maslach Burnout Inventory – 22 questions on a 7-point scale
 - ▶ Emotional exhaustion
 - ▶ Overwhelmed, apathetic, exhausted by work, inability to become invested
 - ▶ Depersonalization
 - ▶ Cynical, impersonal response to task or detached
 - ▶ Personal accomplishment
 - ▶ Incompetent, decreased productivity, never good enough

Agency for Healthcare Research and Quality. Burnout Among Health Professionals and Its Effect on Patient Safety. <https://www.aHRQ.gov/programs/health-professionals/burnout> Accessed May 8, 2019.

Maslach C, et al. Maslach burnout inventory manual. Consulting Psychologists Press. 1996.

Burnout

- ▶ Survey of a subsection of American College of Clinical Pharmacists for burnout
- ▶ 1256 responses (11.4% response rate)
- ▶ Burnout rate 61.2%
- ▶ Career satisfaction 83.7%
- ▶ Top independent predictor
 - ▶ Too many non-clinical duties

Multivariable Logistic Regression of Burnout.

Variable	Odds ratio	95% confidence interval
Age	0.96	0.95-0.98
Inadequate administrative time	1.9	1.4-2.6
Inadequate teaching time	1.8	1.3-2.5
Uncertainty of health care reform	2.0	1.4-3.1
Difficult pharmacist colleagues	2.1	1.5-2.9
Contributions underappreciated	2.2	1.6-3.1
Too many nonclinical duties	2.3	1.7-3.2

Jones GM, Roe NA, et al. Factors associated with burnout among US hospital clinical pharmacy practitioners: results of a nationwide pilot survey. *Hosp Pharm.* 2017;52(11):742-751. Accessed May 8, 2019.

Pharmacists have Unique Risks of Burnout

- ▶ Many pharmacist are never truly off service
- ▶ Clinical pharmacists have both patient care responsibilities and non-clinical responsibilities
- ▶ Clinical pharmacists often care for more patients than other clinical providers
- ▶ "It's the practitioners of less than five years – that's who you really have to worry about"

– Amanda M. Ball, Clinical Manager of Clinical and Patient Care Services at Duke University Hospital in Durham, North Carolina

Rivisecci R. Critical care clinical pharmacist burnout. *Critical Connections* 2018.

Taylor K. Pharmacists examine risk remedies for burnout. *AJPH.* 2019;69(5):371-373. Accessed May 8, 2019.

Avoiding Burnout

- ▶ Almost as many recommendations to avoid burnout as there are contributing factors to burnout, largely expert opinion
 - ▶ Find a support system
 - ▶ Mental reboot
 - ▶ Use your vacation
 - ▶ Find a mentor
 - ▶ Join an association or group
 - ▶ Get out of normal office environment
 - ▶ Participate in other activities and hobbies
 - ▶ Develop resiliency and coping skills

Modern Medicine Network. Avoiding Pharmacist Burnout. <https://www.diagnostics.com/burnout/avoiding-pharmacist-burnout> Accessed May 8, 2019.

Positioning Yourself for Success

SUMMARIZE 3 STEPS YOU CAN TAKE EARLY IN YOUR FIRST JOB TO POSITION YOU FOR SUCCESS

Determine Expectations

Clinical Activities

- ▶ Rounding with team
- ▶ Reviewing patient chart
- ▶ Providing patient education
- ▶ Medication reconciliation
- ▶ Drug information questions
- ▶ Medication interventions

Non-Clinical Activities

- ▶ Policy development
- ▶ Protocol development
- ▶ Precepting & teaching
- ▶ Order & distribution
- ▶ Research
- ▶ Quality improvement
- ▶ Medication utilization evaluation
- ▶ Reviewing literature
- ▶ Additional projects and initiatives

What does a Clinical Pharmacist do in a Typical Day?

- ▶ Full-time clinical pharmacists
 - ▶ 9 Pharmacists
 - ▶ 30 Working days
- ▶ Average day
 - ▶ 21 of 38 charts reviewed
 - ▶ 20 minutes on clinical interventions
 - ▶ 4.5 medication history interviews
- ▶ 67 hours from admission to medication history interview
- ▶ 18% discharge and transfer of patients

de Clifton JM, Blewett P, et al. How do clinical pharmacists spend their working day? J Pharm Pract Research, 2012;42(2):134-139.

Clinical Activities

- ▶ Patient care
 - ▶ Rounding with team
 - ▶ Reviewing patient chart
 - ▶ Providing patient education
 - ▶ Medication reconciliation
 - ▶ Drug information questions

de Clifton JM, Blewett P, et al. How do clinical pharmacists spend their working day? J Pharm Pract Research, 2012;42(2):134-139.

Non-Clinical Activities

- ▶ Non-patient care
 - ▶ Meetings
 - ▶ Orders & Distribution
- ▶ What happened to
 - ▶ Policy development
 - ▶ Protocol development
 - ▶ Precepting & teaching
 - ▶ Research
 - ▶ Quality improvement
 - ▶ Medication utilization evaluation

de Clifton JM, Blewett P, et al. How do clinical pharmacists spend their working day? J Pharm Pract Research, 2012;42(2):134-139.

Develop Collegial Relationships

- ▶ Building relationships is a key to a successful and productive work environment
- ▶ Everyone impacts your care for the patient
 - ▶ Nurses
 - ▶ Nurse technicians
 - ▶ Respiratory therapists
 - ▶ Dietitians
 - ▶ Case workers & social workers
 - ▶ Learners
 - ▶ Pharmacy technicians
- ▶ Cultivate these relationships and know who you can go to for issues or concerns

Find a Mentor

- ▶ Sharing the benefits of experience
 - ▶ Providing an example
 - ▶ Providing perspective
- ▶ What I personally found most helpful
 - ▶ Advise on how to navigate complicated issues
 - ▶ Expansion of my professional network
 - ▶ Opportunities to expand my experiences (ie writing opportunities, serving as an editor/reviewer, etc)

Altman JS. The value of mentorship. Am J Health Syst Pharm. 2005 Dec;142(23):2474-7.
White SJ, Tyson JE. How to find and succeed as a mentor. Am J Health Syst Pharm. 2007 Jun;64(12):1258-9.

Find a Mentor

- ▶ Where to find a mentor
 - ▶ Within the institution or organization you trained
 - ▶ Within the institution or organization you work
 - ▶ Online mentorship via organizations
 - ▶ Special task based mentorship (ie research mentorship)
- ▶ Making the most of your mentor
 - ▶ Set goals for your mentorship experience
 - ▶ Have regular interactions
 - ▶ Reach out when you need to
 - ▶ Remember it is a two-way experience

Altman JS. The value of mentorship. Am J Health Syst Pharm. 2005 Dec;142(23):2474-7.
White SJ, Tyson JE. How to find and succeed as a mentor. Am J Health Syst Pharm. 2007 Jun;64(12):1258-9.

Set Time Aside for Personal Need

- ▶ Set personal and professional goals
- ▶ Focus on options for a healthy lifestyle
 - ▶ Diet
 - ▶ Exercise
 - ▶ Sleep
 - ▶ Mindfulness
- ▶ Develop personal interests and hobbies
- ▶ Set a manageable pace

Modern Medicine Network. Avoiding Pharmacist Burnout. <https://www.drugtopics.com/burnout/avoiding-pharmacist-burnout>
Accessed May 8, 2019.

Certification

LIST 5 POST GRADUATE CERTIFICATIONS AVAILABLE TO PHARMACISTS

The Board of Pharmacy Specialties (BPS)

- ▶ Ambulatory Care Pharmacy (BCACP)
- ▶ Cardiology Pharmacy (BCCP)
- ▶ Compounded Sterile Preparations Pharmacy (BCSCP)
- ▶ Critical Care Pharmacy (BCCCP)
- ▶ Geriatric Pharmacy (BCGP)
- ▶ Infectious Diseases Pharmacy (BCIDP)
- ▶ Nuclear Pharmacy (BCNP)
- ▶ Nutrition Support Pharmacy (BCNSP)
- ▶ Oncology Pharmacy (BCOP)
- ▶ Pediatric Pharmacy (BCPPS)
- ▶ Pharmacotherapy (BCPS)
- ▶ Psychiatric Pharmacy (BCPP)



The Board of Pharmacy Specialties. <https://www.bpsweb.org/>. Accessed May 4, 2019.

BPS Certification

Pros

- ▶ Widely recognized and accepted
- ▶ Required for many clinical positions
 - ▶ Faculty
 - ▶ Residency Program Directors & Preceptors
- ▶ Advantage when applying for positions
- ▶ Continuing education is robust

Cons

- ▶ Test is costly
- ▶ Annual dues and costly renewal
- ▶ Extensive costly continuing education requirements
- ▶ Expect knowledge and experience with full range of disease states within specialty

The Board of Pharmacy Specialties. <https://www.bpsweb.org/>. Accessed May 4, 2019.

Certified Nutrition Support Clinician (CNSC)

- ▶ Multidisciplinary certification (RN, RD, RPh, MD, PA)
- ▶ Requirements for pharmacists
 - ▶ No specific requirements
 - ▶ Recommend two years of experience in specialized nutrition support
- ▶ Recertification requirements
 - ▶ Examination every 5 years
- ▶ More information
 - ▶ <http://www.nutritioncare.org/NSNCS/>

National Board of Nutrition Support Certification. <http://www.nutritioncare.org/NSNCS/>. Accessed May 7, 2019.

Certified Asthma Educator (AE-C)

- ▶ Multidisciplinary certification (RN, LPN, NP, RPh, MD, DO, PA, RRT, CRT, CPFT, RPFT, CSW, CHES, PT, OT) OR others meeting criteria
- ▶ Requirements for pharmacists
 - ▶ Current, active license
- ▶ Recertification requirements
 - ▶ Examination every 7 years
- ▶ More information
 - ▶ <https://naecb.com>

National Asthma Educator Certification Board. <https://naecb.com/>. Accessed May 4, 2019.

Certified Anticoagulation Care Provider (CACP)

- ▶ Multidisciplinary certification (RN, NP, RPh, MD, DO, PA)
- ▶ Requirements for pharmacists
 - ▶ Current, active license for a minimum of 2 years
 - ▶ Completed 750 hours of active anticoagulation patient management in the last 18 months
 - ▶ A written description of anticoagulation activities
- ▶ Recertification requirements
 - ▶ Examination every 5 years
- ▶ More information
 - ▶ <http://ncbap.org>

National Certification Board for Anticoagulation Care Providers <http://ncbap.org>, Accessed May 4, 2019.

Certified Tobacco Treatment Specialist (CTTS)

- ▶ Multidisciplinary certification (Bachelor's Degree)
- ▶ Requirements for pharmacists
 - ▶ Complete an accredited Tobacco Treatment Specialist Training program
 - ▶ 240 hours of tobacco treatment practice following training within 2 years
- ▶ Recertification requirements
 - ▶ Continuing education every 7 years
- ▶ More information
 - ▶ <https://www.naadac.org/NCTP/>

The Association for Addiction Professionals <https://www.naadac.org/NCTP/>, Accessed May 7, 2019.

HIV Specialist (AAHIVS) HIV Expert (AAHIVE) HIV Pharmacist (AAHIVP)

- ▶ Multidisciplinary certification (MD, DO, PA, NP)
- ▶ Requirements for pharmacists
 - ▶ Current, active license
 - ▶ Direct involvement in the care of 20 HIV patients
 - ▶ 30 credits of HIV-related continuing education in the previous 24 months
- ▶ Recertification requirements
 - ▶ Examination every 2 years
- ▶ More information
 - ▶ <https://www.aahivm.org>

American Academy of HIV Medicine <https://www.aahivm.org>, Accessed May 7, 2019.

Certified Diabetes Educator (CDE)

- ▶ Multidisciplinary certification (RN, NP, RPh, MD, DO, PA, OT, PT, Others)
- ▶ Requirements for pharmacists
 - ▶ Current, active unrestricted license
 - ▶ Two-years professional practice experience in pharmacy
 - ▶ 1000 hours of diabetes self-management education (400 hours in last 12 months)
 - ▶ 15 clock hours of continuing education applicable to diabetes within the 2-years
- ▶ Recertification requirements
 - ▶ Must continue to hold the license held at the time of certification
 - ▶ 1000 hours of professional practice experience during 5-year certification cycle
 - ▶ Complete continuing education or examination
- ▶ More information
 - ▶ <https://www.ncbde.org>

National Certification Board for Diabetes Educators <https://www.ncbde.org>, Accessed May 4, 2019.

Board Certified-Advanced Diabetes Management (BC-ADM)

- ▶ Multidisciplinary certification (Clinical Nurse Specialists, NP, RD, MD, DO, PA, RPh)
- ▶ Requirements for pharmacists
 - ▶ Current, active pharmacist license
 - ▶ Master's degree or higher in pharmacy
 - ▶ 500 clinical hours in advanced diabetes management after licensure
- ▶ Recertification requirements
 - ▶ 1000 practice hours in your certification role and population/specialty in the previous 5 years
- ▶ More information
 - ▶ <https://www.diabeteseducator.org>

American Association of Diabetes Educators <https://www.diabeteseducator.org>, Accessed May 6, 2019.

Clinical Lipid Specialist (CLS)

- ▶ Multidisciplinary certification (RN, NP, RPh, RD, PA, Others)
- ▶ Requirements for pharmacists
 - ▶ Current, active license
 - ▶ BS degree and 3000 hours of clinical experience managing lipid disorders OR
 - ▶ MS degree and 2000 hours of clinical experience managing lipid disorders
- ▶ Recertification requirements
 - ▶ Examination every 10 years
 - ▶ 100 hours of continuing education completed in the last 5 years
- ▶ More information
 - ▶ <http://www.lipidspecialist.org>

Accreditation Council for Clinical Lipidology <http://www.lipidspecialist.org>, Accessed May 5, 2019.

Credentialed Pain Educator (CPE)

- ▶ Multidisciplinary certification (Any health care professional)
- ▶ Requirements for pharmacists
 - ▶ Current, active license
 - ▶ 2 years full-time with 10% of time devoted to providing pain-related education within the last 5 years
 - ▶ 30 hours of pain-related education within the last 5 years
- ▶ Recertification requirements
 - ▶ Examination every 5 years
- ▶ More information
 - ▶ <https://www.paineducators.org>

American Society of Pain Educators: <https://www.paineducators.org/>, Accessed May 7, 2019.

Diplomate of the American Board of Applied Toxicology (DABAT)

- ▶ Multidisciplinary certification (doctoral degree in biomedical discipline)
- ▶ Requirements for pharmacists
 - ▶ Current, active license
 - ▶ 12 month post-doctoral training program or 3 years professional experience in clinical toxicology
- ▶ Recertification requirements
 - ▶ Every 5 years
- ▶ More information
 - ▶ <https://www.clintox.org/resources/>

American Board of Applied Toxicology: <https://www.clintox.org/resources/>, Accessed May 7, 2019.

Accredited in Applied Pharmacology (AP)

- ▶ Multidisciplinary certification (MD, DO, doctoral degree in life or medication sciences)
- ▶ Requirements for pharmacists
 - ▶ 2-year postdoctoral fellowship training in clinical pharmacology at a registered or accredited American Board of Clinical Pharmacology program
 - ▶ Documentation of contribution to the field (ie Publications)
 - ▶ Participate as a student and teacher in clinical pharmacology continuing education activities
 - ▶ Two letters of recommendation
- ▶ Recertification requirements
 - ▶ Continuing education or related examination and 1000 hours of professional practice during previous 5 years
- ▶ More information
 - ▶ <http://www.abcp.net/index.html>

American Board of Clinical Pharmacology: <http://www.abcp.net/index.html>, Accessed May 6, 2019.

Health Information Technology

- ▶ Certified Professional in Electronic Health Records (CPEHR)
- ▶ Certified Professional in Health Information Technology (CPHIT)
- ▶ Certified Professional in Health Information Exchange (CPHIE)
- ▶ Certified Professional for Operating Rules Administration (CPORA)
- ▶ Multidisciplinary certification (no specific licensure requirement)
- ▶ Requirements for pharmacists
 - ▶ No specific requirements
- ▶ Recertification requirements
 - ▶ Earn continuing education
- ▶ More information
 - ▶ <https://www.healthitcertification.com>

Health IT Certification: <https://www.healthitcertification.com/>, Accessed May 4, 2019.

Other Certifications Available to Pharmacist

- ▶ American Heart Association
 - ▶ Basic Life Support (BLS)
 - ▶ Advanced Cardiovascular Life Support Training (ACLS)
 - ▶ Pediatric Advanced Life Support (PALS)
- ▶ Oklahoma State Board of Pharmacy
 - ▶ Immunization Registration
 - ▶ Preceptor Certificate

American Heart Association: <https://www.heart.org/>, Accessed May 4, 2019.
Oklahoma State Board of Pharmacy: <https://www.ohsbo.org/pharmacy/>, Accessed May 5, 2019.

Professional Organization

DESCRIBE THE BENEFITS OF PROFESSIONAL ORGANIZATIONS IN ONGOING CAREER DEVELOPMENT

Benefits of Professional Organizations

- ▶ Expand your knowledge and experiences
- ▶ Access to specialized, exclusive resources
- ▶ Networking opportunities
- ▶ Career opportunities
- ▶ Collaborative research and practice opportunities
- ▶ Professional development
- ▶ Leadership opportunities
- ▶ Updates
- ▶ Stay motivated

ASHP Connect: Benefits of ASHP membership for New Practitioners: <https://connect.ashp.org/blog/amazing-benefits-of-ashp-membership-for-new-practitioners>. Accessed May 9, 2019.

ASHP: Become a Member: <https://www.ashp.org/Membership-Center/Join-ASHP/Become-a-Member>. Accessed May 9, 2019.

Pharmacy Organizations

- ▶ Academy of Managed Care Pharmacy (AMCP)
- ▶ American Association of Pharmaceutical Scientists (AAPS)
- ▶ American College of Clinical Pharmacy (ACCP)
- ▶ American Pharmacist Association (APA)
- ▶ American Pharmacists Association (APhA)
- ▶ American Society of Consultant Pharmacists (ASCP)
- ▶ American Society of Health-System Pharmacists (ASHP)
- ▶ College of Psychiatric and neurologic Pharmacists (CPNP)
- ▶ Hematology/Oncology Pharmacy Association (HOPA)
- ▶ National Association of Chain Drug Stores (NACDS)
- ▶ National Community Pharmacists Association (NCPA)
- ▶ Pediatric Pharmacy Advocacy Group
- ▶ Society of Infectious Diseases Pharmacists (SIDP)

Multi-Disciplinary Specialty Organizations

- ▶ American Academy of Pediatrics (AAP)
- ▶ American College of Cardiology (ACC)
- ▶ American College of Chest Physicians
- ▶ American Heart Association (AHA)
- ▶ American Society of Clinical Oncology (ASCO)
- ▶ American Society of Transplant Surgeons (ASTS)
- ▶ Infectious Diseases Society of America (IDSA)
- ▶ Neurocritical Care Society (NCS)
- ▶ Society of Critical Care Medicine (SCCM)

Levels of Involvement

- ▶ Geographic
 - ▶ National
 - ▶ State
 - ▶ Local
- ▶ Committees
- ▶ Workgroups
- ▶ Elected leadership
- ▶ Invited contributions
- ▶ Event or project volunteer

Precepting

COMPARE AND CONTRAST THE ROLES AND RESPONSIBILITIES OF A RESIDENT WITH THOSE OF A NEW PRECEPTOR

Where Did My Free Time Go?

- | Day in the Life of a Resident | Day in the Life of a Preceptor |
|--|--|
| ▶ 0600 - Arrive, review patients | ▶ 0600 - Arrive, complete slides, meet student |
| ▶ 0800 - Round with team | ▶ 0800 - Round, infection control, code blue |
| ▶ 1200 - Lunch | ▶ 1200 - Lunch, read journal article |
| ▶ 1230 - Journal club with preceptor | ▶ 1230 - Journal club, feedback to trainees |
| ▶ 1330 - Review patients | ▶ 1330 - Review patients, feedback for resident |
| ▶ 1500 - Follow up and patient education | ▶ 1500 - Protocol meeting, write policy, patient education |
| ▶ 1600 - Project work | ▶ 1600 - Data collect, review resident poster |
| ▶ 1800 - Home | ▶ 1800 - Home |
| ▶ 1900 - Read an article | ▶ 1900 - Review abstracts, complete CE, e-value |

Why Does Precepting Feel So Busy?

- ▶ New expectations
 - ▶ Personal life
 - ▶ Independent practice
 - ▶ Trainees
- ▶ Shifting roles
 - ▶ Patient care
 - ▶ Research and quality initiatives
 - ▶ Pharmacy departmental projects
 - ▶ Professional development

Shifting Responsibilities – Patient Care

- | Resident | Preceptor |
|---------------------------------------|---|
| ▶ Round | ▶ Round |
| ▶ Intervene on patient specific items | ▶ Intervene on patient specific items |
| ▶ Patient education | ▶ Patient education |
| | ▶ Document interventions |
| | ▶ Manage pharmaceutical needs for the unit support |
| | ▶ Provide education to nursing and other allied health around medications |
| | ▶ Work with providers to ensure new procedures and service lines are adequately supported |

Shifting Responsibilities – Research and Quality Initiatives

- | Resident | Preceptor |
|-------------------|---|
| ▶ Write proposal | ▶ Come up with feasible project ideas |
| ▶ Collect data | ▶ Review and edit proposal |
| ▶ Analyze data | ▶ Ensure data properly collected |
| ▶ Present data | ▶ Analyze data |
| ▶ Presentations | ▶ Determine appropriate conclusions |
| ▶ Written reports | ▶ Critique presentations |
| ▶ Manuscripts | ▶ Implement process or procedural changes as dictated by findings |

Shifting Responsibilities – Pharmacy Departmental Activities

- | Resident | Preceptor |
|-----------------------------|--|
| ▶ Complete a drug monograph | ▶ Complete drug monograph, evaluate learner development of drug monograph |
| ▶ Present to P&T | ▶ Consult with providers and allied health to create and implement protocols |
| | ▶ Consult with administration and effected departments to write and implement policies |
| | ▶ Present protocols, policies, monographs, formulary recommendations to P&T |
| | ▶ Educate those impacted regarding policies, protocols, and formulary |

Shifting Responsibilities – Pharmacy Professional Development

- | Resident | Preceptor |
|---------------------|---|
| ▶ Survive residency | ▶ Write book chapters, review articles |
| | ▶ Invited guest lectures to local, state, national meetings |
| | ▶ Review abstracts and manuscripts |
| | ▶ Serve as an advisor or on a board |
| | ▶ Serve a leadership role in a professional organization |
| | ▶ Serve as a mentor |

How Do You Become a Successful Preceptor?

- ▶ Be available and attentive
- ▶ Communicate clearly and frequently
- ▶ Actively listen
- ▶ Be aware of non-verbal queues
- ▶ Demonstrate interest
- ▶ Have a positive attitude and outlook for the profession
- ▶ Orient trainee to learning environment
- ▶ Identify trainee goals and empower to them to achieve goals
- ▶ Provide resources and self directed learning

Cunliffe LM, et al. Preceptor's Handbook for Pharmacists. American Society of Health-System Pharmacists, Inc. 2009.

In Summary

- ▶ Completing residency is another step in your educational journey, not the destination
- ▶ Anticipate new challenges and experiences
- ▶ Identify resources and establish expectations early
- ▶ Take care of yourself
- ▶ Your career development is up to you
- ▶ Preceptors have many shifting responsibilities
- ▶ Take on what you can handle
- ▶ Teach what you wish you had known!

Questions?