

STRESS MANAGEMENT IN THE WORKPLACE

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DISCLOSURES

Faculty

Jennifer Graveman and Katie Allen, faculty for this activity, have no relevant financial relationship(s) with ineligible companies to disclose.

Planners

None of the planners for this activity have any relevant financial relationships with ineligible companies to disclose.

PRE-TEST

Which of the following are positive methods for stress management?

1. Going for a walk
2. Gardening
3. Good sleep hygiene & sufficient rest
4. 1, 2, & 3

PRE-TEST

True or False: Having a substance use disorder is the end of practicing pharmacy.

- a. True
- b. False

PRE-TEST

Which of the following can provide assistance for someone struggling with inappropriate stress coping mechanisms?

1. Kansas Pharmacists Recovery Network
2. Employee Assistance Programs
3. Facebook
4. 1 & 2

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PRE-TEST

Occupational factors that contribute to the risk of stress and burnout in the pharmacy workforce include?

1. Adequate staffing levels, regular work schedules, mandatory rest breaks
2. Duration and intensity of training, competing or conflicting patient care needs, harassment & bullying
3. 'Pharmily' workplace culture and free counseling through Employee Assistance Programs
4. Salary & compensation, career progression, employee engagement surveys

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OBJECTIVES

Describe

factors that contribute to workplace
stress and inappropriate coping
mechanisms

Identify

resources available to Kansas
pharmacy professionals
experiencing workplace stress
and/or mental health and well-being
challenges

OBJECTIVES

Advocate

for self and colleagues identified as
at risk for unhealthy coping
mechanisms

AUDIENCE PARTICIPATION

Grab phone or other smart device!



SCAN THE QR
CODE OR GO TO
[HTTP://SLIDO.CO
M/ #3118073](http://SLIDO.COM/#3118073)

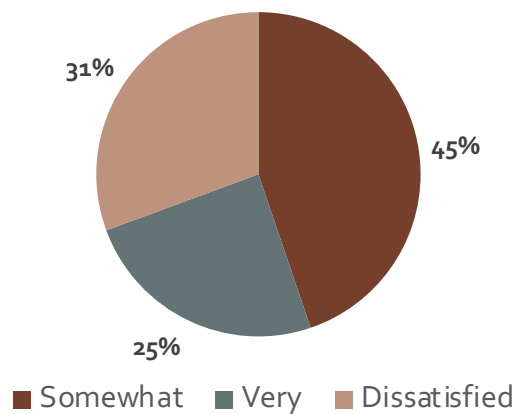
STATE OF PHARMACIST WELLBEING

11

2024 NATIONAL PHARMACIST WORKFORCE SURVEY

- Survey of licensed pharmacists in 2009, 2014, 2022, and 2024
- 5110 responses
- **73% of respondents working full-time in 2024 rated workload as high or excessively high**

Overall Job Satisfaction

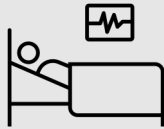


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PHYSICAL & MENTAL HEALTH IN PAST 30 DAYS

Poor physical health days

4.3 days



Poor mental health days

8.1 days



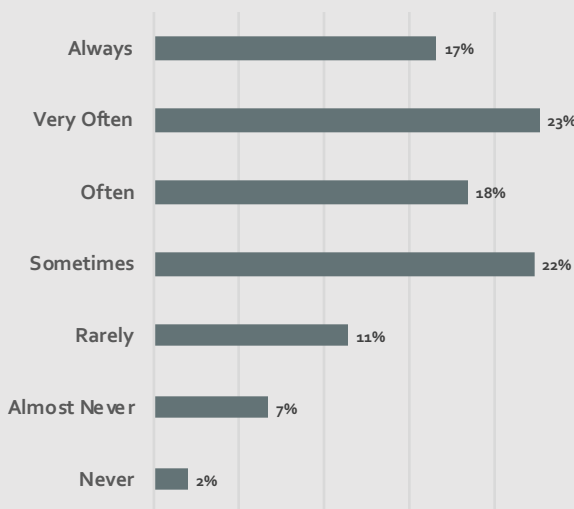
Pharmacists ≤ 30 y/o

4.1 poor physical health days

10.2 poor mental health days

Largest proportion reporting low life satisfaction

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FREQUENCY OF STRESS FROM WORK

- **26%** experienced bullying, threats, or harassment while working
- **25.4%** Unprofessional conduct by superiors or coworkers

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EXCESSIVE STRESS CAN LEAD TO:

- Burnout
- Depression & anxiety
- Misuse of prescription or illicit drugs
- Alcohol use disorder
- Gambling
- Thoughts of suicide or self-harm

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PANELIST INTRODUCTION

GROUND RULES

Respect

Follow moderator
instructions

Compassion

Panelists may refuse to
answer any question

Self care

Content may be
triggering

MODERATOR LED QUESTIONS

HOW HAS YOUR CAREER AND WELLBEING BEEN IMPACTED BY STRESS?

WHAT MOMENT OR EVENT TRIGGERED CHANGE?

HOW HAS THE KANSAS PHARMACISTS RECOVERY NETWORK SUPPORTED YOUR RECOVERY?

WHAT HEALTHY COPING MECHANISMS HAVE YOU DEVELOPED DURING RECOVERY?

WHAT DO YOU KNOW NOW THAT
YOU WISH YOU KNEW BEFORE
RECOVERY?

WHAT ADVICE WOULD YOU GIVE A
COLLEAGUE OR A MENTEE
EXPERIENCING BURNOUT, STRESS,
OR A SUBSTANCE USE DISORDER?

AUDIENCE QUESTIONS

Please raise hand and a moderator will acknowledge you

FINAL THOUGHTS OR ADVICE?

STRESS MANAGEMENT TECHNIQUES & RESOURCES

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POST-TEST

1. Which of the following are positive methods for stress management

1. Going for a walk
2. Gardening
3. Good sleep hygiene and sufficient rest
4. 1, 2, & 3

POST-TEST

2. Having a substance use disorder is the end of practicing pharmacy?

1. True
2. False

POST-TEST

3. Which of the following can provide assistance for someone struggling with inappropriate stress coping mechanisms?

1. Kansas Pharmacists Recovery Network
2. Employee Assistance Program
3. Facebook
4. 1 & 2

POST-TEST

4. Occupational factors that contribute to the risk of stress and burnout include?

1. Adequate staffing levels, regular work schedules, mandatory rest breaks
2. Duration and intensity of training, competing or conflicting patient care needs, harassment & bullying
3. 'Pharmily' workplace culture and free counseling through Employee Assistance Programs
4. Salary & compensation, career progression, employee engagements surveys

REFERENCES

Mott DA, Bakken BK, Nadi S, Arya V, Doucette WR, Gaither CA, Kreling DH, Schommer JC. Final Report of The 2024 National Pharmacist Workforce Survey. Pharmacy Workforce Center; Washington, DC, USA: 2024. Available online: <https://www.aacp.org/article/national-pharmacist-workforce-studies>

THANK YOU!



Questions?

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