

Pharmacy Hiring Manager Self-Assessment

Instructions: For each statement, check one: Good Better Best. Use the notes area for observations and action ideas.

Organization / Pharmacy: _____

Date: _____

Completed by: _____

City / State: _____

1. Staffing & Technician Support

Statement	Good	Better	Best
We consistently meet minimum pharmacist-to-technician coverage.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staffing scales during peak hours and high-volume days.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We proactively recruit and retain pharmacy technicians.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacists have protected verification or clinical time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Workload & Metrics Alignment

Statement	Good	Better	Best
Prescription volume expectations are realistic and clearly communicated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance metrics balance speed with accuracy and quality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership reviews workload sustainability regularly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacists can escalate workload concerns without penalty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Patient Safety Culture

Statement	Good	Better	Best
We have a non-punitive error reporting process.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safety incidents are reviewed constructively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Near misses are discussed openly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacists are empowered to pause workflow for safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Clinical Role Support

Statement	Good	Better	Best
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Clinical responsibilities are clearly defined.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training is provided for expanded services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clinical time is protected during shifts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacists have autonomy in patient care decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Scheduling & Work-Life Balance

Statement	Good	Better	Best
Schedules are posted well in advance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Weekend and holiday rotations are fair.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexible scheduling options exist.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Burnout prevention is actively addressed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Leadership & Communication

Statement	Good	Better	Best
Pharmacy leadership is accessible.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Feedback from pharmacists is acted upon.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication around staffing and metrics is transparent.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacists are involved in operational decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Compensation & Career Growth

Statement	Good	Better	Best
Compensation is competitive for the role.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Incentives align with quality outcomes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Continuing education is supported.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clear advancement pathways exist.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Notes / Observations

