Phase I (Aug '17-June '18) Study Results: Pharmacist-Reported Barriers and their Association to the Completion of Comprehensive Medication Reviews

**OBJECTIVE**

To determine if there is a correlation between pharmacist MTM completion rate and Grit Assessment Score

**METHODS**

**Design**

- Cross-sectional survey of pharmacists employed at Weis Markets

**Description of Process**

- All pharmacists practicing at a Weis Markets Pharmacy were emailed a 12-item electronic Grit Assessment developed by the Angela Duckworth
- Scale approved to be utilized by researchers and educators
- After 10 days, a follow-up email was sent asking pharmacists to participate
- Pharmacists had the option to enter into a drawing for a $50 gift card

**Inclusion Criteria**

- Licensed pharmacists employed by Weis Markets who actively staff within the community pharmacy

**Analysis**

- Correlations between Grit Assessment and MTM completion rates will be evaluated using a Spearman’s correlation coefficient

**GRIT ASSESSMENT**

Angela Duckworth 12-item Grit Assessment

<table>
<thead>
<tr>
<th>Item Grit Assessment</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have achieved a goal that took years of work.</td>
<td>1</td>
</tr>
<tr>
<td>I often set a goal but later choose to pursue a different one.*</td>
<td>5</td>
</tr>
<tr>
<td>I am a hard worker.</td>
<td>4</td>
</tr>
<tr>
<td>I have difficulty maintaining my focus on projects that take more than a few months to complete.*</td>
<td>2</td>
</tr>
<tr>
<td>My interests change from year to year.*</td>
<td>3</td>
</tr>
<tr>
<td>I have overcome setbacks to conquer an important challenge.</td>
<td>1</td>
</tr>
<tr>
<td>My interests change from year to year.*</td>
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</table>

**PRELIMINARY RESULTS**

Scoring: For questions without stars, add points as assigned above. For questions with stars, assign the following points: 5) Very much like me; 4) Mostly like me; 3) Somewhat like me; 2) Not much like me; 1) Not like me at all. Add up all the points and divide by 12. The maximum score on this scale is 5 (extremely gritty), and the lowest score on this scale is 1 (not at all gritty).

**RESULTS**

- **Patient information access**
  - Significantly significant correlation
- **Platform difficulty**
  - Significant correlation
- **Unjustified cost**
  - Significant correlation
- **Inadequate space**
  - Significant correlation
- **Prescriber collaboration**
  - Significant correlation
- **Marketing concerns**
  - Significant correlation
- **Inadequately trained staff**
  - Significant correlation
- **Disinterested patients**
  - Significant correlation
- **Inadequate support staff**
  - Significant correlation
- **Documentation difficulty**
  - Significant correlation
- **Low Payment**
  - Significant correlation
- **Inadequate time**
  - Significant correlation

**BACKGROUND**

- **Current research details pharmacist-reported barriers to completing Medication Therapy Management (MTM) services with limited data on traits that encourage pharmacist completion rates**
- **Weis Markets** is a grocery chain located in the Northeast across six states: PA, NY, NJ, MD, DE and VA
- **Pharmacist CMR completion rate across the chain was 44% in 2018, which aligns with the national average (39-48%)**

**Phase I (Aug '17-June '18) Study Conclusions:**

- There was a lack of correlation of barriers to MTM completion rates, suggesting that the barriers to completing MTMs could be based on pharmacist perception and are less influential than originally thought
- Further research should explore variables that may predict pharmacist provision of MTMs, such as pharmacist personality traits and/or grit

**Significantly Significant Correlations**

- Patient information access
- Platform difficulty
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*Survey items had a statistically significant correlation to the CMR completion (p<0.05), but they did not reach a meaningful correlation (e.g. r>0.6)