



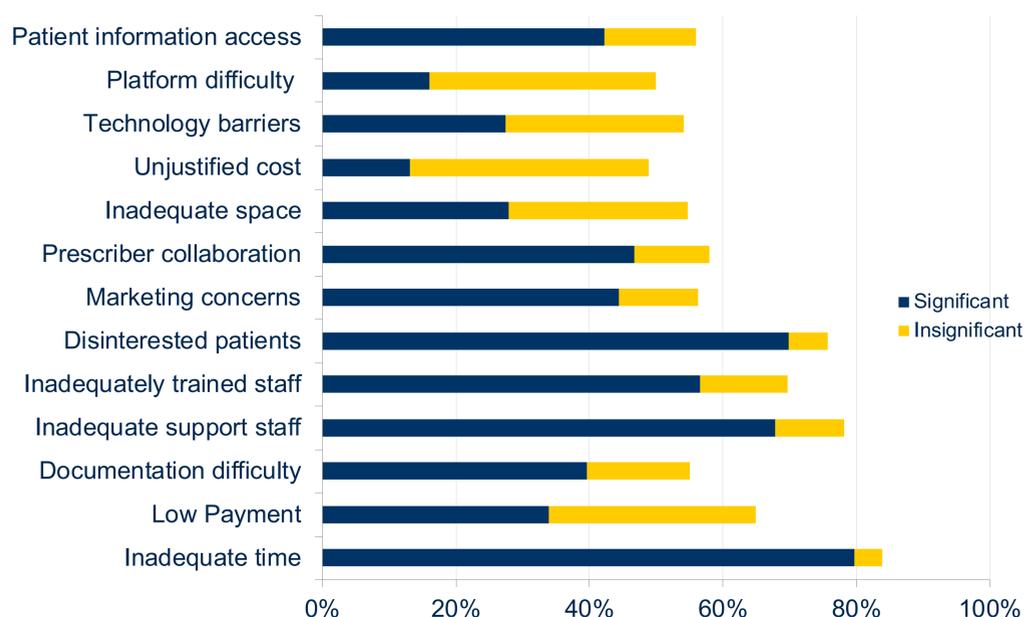
Pharmacist GRIT assessment and its association to the medication therapy management services completion rates

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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 store chain located in the Northeast across six state: 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 Results: Pharmacist-Reported Barriers and their Association to the Completion of Comprehensive Medication Reviews



Significantly Significant Correlations

	r	P value
Patient lack of interest	r=0.170	p=0.038
Pharmacist knowledge of MTM services	r=0.206	p=0.012
Store's prescription volume	r=0.183	p=0.025

*Survey items had a statistically significant correlation to the CMR completion (p<0.05), but they did not reach a meaningful level of correlation (e.g. r>0.6)

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

- There was a lack of a 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

OBJECTIVE

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

METHODS

Design	<ul style="list-style-type: none"> • Cross-sectional survey of pharmacists employed at Weis Markets
Description of Process	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Licensed pharmacists employed by Weis Markets who actively staff within the community pharmacy
Analysis	<ul style="list-style-type: none"> • 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

Rank each of the following statements as 1) Very much like me 2) Mostly like me 3) Somewhat like me 4) Not much like me 5) Not like me at all

- I have overcome setbacks to conquer an important challenge.
- New ideas and projects sometimes distract me from previous ones.*
- My interests change from year to year.*
- Setbacks don't discourage me.
- I have been obsessed with a certain idea or project for a short time but later lost interest.*
- I am a hard worker.
- I often set a goal but later choose to pursue a different one.*
- I have difficulty maintaining my focus on projects that take more than a few months to complete.*
- I finish whatever I begin.
- I have achieved a goal that took years of work.
- I become interested in new pursuits every few months.*
- I am diligent.

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).

PRELIMINARY RESULTS

- Surveys deployed in April 2019 with deadline to respond within two weeks
- Grit score will be compared to MTM completion rates to analyze for statistically different correlations