

FAQ: Wellness Resources Designed for Pharmacy Preceptors

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Purpose

This document is designed to guide pharmacy preceptors in supporting the well-being of students and residents by connecting them to practical tools and resources. Well-being in healthcare is essential, as burnout, stress, and emotional fatigue can negatively impact both clinician performance and patient care outcomes. Addressing these challenges early in training helps learners develop resilience, sustainable work habits, and professional fulfillment. By prioritizing well-being during education, preceptors play a critical role in shaping a healthier, more effective future pharmacy workforce.

FAQs

1. This is all new to me. Where do I start?

Getting started with learner well-being can feel overwhelming, particularly for preceptors who may not have received formal training in this area themselves. Fortunately, there are many accessible resources designed to help preceptors build foundational knowledge and develop practical strategies to support students and residents. A helpful starting point is understanding the broader impact of burnout, stress, and emotional fatigue within healthcare training environments, while also exploring approaches that promote resilience, psychological safety, and sustainable professional development. Many of the resources below provide both introductory concepts and actionable strategies that can be incorporated into everyday precepting practice.

Recommended Resources (ASHP links):

- What Is Burnout? Introductory overview of burnout and its impact within healthcare settings
 - <https://wellbeing.ashp.org/issue>
- Office of Experiential Education Best Practices on Well-Being & Resilience: Strategies and recommendations for supporting learner resilience and well-being
 - <https://elearning.ashp.org/products/11007/office-of-experiential-education-best-practices-on-well-being-resilience-initiatives-for-preceptors-and-experiential-learners>
- The Resilient Rx for Pharmacy Learners (Podcast): Discussion of stress management and resilience strategies for pharmacy learners
 - <https://www.ashp.org/professional-development/ashp-podcasts/wellness-wednesday/2025/the-resilient-rx-for-pharmacy-learners-from-stress-to-success>

- State Affiliate Toolkit: Well-Being and Resilience - Resources and implementation ideas for wellness initiatives
 - <https://www.ashp.org/state-affiliates/affiliate-resources/state-affiliate-toolkit-well-being-and-resilience>
- Well-Being Learning Bursts: Brief educational modules focused on learner and workforce well-being
 - <https://wellbeing.ashp.org/learning-bursts>

2. Are there any quick wellness initiatives I can implement with my learners?

Wellness initiatives do not need to be large or resource-intensive to meaningfully support learners. In many cases, small and consistent efforts integrated into daily or weekly routines can have a meaningful impact on both learner and preceptor well-being. Examples may include regular check-ins, brief moments for reflection, encouragement of work-life boundaries, or structured wellness activities incorporated throughout the training year. Sustainable wellness efforts are often most effective when they are practical, easy to implement, and embedded naturally into the learning environment rather than presented as isolated interventions.

Recommended Resources (ASHP links):

- Resident Wellness Calendar: Structured wellness activities that can be incorporated throughout the training year
 - <https://wellbeing.ashp.org/-/media/assets/pharmacy-educators/docs/PELE-Wellness-Resident-Calendar.pdf>
- Well-Being & Resilience Calendar: Examples of practical wellness initiatives and reflective activities
 - <https://wellbeing.ashp.org/-/media/wellbeing/docs/ASHP-Wellbeing-Calendar.pdf>
- Individual Strategies to Promote Well-Being: Practical approaches to supporting personal wellness and resilience
 - <https://nam.edu/clinicianwellbeing/solutions/individual-strategies/>

3. How can burnout be addressed among preceptors?

As efforts are made to support learner wellness, it is equally important to recognize that preceptors themselves may experience stress, fatigue, and burnout. Preceptors often balance significant clinical, teaching, administrative, and mentorship responsibilities, which can contribute to emotional exhaustion over time. Addressing preceptor well-being helps create a healthier and more sustainable learning environment while also modeling healthy professional behaviors for learners. Strategies may include engaging in self-care practices, maintaining peer support networks, recognizing early signs of burnout, and utilizing available institutional or professional resources. The resources below provide additional guidance on recognizing and addressing burnout among preceptors.

Recommended Resources (ASHP Links):

- Strategies to Maintain Well-Being & Resiliency as a Preceptor (Podcast): Discussion of strategies to support preceptor wellness and resilience
 - [Strategies to Maintain Well-being & Resiliency as a Preceptor - ASHP](#)
- Fueling Your Fire: Identifying and Managing Preceptor Burnout (Presentation): Guidance on recognizing and addressing burnout among preceptors
 - <https://wellbeing.ashp.org/-/media/assets/new-practitioner/docs/Fueling-Your-Fire-Identifying-and-Managing-Preceptor-Burnout.pdf>

4. How do I measure if my wellness initiatives are effective?

Evaluating the effectiveness of wellness initiatives often requires both quantitative and qualitative assessment over time. Useful measures may include participation and engagement, learner feedback, validated well-being or burnout assessments, retention metrics, and reflective discussions or focus groups. Because wellness is multifactorial and influenced by many aspects of the learning environment, no single metric fully captures success. Instead, programs may benefit from regularly reassessing initiatives, gathering feedback from learners and preceptors, and remaining flexible in adapting strategies to meet evolving needs and organizational goals.

Recommended Resources (ASHP Links):

- Implementing Solutions: Building a Sustainable, Healthy Pharmacy Workforce and Workplace: Framework for assessing and improving workforce well-being initiatives
 - <https://wellbeing.ashp.org/-/media/wellbeing/docs/Implementing-Solutions-Report-2023.pdf>
- Implementing Solutions 2.0: Updated recommendations and strategies to support sustainable workforce well-being efforts
 - <https://wellbeing.ashp.org/-/media/wellbeing/docs/Implementing-Solutions-Report-2-2025.pdf>
- Roadmap to Pharmacy Workforce Well-Being: Discussion of workforce wellness priorities and implementation strategies
 - <https://vimeo.com/roadmap-to-pharmacy-workforce-wellbeing>

5. How can I connect with other practitioners interested in wellness initiatives?

Connecting with other practitioners who are interested in wellness initiatives can provide valuable opportunities to share ideas, discuss challenges, and learn from successful approaches implemented at other institutions. Professional organizations and collaborative communities can help preceptors exchange practical strategies, identify new resources, and build supportive networks focused on learner and workforce well-being. Participating in discussion forums,

webinars, conferences, and professional sections dedicated to wellness may also help sustain long-term engagement and promote ongoing professional development in this area.

Recommended Resources (ASHP Links):

- ASHP Connect Community on Well-Being (Professional Community): Collaborative forum for discussing wellness initiatives, challenges, and best practices
 - <https://connect.ashp.org/communities/community-home>

6. What are ways that I can focus on starting wellness initiatives at a system level?

System-level wellness initiatives are often most effective when they move beyond isolated activities and become integrated into an organization's culture and operational structure. This may include leadership support, protected time for wellness efforts, workflow and scheduling considerations, access to wellness resources, and ongoing assessment of workforce needs. Sustainable change often requires collaboration across leadership, preceptors, learners, and institutional stakeholders, along with a willingness to continually reassess challenges and adapt strategies over time. Rather than focusing solely on individual resilience, many successful system-level initiatives also address organizational factors that contribute to stress and burnout.

Recommended Resources (ASHP Links):

- Implementing Solutions: Building a Sustainable, Healthy Pharmacy Workforce and Workplace: Framework for developing and sustaining organizational wellness initiatives
 - <https://wellbeing.ashp.org/-/media/wellbeing/docs/Implementing-Solutions-Report-2023.pdf>
- Implementing Solutions 2.0: Updated recommendations for supporting workforce well-being at the system level
 - <https://wellbeing.ashp.org/-/media/wellbeing/docs/Implementing-Solutions-Report-2-2025.pdf>
- Actionable Items to Cultivate a Sustainable Workforce (Webinar): Practical strategies for promoting workforce sustainability and well-being
 - <https://elearning.ashp.org/products/11570/actionable-items-to-cultivate-a-sustainable-workforce>
- Roadmap to Pharmacy Workforce Well-Being: Discussion of workforce wellness priorities and implementation strategies
 - <https://vimeo.com/roadmap-to-pharmacy-workforce-wellbeing>
- Sample Workforce Stay Interview: Example questions to assess workforce satisfaction and retention factors
 - https://wellbeing.ashp.org/-/media/wellbeing/docs/ASHP-Sample-Workforce-Stay-Interview_Final.pdf
- State Affiliate Toolkit: Well-Being and Resilience - Resources and implementation ideas for wellness initiatives

- <https://www.ashp.org/state-affiliates/affiliate-resources/state-affiliate-toolkit-well-being-and-resilience>

7. How do I recognize burnout or distress in a learner?

Burnout or distress in a learner often presents as noticeable changes in behavior, performance, or emotional state. Learners may become more withdrawn, irritable, or anxious, and may show decreased engagement, difficulty concentrating, or declining performance. Physical signs such as fatigue or frequent illness may also be present. Changes in professionalism, such as reduced communication, missed responsibilities, or loss of confidence, can be additional indicators. Because these signs can develop gradually and vary by individual, early recognition and attention to patterns over time are key to identifying learners who may be struggling.

Recommended Resources (ASHP Links):

- Well-Being Learning Bursts (ASHP): Includes focused content on assessing areas causing resident distress and factors influencing resident well-being
 - <https://wellbeing.ashp.org/learning-bursts>
- Precepting Pharmacy Residents Through the Peaks and Troughs of Training: Provides strategies to identify and address signs and symptoms of burnout in learners
 - <https://elearning.ashp.org/products/10867/precepting-pharmacy-residents-through-the-peaks-and-troughs-of-training>
- Mind Matters: Conversations on Mental Health Awareness and Suicide Prevention (Podcast): Reviews warning signs of mental health concerns and suicide risk
 - <https://www.ashp.org/professional-development/ashp-podcasts/wellness-wednesday/2025/mind-matters-conversations-on-mental-health-awareness-and-suicide-prevention>
- Resilient Pharmacy Workforce Infographic: High-level overview of burnout and contributing factors
 - <https://wellbeing.ashp.org/-/media/wellbeing/docs/A-Resilient-Pharmacy-Workforce-Infographic.pdf>

8. What should I do if I am concerned about a learner's well-being?

If you are concerned about a learner's well-being, approach them privately and express your concern in a supportive, nonjudgmental manner, using open-ended questions to encourage discussion. Foster a psychologically safe environment where learners feel comfortable sharing challenges and seeking help. Assess the level of concern and, if needed, connect the learner with appropriate institutional or program resources, such as residency/school leadership or wellness services. In situations involving significant distress or safety concerns, follow institutional protocols.

promptly. Ongoing follow-up and support are important, as is maintaining appropriate expectations while promoting both well-being and professional development.

Recommended Resources (ASHP Links):

- Thriving Through Residency: Strategies for Well-Being and Success: Practical strategies to support learner well-being
 - <https://elearning.ashp.org/products/12610/thriving-through-residency-strategies-for-well-being-and-success>
- Office of Experiential Education: Best Practices on Well-Being & Resilience: Structured approaches to supporting learners
 - [Office of Experiential Education Best Practices on Well-Being & Resilience Initiatives for Preceptors and Experiential Learners](#)
- Safe to Speak: How to Foster Psychological Safety to Promote Effective Teamwork (Podcast): Guidance on creating a supportive environment
 - <https://www.ashp.org/Professional-Development/ASHP-Podcasts/Wellness-Wednesday>
- ASHP Well-Being & Resilience Residency Resource Guide (2023): Comprehensive tools for supporting learner well-being
 - <https://www.ashp.org/-/media/assets/professional-development/residencies/docs/ASHP-Well-Being-Resilience-Residency-Resource-Guide-2023.pdf>
- Resident Wellness Calendar / Well-Being & Resilience Calendar: Practical wellness activities for learners
 - <https://wellbeing.ashp.org/-/media/assets/pharmacy-educators/docs/PELE-Wellness-Resident-Calendar.pdf>

9. How do I incorporate wellness within my residency program?

There is not a one-size-fits-all approach to incorporating wellness into a residency program, but several common themes can help guide efforts. Many programs move beyond isolated wellness activities and instead aim to foster a culture where well-being is normalized, openly discussed, and supported by leadership. This can include setting realistic expectations, modeling healthy behaviors as preceptors, and creating safe spaces for residents to share challenges. Embedding wellness longitudinally, through regular check-ins, mentorship, and small, practical strategies integrated into the workflow, may be more sustainable than one-time initiatives. It is also helpful to periodically assess potential sources of resident stress, such as workload, scheduling, or transitions, and consider whether adjustments are feasible. Ultimately, supporting resident well-

being often works best when it is a shared responsibility across the program, reinforced through ongoing communication, flexibility, and a commitment to continuous improvement.

Recommended Resources (ASHP Links):

- Creating a Culture of Resident Well-Being: Strategies for fostering a culture that supports resident wellness
 - <https://wellbeing.ashp.org/-/media/assets/new-practitioner/docs/Creating-a-Culture-of-Resident-Well-Being.pdf>
- Building Resilience in Residency Training: It Takes a Village: Discussion of collaborative approaches to supporting learner resilience
 - <https://wellbeing.ashp.org/-/media/assets/new-practitioner/docs/Building-Resilience-in-Residency-Training-It-Takes-a-Village.pdf>
- ASHP Well-Being & Resilience Residency Resource Guide (2023): Comprehensive tools for supporting learner well-being
 - <https://www.ashp.org/-/media/assets/professional-development/residencies/docs/ASHP-Well-Being-Resilience-Residency-Resource-Guide-2023.pdf>
- Resident Wellness Calendar / Well-Being & Resilience Calendar: Practical wellness activities for learners
 - <https://wellbeing.ashp.org/-/media/assets/pharmacy-educators/docs/PELE-Wellness-Resident-Calendar.pdf>
- How to Become a Wellness Leader (infographic): Strategies for promoting wellness leadership within organizations
 - <https://wellbeing.ashp.org/resources/how-to-become-a-wellness-leader>
- Thriving Through Residency: Strategies for Well-Being and Success (Webinar): Practical strategies to support learner well-being
 - <https://elearning.ashp.org/products/12610/thriving-through-residency-strategies-for-well-being-and-success>
- Precepting Pharmacy Residents Through the Peaks and Troughs of Training (Webinar): Strategies to identify and address learner distress and burnout
 - <https://elearning.ashp.org/products/10867/precepting-pharmacy-residents-through-the-peaks-and-troughs-of-training>
- Incorporating Resident Well-Being Into Your Residency Program Podcast: Discussion of wellness integration within residency programs
 - <https://www.ashp.org/professional-development/ashp-podcasts/wellness-wednesday/2022/incorporating-resident-wellbeing-into-your-residency-program>
- Well-Being and Resiliency in Pharmacy Practice and Training Podcast: Discussion of wellness and resilience within pharmacy training environments
 - <https://www.ashp.org/professional-development/ashp-podcasts/wellness-wednesday/2022/well-being-and-resiliency-in-pharmacy-practice-and-training>

- Factors That Influence Resident Well-Being: Review of factors contributing to learner well-being and distress
 - <https://wellbeing.ashp.org/learning-bursts#factors>
- Assessing Areas Causing Resident Distress: Strategies for identifying common sources of learner stress and distress
 - <https://wellbeing.ashp.org/learning-bursts#factors>
- Developing a Well-Being Plan for Your Organization: Guidance on creating structured wellness initiatives within organizations
 - <https://wellbeing.ashp.org/learning-bursts#factors>

10. How can I take care of my own well-being as a preceptor?

Taking care of your own well-being as a preceptor can feel challenging, especially when balancing clinical, teaching, and administrative responsibilities, and there is not a single best approach that works for everyone. Some common strategies include setting realistic boundaries around time and availability, being intentional about workload where possible, and building in small, sustainable habits such as protected time for breaks, peer connection, or brief reflection. It can also be helpful to recognize early signs of fatigue or burnout and to know when it may be appropriate to step back or take a break from learner responsibilities. Sharing workload through collaboration, co-precepting, and distributing teaching and feedback responsibilities across a team, as well as advocating for a more even distribution of learners within a preceptor group, can also help prevent imbalance. Seeking support from colleagues, sharing experiences, and maintaining open communication can reduce isolation and normalize challenges. Importantly, modeling these behaviors for learners supports both personal well-being and a healthier learning environment. Overall, approaching well-being as an ongoing, adaptable process, supported by shared responsibility and flexibility, can help make it more sustainable over time.

Recommended Resources (ASHP Links):

- Strategies to Maintain Well-Being and Resiliency as a Preceptor Podcast: Discussion of approaches to supporting preceptor wellness and resilience
 - <https://www.ashp.org/professional-development/ashp-podcasts/wellness-wednesday/2021/strategies-to-maintain-well-being-and-resiliency-as-a-preceptor>
- Fueling Your Fire: Identifying and Managing Preceptor Burnout Presentation: Guidance on recognizing and addressing burnout among preceptors
 - <https://wellbeing.ashp.org/-/media/assets/new-practitioner/docs/Fueling-Your-Fire-Identifying-and-Managing-Preceptor-Burnout.pdf>
- A Resilient Pharmacy Workforce Infographic: Overview of burnout and contributing factors within the pharmacy workforce
 - <https://wellbeing.ashp.org/-/media/wellbeing/docs/A-Resilient-Pharmacy-Workforce-Infographic.pdf>

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