

The Value of Recognition in the Pharmacy Profession

Editorial

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What Is Recognition and Why Is It Important?

Recognition can be defined as "to show public appreciation for a person's or group's achievements."¹ This definition is transferable to the pharmacy profession as we continue to fight for recognition in healthcare, not only as a group but also as individual students, interns and pharmacists when trying to strengthen our own careers. So why is recognition in your profession important? Recognition helps to showcase your career achievements whilst fueling your motivation to progress further.² It helps reinforce the value of your experience whilst providing a tangible way to demonstrate your strengths to a potential employer.²

Taking the time to acknowledge your colleagues shows appreciation for their work and gratitude towards their commitment to the profession, and in doing so, can strengthen an individual's motivation. A demonstration of gratitude is empowering, it can make you feel whole and fulfilled, which contributes to a stronger emotional connection with your work and helps fuel performance and dedication. When reflecting on my own career journey, I (Tom Simpson) realized that, as an intern, you would get to day 366 and become a registered pharmacist. Suddenly, all that feedback and development just switched off. People

thrive on feedback for their ongoing development, which is why recognition is such an important part of our careers.

Recognition can help reinforce values, ensuring that employees know they are respected and valued. It promotes morale, both personally and as a group, contributing to better communication, a more cohesive team, and a general sense of enjoyment in the workplace. This is a significant concept, especially when we consider healthcare as a profession, the type of care a patient receives is often dependent on how well its healthcare team works together and collaborates. It is also important to recognise your own achievements. Whilst it is easy to give feedback and compassion to others, taking the time to recognize your own achievements is an important self-care practice.

How Can We Achieve Recognition in Our Profession?

Today, recognition means something different to everyone, but as a whole, members of the pharmacy profession can agree that recognition provides direction. When I was a pharmacy student, there was no map. Recognition sign-posts the journey you can go on, creating milestones and progress. It allows you to show your patients, peers and employers exactly what you have achieved in your professional journey.

As students, recognition can give us the strength and confidence to feel more connected to the profession. We all understand that university studies can be tiring, however, recognizing and tracking our achievements every step of the way with each new class and placement we finish can help us find direction in our studies. This, in turn, can instill us with a sense of accomplishment and make us feel more excited about our future.

One way that pharmacy practitioners (pharmacists, technicians and students) can obtain recognition for their career advancement is through the Australian and New Zealand College of Advanced Pharmacy's (ANZCAP) recognition programs. These programs reflect both a practitioner's experience and development as well as their scope of practice, with more than 40 specialty areas available for recognition at a Resident, Registrar and Consultant level. Not only is ANZCAP important to us as professionals, it is also important to our patients and the community. It is essential when receiving care that patients trust their healthcare professional, and recognition as a Resident, Registrar or Consultant can help to reinforce to the community that we are someone they can depend on.

Students are consistently being shown different pathways they can embark on in their career journey. Whilst each new opportunity sounds even more exciting than the last, it's easy to have feelings of doubt and concern about how to achieve these goals. ANZCAP can provide an open space to start mapping your future by completing learning experiences on the ANZCAP platform, as well as formulating a custom portfolio of achievements to showcase your self-development. This program can carry you from student, to intern, to pharmacist; helping you find direction at points of standstill and create further accreditation opportunities to look forward to post-graduation.

As you progress, no matter what stage of your career, it is important to remember to stop and recognise your own work, as well as that of your peers and colleagues in order to acknowledge, motivate and reinforce values.

REFERENCES

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