

Comparison of CliftonStrengths Domains Between CAPSLEAD Pharmacy Student Leaders and ALFP Pharmacy Leaders in Academia

Jenny Chen, Antonia Holzgang, Jaela Ilagan-Evangelista, Diem Le, Harleen Muhar, Kritee Sekhon, Wesley Soo Hoo, Sarah Vreeburg

Faculty Advisors: Susan Heimer, PhD; Tara Jenkins, RPh, PhD; Vanishree Rajagopalan, PhD

Touro University California, College of Pharmacy, Vallejo, CA



INTRODUCTION

- Clifton StrengthsFinder is a talent assessment tool to evaluate participants' top 5 strengths, which are further subdivided into one of four domains: *Relationship Building*, *Executing*, *Strategic Thinking* and *Influencing*.
- California Pharmacy Student Leadership (CAPSLEAD) and Academic Leadership Fellows Program (ALFP) were the two focused leadership programs in this study.
- CAPSLEAD comprises selected pharmacy student leaders who conduct social research relevant to pharmacy.
- ALFP trains pharmacist cohorts to enhance their leadership skills when working in academia and education.
- Awareness of personal strengths can help students and working pharmacists better grasp how to be more effective leaders in the field.
- To date, research has not been conducted to compare the personality strengths of these two groups.

OBJECTIVES

- To evaluate the CliftonStrengths domains among pharmacy student leaders and pharmacy leaders in academia.
- To compare the commonalities and differences among pharmacy student leaders and pharmacy leaders in academia.

METHODS

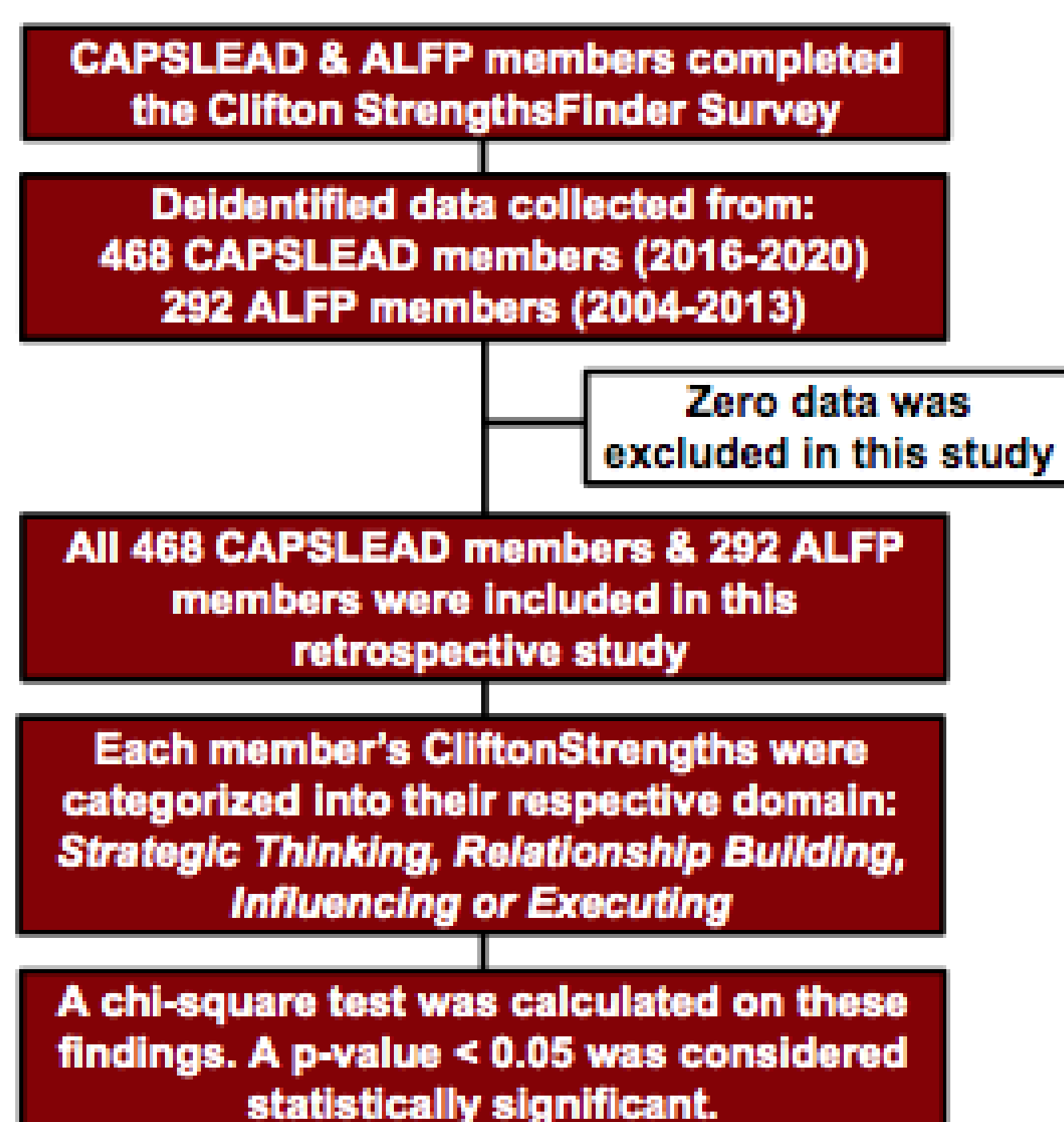


Figure 1. Flowchart

RESULTS

Affiliation	
CAPSLEAD	468
ALFP	292
School Affiliation within CAPSLEAD	
University of the Pacific	39
University of California, San Diego	40
California Northstate University	38
University of California, San Francisco	40
Touro University California	40
University of Southern California	40
Loma Linda University	40
Western University	40
Keck Graduate Institute	40
CA Health Sciences University	40
Chapman University	39
West Coast University	32

Table 1. Demographics

CliftonStrengths domains among CAPSLEAD and ALFP

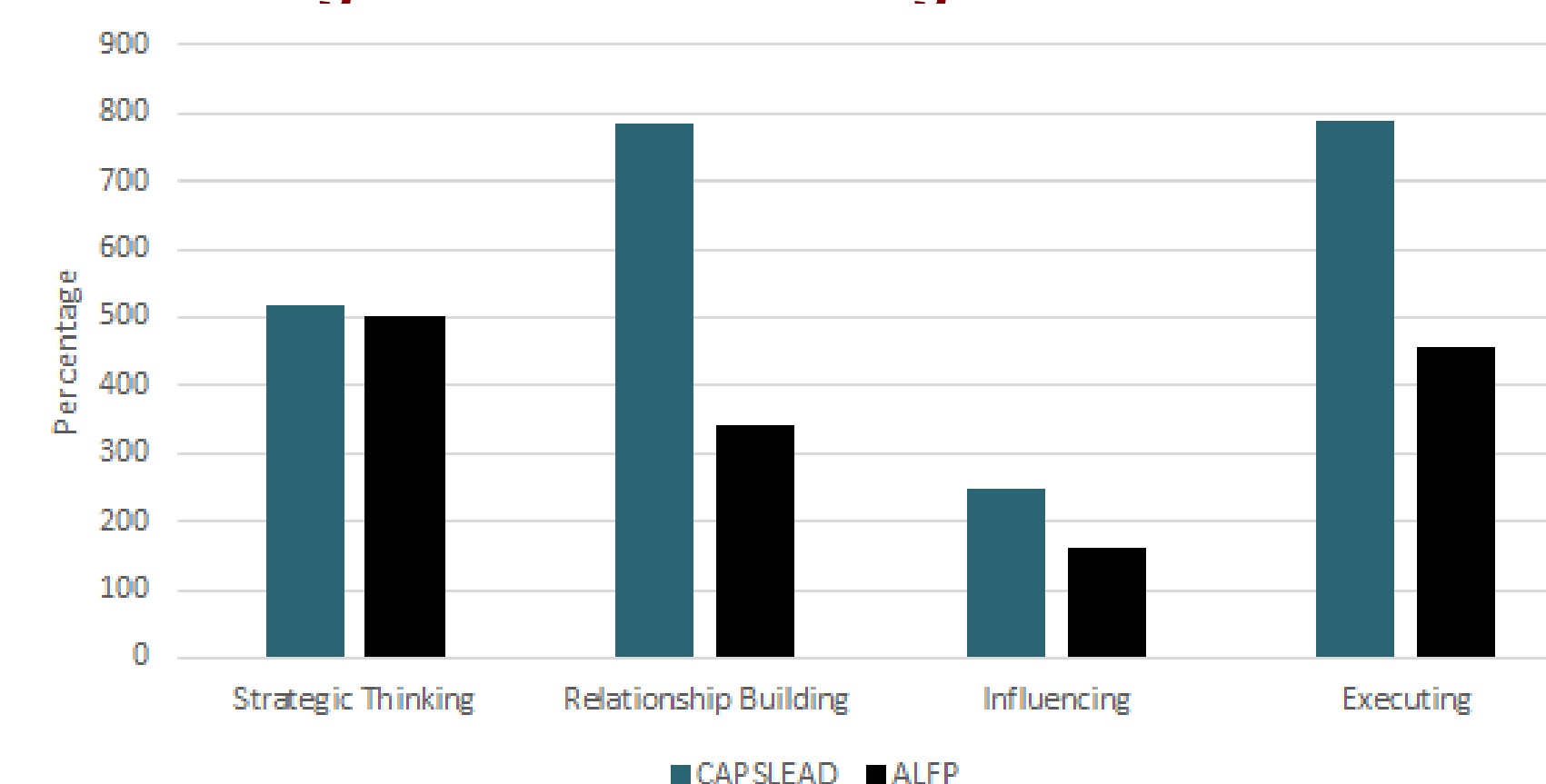


Figure 2. Comparison of CliftonStrengths domains between CAPSLEAD's pharmacy student leaders and ALFP's pharmacy leaders in academia. There was a statistically significant difference between the CAPSLEAD and ALFP groups (p-value < 0.01). The dominant domain for CAPSLEAD was *Relationship Building*; in contrast, *Strategic Thinking* was dominant for ALFP. Both groups shared a common domain of *Executing*, while the least frequently observed domain was *Influencing*.

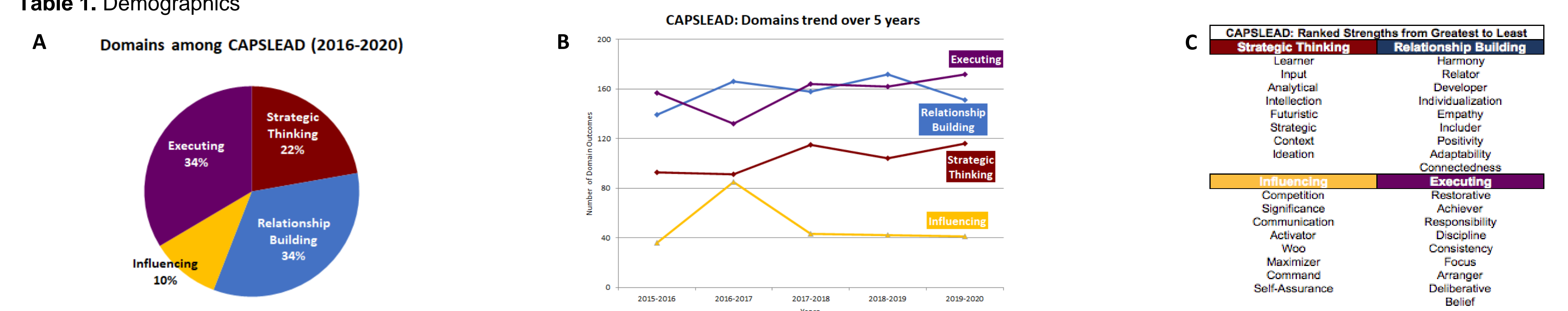


Figure 3. (A) Domains distribution and (B) trend for the CAPSLEAD group over a span of 5 years. (C) This lists the strengths that occurred under each domain from greatest to least for the CAPSLEAD pharmacy students. There was a statistically significant difference in distribution of domains (p-value < 0.01).

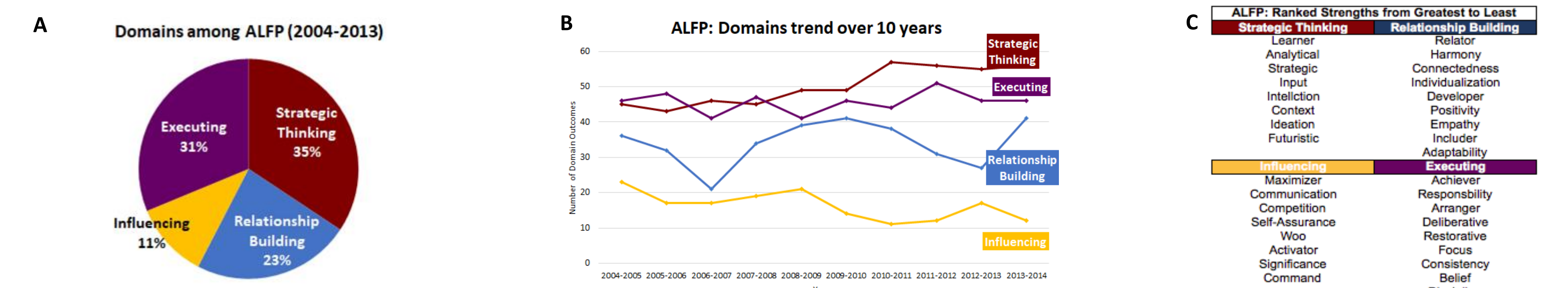


Figure 4. (A) Domains distribution and (B) trend for the ALFP group over a span of 10 years. (C) This lists the strengths that occurred under each domain from greatest to least for the ALFP pharmacists. There was not a statistically significant difference in distribution of domains (p-value = 0.70).

DISCUSSION

- Relationship Building* was the most frequent domain in CAPSLEAD
 - Students have greater access to a large network (e.g. classmates, professors, practicing pharmacist) to make their character known in school
 - Need to create connections to be established in pharmacy
- Strategic Thinking* was the most frequent domain in ALFP
 - ALFP members are already well-established in their pharmacy careers
 - Staying on task and being able to apply new ideas into the pharmacy profession is critical
 - With more experience, strategic thinking contributes to securing and fulfilling administrative roles
- Executing* was the second most frequent domain in both CAPSLEAD and ALFP
 - This characteristic is highly beneficial in order to make critical judgment calls and apply clinical knowledge
 - A possible reason *Executing* was a common domain among both groups may be due to the breadth of responsibilities required of pharmacists
- Influencing* was the least common domain in both CAPSLEAD and ALFP
 - Pharmacy practice has expanded throughout the years to include immunizing and prescribing select medications, among other roles and responsibilities, but more can be done
 - Important trait to advocate for a greater role in healthcare, but has not historically been the focal point
 - Need to expand upon future opportunities and continue to advance the profession

CONCLUSION

- The most frequently observed domain for CAPSLEAD was *Relationship Building*, while *Strategic Thinking* was the most frequent domain among ALFP.
- Among both groups, the second most frequent domain was *Executing*, while the least frequently observed domain was *Influencing*.
- Over time and in both groups, the domain trends shifted based on where participants were in their pharmacy career.
- This study was limited by data collection from different time frames, comparing 2016-2020 CAPSLEAD members responses to 2004-2013 ALFP members responses.

ACKNOWLEDGEMENTS

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