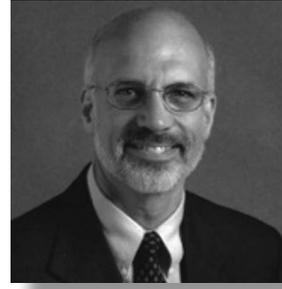


## Ernest R. Anderson, Jr.

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### *Stay True to Your Values*

You will never meet a more values-centered person than Ernie. He has an incredibly strong foundation in his faith, has built a very successful career as a servant leader, and is proud of his success in building supportive cultures allowing individuals to thrive. His faith and values have certainly guided him through challenging times when there were conflicts with his values in his work environment. Such experiences served to strengthen his commitment to his values and through his letter you will benefit from his experiences.

Ernie is the founder of Ernest R. Anderson, Jr. Consulting, Inc., and consults in all aspects of pharmacy practice with health-system pharmacies. He is formerly System Vice President of Pharmacy at Steward Health Care and has held various leadership positions in hospitals and health systems during his career. He is also Associate Clinical Professor of Pharmacy at Northeastern University College of Pharmacy and Allied Health Professions, and Adjunct Associate Professor of Pharmacy at Massachusetts College of Pharmacy and Health Sciences. He is also active in various professional organizations and is an author and national speaker on numerous leadership and pharmacy practice topics. He received his bachelor of science and master of science degrees from Northeastern University College of Pharmacy and Allied Health Professions.

Ernie shares that there will likely be times in your career that your values are challenged and encourages you to *carefully consider the values that are important to you and your life and stay true to them.*



Dear Young Pharmacist,

**Y**ou are uniquely gifted and when you utilize those gifts in your chosen career, working will be a privilege and a pleasure, not drudgery. Think carefully about the various aspects of your life and get a vision for each. Setting goals that align with your values is extremely important and will help you to have balance within all these aspects in concert with one another. Through balancing all areas of your life, you will increase your professional and personal satisfaction; however, you will, no doubt, experience challenging times in your career. Author Andy Andrews has stated: “We are either in a crisis, coming out of a crisis or going into a crisis.” This is part of life. Let me share some of my challenging times, my lessons learned, and how I was guided by staying true to my values.

One difficulty was that it is impossible for me to compartmentalize who I am. In my first job I moved up the ranks into a pharmacy management position. I did well in this job for many years until conflicts arose with my boss over differences in our values. As a Christian, every aspect of my life is Christ centered. I was told to leave my “religion to Sundays.” In our department, I was the go-to person that everyone consulted, and my council is derived from the Bible and other Christian mentors with a similar focus. I remember the head of our drug information center kidding with me that I always had a line at my door. My values were to care for people and help them be successful in their professional and personal lives. Although people valued my wisdom, which was largely based on Biblical principles, my boss did not. We had many discussions where I tried to explain that being precedes doing and I do what I do because I am what I am. I am a Christian. The bottom line, my values of sharing the love of Christ were not shared, and I was fired after 17 years at the hospital. I was devastated. I remember packing my office into boxes with tears in my eyes, while the locksmith was changing the lock on my door. The employees that I was leaving were my friends whom I cared for deeply. No one quite understood what went on. Some thought I left on my own accord, and they “respected my decision.” When I arrived home,