

Joshua N. Raub PharmD, BCPS



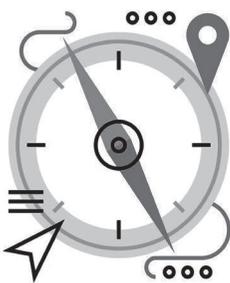
Setting High Goals and Continuous Self-Reflection Leads to Success

Josh credits his early career success to a principle of continually raising the bar for himself. He ascribes three action steps to sustaining his achievements and provides wisdom to recent pharmacy graduates who wish to hit the ground running with their new career.

Josh is currently a Clinical Pharmacist Specialist in internal medicine at Detroit Receiving Hospital and Assistant Residency Program Director for the postgraduate year 1 (PGY1) pharmacy residency program at the Detroit Medical Center. Josh holds adjunct faculty positions at the Wayne State University School of Medicine and College of Pharmacy. He has served on the ASHP Section Advisory Group for Preceptor Skills Development. Josh has received numerous awards for precepting from Wayne State University, in addition to ASHP Foundation's 2016 New Preceptor of the Year. Josh received his PharmD degree from the Eugene Applebaum College of Pharmacy and Health Sciences at Wayne State University and completed a PGY1 pharmacy residency at The Johns Hopkins Hospital in Baltimore, Maryland.

Josh's advice is: ***Continue to raise the bar for yourself. Progress is never stationary, and the same should be true of your goals!***

Dear Pharmacy Colleague,



The wondrous beauty of hindsight is that it is 20/20. The ability to dissect the past and identify steps that led to both success and failure is an amazing tool to apply to your future goals. I have always considered self-reflection to be one of the greatest aspects of future success. As pharmacists, the process is innate to us. We are often involved in research, whether it is designing a study, participating in one, or evaluating results; we continually posit hypotheses and reflect on their outcomes.

The same thing can be said of our work ethic and desire for success. We continually conduct post-hoc analyses of our day-to-day workings and then take prior knowledge of our mistakes and accomplishments and mold them into a new process with the goal of improvement. Like clinical research, success cannot always be found and we may not always meet our desired outcome, but valuable lessons will always be gained to move forward. Growing up, I was often told, “*You’ll have no idea of knowing where you are going if you don’t stop, take a moment, and look where you came from.*”

It has been a few years since I graduated from pharmacy school. Similar to most graduates, I was proud of what I had accomplished, and a sense of invincibility grew inside of me. This ambitious pride, however, was soon tempered with vulnerability because the path ahead of me was largely unknown. After completing my pharmacy degree with a predetermined curriculum to follow, it was the first time in my life that I was unaware of what to expect next. My future and subsequent career was a *tabula rasa*—a blank slate.

Hindsight, as I mentioned earlier, provides a crystal-clear vision of the past. Although I have only practiced as a licensed pharmacist for awhile, I believe the first few years after graduation are the most important to propel your career. As a new pharmacist, the possibilities are endless as to where you want to establish your niche in our profession. You possess an armamentarium of specialized knowledge that truly sets you apart from your peers and an eagerness to improve patient care. However, like any skilled professional, it is crucial to possess the right tools to master the trade. When I reflect on my journey from pharmacy school to residency to my current position, I have maintained a consistent work philosophy that has been beneficial to helping me achieve my goals. The objective that I aim for every day is to continually raise the bar for myself. I have found this to be motivating, but also frustrating at times. The tricky part of this philosophy is to not set the bar to an unreachable height. *I have discovered the act of “raising the bar” is a constant dance between exceeding your expectations while avoiding your breaking point.* Nevertheless, it fuels your inner drive and motivation, steering your pursuit for success.

As you embark on your career, I want to provide sage wisdom on maximizing your potential, and provide tools to apply to your innate pursuit of success. Through trial and error, ***I have discovered three main action steps to help achieve the raise-the-bar mentality:***

- Identify and utilize a mentor
- Embody the underdog mantra
- Seek out challenges