

THE **CHEMIST**

THE COMMUNITY PHARMACY GROWTH KIT



GOAL SETTING WORKBOOK

The Chemist Pharmacy Goal-Setting Workbook: Your 2025 Growth Plan

INTRODUCTION

Welcome to the Pharmacy Goal-Setting Workbook! This guide has been designed exclusively for community pharmacy practitioners to help you set and achieve clear, actionable goals in 2025. By working through this workbook, you will gain:

- A clear vision of where your pharmacy is heading.
- Structured and actionable steps to achieve your goals.
- A system to track progress and celebrate successes along the way.

How to Use This Workbook:

1. Start with the Vision and Mission Worksheet to define your long-term focus.
2. Break down your vision into key areas of growth using the Pillars of Growth Template.
3. Set SMART goals for each growth pillar and plan the steps needed to achieve them.
4. Use the Monthly Progress Review to stay on track and make adjustments as needed.
5. Reflect and celebrate your wins using the Year-End Reflection section.

Get ready to take your pharmacy to the next level in 2025!

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SECTION 1: VISION AND MISSION WORKSHEET

Your vision and mission provide the foundation for your pharmacy's success. They help you and your team stay aligned and motivated.

Activity:

Write your vision for 2025:

Example Prompt:

"By the end of 2025, our pharmacy will increase revenue by 20%, launch two new patient services, and strengthen customer loyalty through a membership program."

Your Vision Statement:

Mission Statement:

Example Prompt:

"To provide accessible, personalized care that meets the health needs of our community while fostering a culture of trust and excellence."

Your Mission Statement:

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SECTION 2: PILLARS OF GROWTH TEMPLATE

Now that you’ve defined your vision, it’s time to identify the key areas (or pillars) that will drive your growth.

Activity:

List 3-5 pillars that align with your vision.

Examples:

- 1.Sales Growth
- 2.Customer Loyalty
- 3.Service Expansion
- 4.Team Development
- 5.Operational Efficiency

Template:

Pillar Name	Why This Pillar Matters	Key Challenges
Example: Sales Growth	To drive revenue and expand our product offerings.	Limited marketing budget.

SECTION 3: SMART GOAL PLANNER

Set specific, measurable, achievable, relevant, and time-bound (SMART) goals for each pillar of growth.

Activity:

Choose one pillar and create 2-3 SMART goals for it.

Template:

- **Pillar Name:** _____
- **Goal 1:** _____
 - Specific: _____
 - Measurable: _____
 - Achievable: _____
 - Relevant: _____
 - Time-bound: _____
- **Goal 2:** _____
 - Specific: _____
 - Measurable: _____
 - Achievable: _____
 - Relevant: _____
 - Time-bound: _____

SECTION 4: ACTION STEPS AND ACCOUNTABILITY TRACKER

Goals need clear action steps to become reality. Use this tracker to break down each goal and assign tasks.

Template:

Goal	Action Step	Responsible Person	Deadline
Example: Increase Sales	Run monthly promotions for top products	Manager	Feb 2025

SECTION 5: MONTHLY PROGRESS REVIEW

Regularly reviewing progress keeps you on track and helps you adjust as needed.

Activity:

You can use this template at the end of each month to reflect on your progress.

Template:

Month	Achievements	Challenges	Adjustments Needed
Example: Jan	Launched membership program	Low customer sign-ups	Run an awareness campaign

SECTION 6: CELEBRATING MILESTONES

Celebrate your hard work! Planning rewards for milestones motivates your team to keep pushing forward.

Activity:

Decide how you will celebrate each milestone.

Template:

Milestone	Reward
Example: 50 membership sign-ups	Team lunch or small celebration.

SECTION 7: YEAR-END REFLECTION

01

What were our biggest achievements in 2025?

02

What challenges did we face, and how did we overcome them?

03

What will we do differently in 2026 to grow even more?

This workbook is your guide to success in 2025. Take it step by step, involve your team, and stay committed to your goals. Together, let's make 2025 the best year yet for your pharmacy!

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