

The Pickle Challenge™ for Charity 2.0

Let's Get Serious about Eradicating Toxic Emotional Negativity from Healthcare – and Have Fun Doing It!

Download the full prospectus at: PicklePledge.com

Finger Pointing

Pickle Suckers

BULLYING

Nurses Eat Their Young

Disengagement

Drama

Burnout

Passive Agression

Incivility

Stress

Disrespect

GOSSIP

Emotional Vampires

What am I costing your organization ?

Dropout

Compassion Fatigue

Whining

Learned Helplessness



JOIN THE MOVEMENT!
Make Your Hospital a PFZ



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Step 1 - Assess: Values Coach will administer the validated VCI-17 Culture Assessment Survey to all employees via SurveyMonkey. You will receive a detailed consulting report that gives you an objective picture of how your people perceive your culture, quantifies the financial impact of toxic emotional negativity in your organization, and establishes a baseline.

Step 2 - Plan: You will receive a Pickle Challenge Starter Kit for your Pickle Challenge Leadership Team, share the introductory video and webinar with your leadership team, engage key leaders (including providers), and create anticipation and excitement.

Step 3 - Have Fun: Declare your hospital to be a PFZ (Pickle Free Zone) and launch The Pickle Challenge for Charity. Use pickle jar decorating contests and other activities to spark enthusiasm and commitment. Select your charity, define your Challenge period, and raise money by encouraging people to turn complaints into 25-cent contributions.

Step 4 - Keep it Visible: Make The Pickle Pledge a routine part of staff and safety huddles and leadership rounding. Use posters, banners, screensavers, and other displays to keep your organization's commitment to positivity front of mind.

Step 5 - Celebrate Your Success: Make a big deal of honoring pickle jar contest winners. Print a giant check and have a media event when you award The Pickle Challenge donation to your charity of choice.

Step 6 - Keep it Going: Values Coach will administer the follow-up Culture Assessment Survey and you will receive a second consulting report. Sustain your momentum by making The Pickle Pledge a strand in the fabric of your cultural DNA.

“I am amazed how The Pickle Challenge for Charity has excited everyone at Doctors Hospital about improving our culture!”

Karen Smith, Chief Nursing Officer

Doctors Hospital employees raised over \$1,000 for the HCA Hope Foundation *on the first day* of their Pickle Challenge!

