

The Pickle Challenge

The Pickle Challenge is really quite simple for something so impactful. Employees bring in decorated pickle jars and start fining each other one (1) quarter for every time they catch a coworker whining or complaining in the workplace. This simple act mobilizes and empowers employees to actively address disengagement and toxic emotional negativity in the workplace.

The Pickle Challenge carries forward the message in *The Florence Prescription* book and offers a constant reminder to replace negative attitudes and victim thinking with can-do enthusiasm, positive thinking, and optimistic expectations. The Pickle Challenge can help you foster a more positive organizational culture and reinforce solid personal and professional values.

Set a week time frame to implement the Pickle Challenge and let the staff know the charity that the pickle money will be donated to. You are likely to have a few volunteers that will be anxious to find a pickle jar, decorate it and be the first to fine a chronic pickle. Be sure to make it fun and educate your staff on the positive personal and work life benefits of this program.



The Pickle Challenge – Suggested Program Guidelines

1. The Pickle Challenge is open to all employees.
2. All participating departments are to request staff to assist with implementation, pickle jar decorations and any other decorations and signage. Managers should clearly communicate that the all decorations and the area selected for jar and decoration are subject to management approval.
3. Managers will communicate the Pickle Challenge guidelines to staff at department meetings, flyers and/or other methods. Communication will include promoting the positive aspects of this program and that it is NOT intended to be a punitive activity to create ill-will. Keep it fun. Staff will also be informed on how the thoughtful way in which the “pickle proceeds” will be used.
4. The Pickle Challenge jars can be any size the departments choose.
5. Pickle jar decorations should be fun, positive, keeping with the positive theme of the program and cannot contain any words or imagery that may be offensive or inappropriate for the workplace.
6. Departments may wish to create a “Pickle Pledge” poster for their display area.
7. Have pickle jar decorating contents with different categories and the staff vote on the winners.