

# Sludge Eradication Activity



**STAR**  
SUPPORT. TRANSFORM. ACHIEVE. RESULTS.



**Office**

## Sludge Eradication Activity

***This can be implemented in different ways in different workplaces***, but the goal is to have each employee think about Sludge Eradication by answering 3 quick questions each day. An intranet site or a simple survey site (like SurveyMonkey.com) will allow the group to complete the questions and see results easily. We have included templates for paper-based materials here.

Materials Needed:

- ✓ Sludge poster and stamp
- ✓ 11 x 17 version of Sludge poster
- ✓ Sludge reminder fliers
- ✓ Sludge feedback fliers

### Actions

During the ***Sludge Eradication Session*** (see the [STAR Sessions Facilitator's Guide, Chapter 3](#)), the STAR Facilitator will introduce the Sludge Eradication Activity and use the following language:

*We have designed an activity to help you get start getting rid of Sludge. For the next two weeks, we want you to visit a Sludge Eradication Poster in your break room/neighborhood each day and use a stamp to count the number of times you (**show 11 x 17 example poster**):*

1. *Used the Sludge Eradication Strategy*
2. *Thought about saying something Sludgey, but stopped yourself*
3. *Had a Sludge-Free day!*

*You will be able to see how everyone is working together to eradicate Sludge from the work environment when you visit the poster.*

*We're excited for you to get out and remove the Sludge from your work environment! Are there any questions about this activity?*

## STAR Facilitator Responsibilities

**STAR Facilitator will:**

- hang Sludge Eradication poster with stamp attached in employee break room/neighborhood (Week 3)
- print and post Sludge Eradication reminders (Week 3)
- take Sludge Eradication poster down (Week 5)

- take Sludge Eradication poster to share in *Culture Clinic Session* (Week 6)
- share Sludge Eradication poster in *Culture Clinic Session* (Week 6)
- print, fill in, and post Sludge Eradication feedback fliers based on data in posters (Week 6)

## Supplemental Activities to Increase Participation

To increase motivation and participation for Sludge activity, you can provide employees with participation incentives. For example, you can give employees Sludge Cards that they can carry, keep at their desks, or wear on lanyards. Then, anytime an employee stamps the Sludge poster, the employee also stamps the back of their card. Employees also write their names on the cards, and cards are collected during *Culture Clinic Session*. Employees who participate in the activities have their cards entered into a random drawing for incentives.

### Additional materials needed:

Sludge participation cards

### Additional Language during Sludge Eradication Session:

*To remind everyone to monitor and Eradicate Sludge, we have a Sludge Participation card for you to wear on your lanyards (**pass out participation cards**). Each time you answer the Sludge Eradication questions on the poster, stamp your card. Put your name on this card and turn it in at the Culture Clinic session for another chance to win a STAR Participation raffle drawing!*

### Additional STAR Facilitator Responsibilities:

- ✓ Print Sludge Cards (professional printing company recommended)
- ✓ Distribute and collect cards during the appropriate sessions
- ✓ Conduct random drawing for incentives
- ✓ Distribute incentives

# Eradicate Sludge!



**Anytime you:**

- 1. Use the Sludge Eradication Strategy**
- 2. Think about saying something Sludgy, but stop yourself**
- 3. Have a Sludge-Free day!**

**Stamp the Sludge Eradication poster!**



# SLUDGE ERADICATION RESULTS

**Total Stamps**

**Reports of using the Sludge Eradication strategy**

**Reports of thinking something Sludgey, but not saying it**

**Sludge-Free Days**

**THANKS TO EVERYONE WHO PARTICIPATED!**

**STAR**  
SUPPORT. TRANSFORM. ACHIEVE. RESULTS.

**NO  
SLUDGE**

---

Print Name

**Turn this card in during Culture Clinic for a chance of winning  
raffle drawings for gifts!**



# SLUDGE ERADICATION!!

Stamp a day each time you record your actions on the group poster.

Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
Day 8	Day 9	Day 10	Day 11	Day 12	Day 13	Day 14

# SLUDGE ERADICATION!

Monitor and work to eradicate Sludge from your environment by stamping your total for each question every day for 2 weeks.

*I used the Sludge Eradication Strategy!*





*I thought about saying something "Sludgy" but stopped myself!*





*I had a Sludge-Free day!*





**What is Sludge?** Sludge is any unproductive comment that places judgment on how a co-worker is spending their time. It is a *toxic force* that does not enhance work and should be eradicated!

**SLUDGE RAFFLE**  
Remember to stamp your card!