



What To Do in the First 24 Hours After Being Put on a PIP

A calm, strategic guide for nurses navigating workplace scrutiny, write-ups, or performance plans.

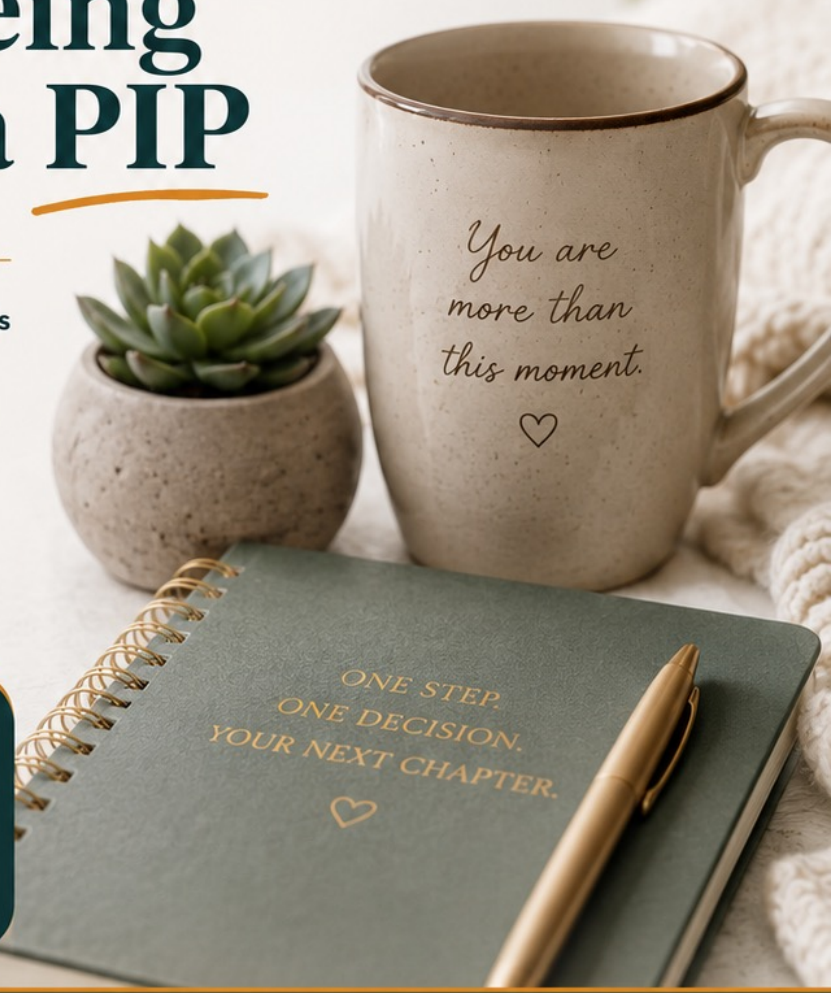


CLARITY.
CONFIDENCE.
CONTROL.



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VIBRANT MOSAIC COACHING
EDUCATE. EMPOWER. ELEVATE.




 A PIP is a professional moment. It is **NOT** your entire identity.



First: *Take a Breath*

Your body and mind are likely in shock right now. This is a normal response to an abnormal situation. Give yourself permission to feel what you are feeling.



You are doing the best you can with what you know right now.

YOU MAY BE FEELING:



SHOCK

Your mind is trying to make sense of what just happened.



SHAME

You may feel embarrassed, humiliated, or like you let someone down.



ANGER

You may feel angry about the way you were treated or the situation itself.



FEAR

Fear of the unknown can create anxiety about your job, your future, or your reputation.



CONFUSION

It's natural to feel uncertain about what this really means and what to do next.



A PIP is a **professional** moment. It is **not** your entire identity.

This moment does not define your worth, your knowledge, or your ability to be an excellent nurse. ♥



TAKE A BREATH. Slow down. You don't have to have all the answers right now. You just have to take the **next right step.**



You are more than this moment.



What **NOT** To Do

The first 24 hours are emotional, but your response can shape everything that comes next. Avoid these common missteps.



1. DON'T PANIC EMAIL

Sending an emotional email can be misinterpreted and may create more concerns.



Instead:

Take time to gather your thoughts. Respond professionally and strategically— not emotionally.



2. DON'T ARGUE EMOTIONALLY

Getting defensive or emotional can escalate the situation and shut down productive conversations.



Instead:

Stay calm. Ask clarifying questions and focus on facts, not feelings.



3. DON'T ISOLATE YOURSELF

Pulling away can increase stress, anxiety, and self-doubt.



Instead:

Reach out to a trusted mentor, coach, friend, or support system. You don't have to go through this alone.



4. DON'T OVERSHARE WITH COWORKERS

Not everyone has your best interests at heart. Sharing too much can lead to misunderstandings or rumors.



Instead:

Keep conversations professional and protect your privacy. Share only with those you truly trust.



5. DON'T SIGN THINGS YOU DON'T UNDERSTAND IMMEDIATELY

Signing too quickly can limit your options or indicate agreement with something you're not clear on.



Instead:

It's okay to ask for time to review, seek clarification, or consult a trusted advisor.



*Your response today
does not define your future.*



**You can be thoughtful, professional,
and still protect your peace.**

You've got this. ♥

What TO Do *Immediately*



You can't control what happened, but you can control your next right steps. Take these actions within the first 24 hours to protect yourself professionally and regain clarity.



1. REVIEW CAREFULLY

Slow down and read everything you were given. Don't skim. Look for specific concerns, examples, expectations, and timelines.



Why it matters:

Understanding the details is the foundation for your response and improvement plan.



2. CLARIFY EXPECTATIONS

Ask for clarification—calmly and professionally. You have the right to fully understand what is expected of you.



Why it matters:

Clear expectations prevent assumptions and help you focus on what truly matters.



3. BEGIN DOCUMENTATION

Start a professional record. Document dates, times, conversations, and key details related to the situation.



Why it matters:

Documentation protects you and provides clarity if questions arise later.



4. GATHER EVIDENCE

Collect relevant emails, feedback, evaluations, schedules, policies—anything that supports your perspective and performance.



Why it matters:

Facts and evidence help you respond from a place of confidence, not emotion.



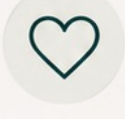
5. IDENTIFY SUPPORT

You don't have to do this alone. Reach out to a trusted mentor, manager (if appropriate), coach, or support system.



Why it matters:

Support provides perspective, encouragement, and helps you stay grounded.



6. STABILIZE EMOTIONALLY

Protect your peace. Use grounding techniques, deep breathing, prayer, journaling, or movement to reduce stress and clear your mind.



Why it matters:

A regulated nervous system helps you think clearly and make wise decisions.



INTRODUCING TI RESET METHOD™

When you feel overwhelmed, return to this simple framework to reset and respond with intention—not reaction.

R
Regulate
your emotions

E
Evaluate
the facts

S
Strategize
your response

E
Execute
intentional actions

T
Trust
your growth

You don't have to have all the answers today. You just need a plan for your next step. ♥



Small, intentional actions today create big shifts tomorrow.

You are taking back your power—one step at a time.



Remember This:

“
Being placed on a **PIP**
does *not* automatically
mean you are
incompetent.



This moment is difficult, but it can also be a **turning point**. With the right strategy, support, and self-trust, you can protect your career and rebuild stronger than before.



You Don't Have to Navigate This Alone.

If you're ready for clarity, support, and a proven roadmap to move forward with confidence, **I'm here to help.**



GET THE WORKBOOK

Deepen your clarity and confidence with step-by-step guidance, prompts, and strategies.

Grab Your Workbook



BOOK A CLARITY CALL

A 30-minute call to help you identify your next right step and create a plan with confidence.

Schedule Your Call



JOIN THE EMAIL LIST

Get weekly encouragement, tools, and support delivered straight to your inbox.

Join the List



WORK WITH ME 1:1

Personalized coaching to help you rebuild confidence, protect your career, and create your comeback story.

Explore Coaching

You are more than this moment. Your best days are still ahead. 