

Resuscitating Nursing

Quick Start Guide

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resuscitatingnursing.com

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Welcome

Nursing is at a breaking point. Unsafe staffing, moral injury, and systemic barriers aren't just "part of the job". They're signals that change is overdue.

This free Quick Start Guide gives you the first steps to begin your journey as an agent of change.

When you are ready to take the next steps, purchase:

[Resuscitating Nursing: A Tactical Roadmap for Nurses Who Refuse to Be Silenced.](#)

& it's companion

[Resuscitating Nursing: Workbook & Field Manual](#)

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Contents

Politics 101

Step 1: Identify the Problem

Step 2: Prioritize the Best Battle

Step 3: Build Your Team

Step 4: Strategic Communication

Step 5: Mobilize with Purpose

Step 6: Select Organization Structure

Step 7: Build Infrastructure

Your Next Steps

Politics 101

Politics may feel intimidating, but here's the truth: policies shape your practice every single day. Staffing ratios, workplace safety, patient rights, all of it is political. If you want to protect your patients and your profession, you must learn how they play dirty and refuse to accept poor behavior and excuses.

Executives and policymakers love to stall. Recognize these common traps:

- "Be patient, change takes time."
- "Don't burn bridges."
- "We're already working on it."

Real change happens when decision-makers feel pressure.

Use the Tools That Fit Your Situation

- Public Embarrassment – testimonies, media exposure, public meetings.
- Mobilize Allies – petitions, staff voices, patient families.
- Financial Disruption – highlight turnover costs, lawsuits, or lost donors.
- Transparency & Accountability – demand data, expose contradictions.
- Threaten Job Security – no confidence votes, board pressure.
- Legal Action – OSHA, whistleblower, or accreditation complaints

Know When It's Working

Decision-makers respond in predictable ways. If they're ignoring you, you haven't applied enough pressure. When they start pretending to listen, gaslighting, or offering you "a seat at the table," you're on the right track, keep going.

Understand What It Takes To Win

Most people think you need a majority to win political battles. This is far from the truth. Reality dictates that you need roughly 3% +1 to win. That means you need 3-4 nurses out of every 100! This is doable, and once you reach and consistently mobilize these nurses, you will make change.

Remember: Facts Don't Win Political Battles

You will continue to spin your wheels if you wait for politicians or hospital admin to respond simply because you "are right." They are highly trained Olympians when it comes to bureaucratic gymnastics. The only way to win is consistent organized pressure.

It is your job to make politicians and hospital administrators so uncomfortable short-changing nurses and patients that they would rather fix the problem than deal with the pain of the fall out.

Identify the Problem

Brainstorm the issues you face:	Identify who holds responsibility.
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____
6. _____	_____

**Hint: Consider policies and laws that might impact who holds the ability to make change.

Consider possible solutions.

Create a SMART-E Goal for each idea.

S - Specific	
M - Measurable	
A - Achievable	
R - Relevant	
T - Time-bound	
E - Effective Change	

Prioritize the Best Battle

We all know *those* nurses, you know, the ones that seem to have superpowers. They change disaster assignments into organized chaos...

They can do that because their commitment to prioritization is out of this world.

That prowess isn't reserved for patient care. We need it to resuscitate nursing as well. Not every fight deserves your energy. You have to be able to cut through the noise in order to ensure that you are making change and not circling the drain with healthcare.

Turning subjective issues into something objective can be a difficult process, that is why I have outlined the Strategic Triage Framework so that you can prioritize your battles and stop chasing shadows.

Strategic Triage Framework

Basic Rules

- **Don't triage alone.** Whenever possible, complete the framework with trusted allies or team members. Others may see blind spots or offer clarity you can't see alone.
- **Write it down. Always.** Record your scores and the rationale for each one. This allows for reflection later, prevents emotional reactivity, and reveals patterns over time.
- **Each issue gets scored on its merit.** No comparing battles during scoring. Avoid ranking or pitting problems against each other while completing the form.
- **10s are rarities.** It is tempting to rate all things as 10s, but this is simply not reality. You will seldom have a score of 10 on individual questions. Use them sparingly.
- **Compare after all are scored.** Once multiple issues are scored, then compare the final numbers to determine priority. This protects objectivity.
- **Focus on one main issue at a time.** The framework is not for multitasking advocacy. Use it to laser in on where your energy can have the most strategic impact. If your group or organization grows and you can delegate, you may strategically decide to expand.
- **Trust the score.** Even if an issue feels emotionally important, if the triage score is low, it may not be worth your limited energy right now.
- **Revisit as conditions change or after victory.** This is not a one-and-done tool. If the political winds shift, circumstances escalate, or you find renewed energy, re-score.

Strategic Triage Framework

Date:

Fight name:

Team Members:

What kind of battle is this & why?

If it is anything except a survival battle, ask: Will this detract from the efforts I am currently carrying out?

Score the following questions from -10 to +10.

Win or lose, will this action attract more nurses, patients, or financial support to our advocacy efforts?

Win or lose, will this will this strengthen allies, advocates, or organizations working toward similar goals?

Win or lose, will this weaken or expose the institutions or individuals responsible for unethical or unsafe practices, ie, political enemies?

Split Decision- Only one of these will be scored.

a) If we lose, how much ground will be lost in terms of nurse autonomy or patient rights? **Remember this is counterintuitive. The greater the loss the greater the number. Typically answered in survival battles, defeating bad bills or policies*

b) If we win, how much will this improve nurse autonomy or patient rights? *Usually for battles of opportunity.*

What is the hassle factor? Time, risk, emotional drain, or backlash involved in taking this action? **This rating is counterintuitive. The easier it is, the higher the number. You may or may not choose to add it to the final score when comparing two battles.*

Total

Build Your Team

No movement wins alone. Politics, even in nursing, is a numbers game. You are going to need people to help you get this ball rolling.

First things first, find the people who agree with you. Start talking with other nurses about the issues. Ask them about what problems they are noticing and engage them with the idea of making a change.

Make sure you keep track of those people who align with you. Not just how many, but also get their contact information.

Make two lists: **people who agree**, and **those who will be great volunteers** or even lead the movement to Resuscitate Nursing alongside you!

Recruit allies who fit key roles, but start with small tasks and increase responsibility as they prove themselves.

Organizer	
Communicator	
Researcher	
Sharer	
Recon Scout	
Relationship Builder	
Logistics Captain	
Mentor	

****Struggling to find a mentor? Visit ResuscitatingNursing.com to learn more about monthly mentorship with me, Ashley Grogg**

Potential Team Members

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Strategic Communication

As you work on building your team be sure that you are honing in on your ability to communicate clearly. You will use different language and communication types with different segments as you resuscitate nursing.

As you craft your messaging consider your audience's perspectives:

Audience

Language What do they focus on?			
Pain Points What makes them cringe?			
Emotion How is my problem theirs?			
Influencers Who shapes their decisions?			

Prepare your response for politicians using REAL talk Framework, or at least have an idea of what you will say when they try to appease you.

R - Recognize	Acknowledge the effort or gesture.	"I appreciate the effort..."
E - Evaluate	Briefly state why it falls short or doesn't meet the need.	"...but it doesn't resolve the safety concerns."
A - Assert	Clearly state your non-negotiable expectation.	"We need a written commitment to a staffing grid, not a survey."
L - Link Back	Tie the conversation to patient safety, ethics, or SMART-E goals.	"Without this, patient outcomes and nurse retention will suffer."

Mobilize with Purpose

Action matters. Some of the best laid plans are lost to inaction. Don't let this be one of them. Action doesn't have to be complicated. It just has to be direct and done with intent. So here is what you are going to do:

- Choose ONE clear demand.
- Identify WHO can grant it.
- Set a time frame to follow up with the person who has the ability to make change, if you don't, you won't be taken seriously.
- Pick a public action (petition, call-in, presence, testimony) and set a date.

Then use the **WISAL Messaging Format** to put your plan into play!

W - Who you are	
I - Issue at Hand	
S - Solution	
A - Action to be Taken & When	
L - Learn More	

Collect the receipts, any responses or lack of response should be documented and saved for your records.

Think about:

1. Where you will keep them securely.
2. How and when you will use them strategically.

Select Organization Structure

Structure isn't sexy, but some forms offer more protection than others. It is essential to understand the options available for setting up your organization.

It isn't about paperwork, its about protection. If you don't define how your movement operates, communicates, and raises funds, politicians will use that to crush you.

Mutual Aid or Peer Network	Small, local groups that want to support each other informally without legal filings.
Concerted Activity	Small, local groups advocating for better working conditions.
LLC Limited Liability Company	Consulting, training, or side businesses where income is expected and donations aren't the focus.
501(c)(3) Nonprofit	Non-Political educational campaigns, awareness, or charitable projects that rely on tax-deductible donations.
501(c)(4) Nonprofit	Advocacy and lobbying where influencing policy is the priority, even though donations are not tax-deductible, but still tax-exempt.
501(c)(6) Professional Organization	Ongoing membership-based groups (Nursing Associations) that want to advocate for members.
Union	Workplace-based efforts focused on collective bargaining, staffing, and protecting nurses' rights on the job.

Each of these organizational types have their own rules, benefits, and risks. There is more information in both the Resuscitating Nursing book and workbook.

Do a risk benefit analysis and decide which is best for your needs.

Build Infrastructure

You will quickly burn out if you are running in circles and don't lay a solid infrastructure to ensure easy communication and support of your army.

You are going to be busy, so make sure that your systems are set up to support you, not make more work for you.

1. Website

Your website will act as your central hub for information. You can easily direct people to it and use it to grow your army. You can easily expand a website with drag and drop creators while looking professional.

2. E-mail

E-mail is an easy way to send mass messages across your army with fair amount of certainty that it will arrive. What is less certain is if your recipient checks their email on a regular basis. There are drawbacks but email is expected for most organizations.

Important tip- Do not use your work e-mail for the purpose of resuscitating nursing. Your employer can read all messages and shut you out of your account.

3. Texting

If you are looking for a quick and easy way to reach your army texting is it. Read rate is high and communication is easy. I have found it to be highly effective at reaching the army and building it! The draw back comes with the limitation in length as well as timing due to those who are shift workers.

Texting through a service can come with a price tag, however can be worth it to protect your privacy and that of your army.

4. Social media

Social media can be a free and easy way to share messages, however it depends on all recipients being on the same platform or "cross-posting" it can end up being an energy drain, but if you have a volunteer or a publishing service it can be helpful.

Your Next Step

This Quick Start Guide just skimmed the surface, you will need to dig into each of these sections a little more to ensure you have covered your bases, protected yourself legally and can successfully execute the steps we discussed.

If you haven't already, go download the worksheets from resuscitatingnursing.com they will have information not covered here and build upon this base.

Finally think about the leader you want to be. Take a few moments and write down your vision, not only for Resuscitating Nursing, but for yourself.

What kind of legacy do you want to leave?

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper has a slight shadow on the right side, suggesting it's resting on a surface.

This guide is just the beginning. Inside the Resuscitating Nursing Workbook & Field Manual, you'll find:

- Step-by-step worksheets
- Templates for SMART-E goals, petitions, and messaging
- Tools to keep your team motivated and your movement sustainable

Ready to start your legacy?

Get the full book and workbook on Amazon to advance the movement today.

*Thank
you for*
Resuscitating
Nursing