Building Level Challenge and Activity Ideas for Employee Wellness Teams

The following challenges and activity ideas include what materials are needed, a suggested way to run the challenge of activity, a suggested way to track participation and suggested incentives.

Employees may feel more comfortable tracking their progress privately and self-reporting only to wellness coordinators or wellness team members. In this case, rather than using a Wellness Challenge Chart posted online or in a common location, create a tracking document in Word that staff can print and turn in or email.

If the organization uses the Google suite, Google forms for individual tracking can be created, and information from these forms can be only shared with wellness coordinators or team members to protect employee privacy.

Though not called out below in the “Materials needed” sections, consider any materials you’ll want to promote your challenge, such as themed flyers, encouraging posters or email reminders.

* ***Walking Group Challenge:*** How many steps can you take?
  + SEW program provides: Lunch-time and after-school walking groups
  + Materials needed: Wellness Challenge Chart for participant tracking (in Google Docs or on paper), star stickers, pedometers, incentives
  + Scoring: Each participant will track their own progress on the Wellness Challenge Chart. At the end of each day, the participant will post their earned stars.
    - Participate in a group walk = 1 star
    - Every 5,000 steps = 1 star
  + Incentive ideas:
    - Each participant is provided with a free pedometer
    - Additional incentive for a raffle of a Fitbit
    - Participants are entered into the raffle when…
* ***Rethink Your Drink:*** Drink more water and less sugar!
  + SEW program provides: 24 oz Hydro Flask water bottles for staff members that sign up to participate in the challenge
  + Materials needed: Wellness Challenge Chart for participant tracking (in Google Docs or on paper), star stickers, water bottles
  + Scoring: Each participant will track their own progress on the Wellness Challenge Chart; at the end of each day the participant will add their earned stars
    - 1 day without drinking anything besides water (sparkly water counts), tea, or coffee (plain) = 1 star
    - Drink at least 64 ounces of water per day = 1 star
  + Incentive ideas:
* Each participant is provided with a water bottle
* Additional incentive for a raffle of a 64 oz Hydro Flask water bottle
* ***Yoga for Relaxation Challenge:*** Try yoga
  + SEW program provides: Yoga class series
  + Materials needed: Yoga class videos or streaming yoga classes over Zoom or similar platform, Wellness Challenge Chart for participant tracking (in Google Docs or on paper), star stickers, incentives
    - Yoga with Adriene is a YouTube channel with many free yoga videos of varying length and difficulty
  + Scoring: Each participant will track their own progress on the Wellness Challenge Chart; at the end of each day, the participant will post their earned stars
    - Taking 1 class = 1 star
  + Incentive ideas:
* Each participant is provided with a free Yoga Pose Card Set (Yoga Deck)
* Additional incentive for a raffle for a six piece yoga set
* ***Fruit and Veggie Challenge:*** Eat 5 servings of fruit and veggies per day
  + SEW program provides: Wellness Challenge Chart for participant tracking (in Google Docs or on paper), star stickers, incentives
  + Scoring: Each participant will track their own progress on the Wellness Challenge Chart; at the end of each day, the participant will post their earned stars
    - Eating 5 servings (5 cups of fruits and/or veggies) per day = 1 star
  + Incentive ideas:
* Fresh cut fruit and veggies in staff rooms and department meetings
* Salad making kit (salad spinner, dressing mixer, salad bowl, serving tongs)
* Vitamix blender
* Cookbook
* Gift card to farmer’s market or local grocery store
* ***Get Cooking:*** Learn new, healthy, tasty dishes
  + SEW program provides: Series of healthy cooking classes
  + Materials needed: Class instructor, ingredients, copies of recipes, Wellness Challenge Chart for participant tracking (in Google Docs or on paper), star stickers, incentives
  + Scoring: Each participant will track their own progress on the Wellness Challenge Chart; at the end of each class the participant will post their earned stars
    - Taking 1 class = 5 stars
  + Incentive:
    - Free delicious food!
    - Additional incentive for a raffle for a $50 cooking store gift card
  + Additional resources to consider:
    - [Online cooking classes](http://cookingmatters.org/tips)
    - [Healthy, family-friendly recipes](http://www.foodhero.org)
    - [Weekly meal planning](https://www.epicurious.com/recipes-menus/weekly-meal-plans-what-to-cook-this-week-package)
    - [Meal plan/cook from home challenge](https://www.epicurious.com/recipes-menus/official-meal-plan-cook90-challenge-2020-article)
* ***Exercise Challenge:*** Use wellness equipment on site to get moving
  + SEW program provides: Variety of wellness equipment Wellness Challenge Chart for participant tracking (in Google Docs or on paper), star stickers, incentives
  + Scoring: Each participant will track their own progress on the Wellness Challenge Chart; at the end of each day, the participant will post their earned stars
    - Each workout with a buddy = 1 star
  + Incentive:
* Set your own goals but workout with another staff member
* School gets to keep all exercise equipment
* Additional incentive for a raffle for a $50 REI Gift Card
* ***Create your own:*** Propose an idea for your staff wellness program, such as:
  + Staff room healthy food pantry (no more junk food snacks in the staff room!)
  + Walk across Oregon – create a map, add the combined miles walked, track with students
  + The Morning Jolt – PE teacher leads a 10 minute staff warm-up before school
  + Half-price fitness trackers – the grant pays for half, small payroll deductions make paying the other half more manageable
  + Laugh It Off – 5 minute staff meetings before school with rotating joke-telling duties
  + Wellness Fridays – each week features a new physical activity right after school