

# At-a-glance: Health and well-being challenges

## Tips for success

Health & well-being challenges can be a fun and potentially impactful way to foster physical and emotional health at the worksite. They are often made up of small daily actions that help get employees moving, thinking, and living in healthier ways. Challenges may increase engagement in the health & well-being program, encourage healthier behaviors, and help build a Culture of Health.



### When designing a challenge, keep the following in mind:

1. Target opportunities identified in data
2. Select a duration that is engaging (e.g., 2 – 4 weeks)
3. Ensure all employees have an opportunity to complete the challenge
4. Communicate the challenge via numerous channels
5. Encourage leadership to participate
6. Incent the challenge (perhaps with an incentive drawing)

## Types of challenges to avoid

Consider avoiding challenges that are based on:

- **“volume”** (e.g., who can lose the most weight, who can take the most steps, etc.), as action taken is typically not sustainable and may lead to negative impact on one’s physical and/or mental health. Generally, a gradual, “slow and steady” approach tends to be more sustainable and impactful in the longer-term.
- **body weight.** Instead, research demonstrates that a more positive and motivational approach is to focus on underlying lifestyle-based behaviors.



Upon completion, be sure to measure and evaluate the challenge to better understand impact and how challenges can be more effectively designed and delivered in the future.



# Health & well-being challenge ideas

The table below depicts the kinds of actions that are often included as a part of effective health & well-being challenges (either standalone or grouped together as options for the challenge). Ensure participants aren't overwhelmed by having to meet too many criteria to complete the challenge. While providing options often helps drive autonomy, avoid the feeling of employees having to "jump through hoops" to complete the challenge.

Category	Challenge ideas
<b>Exercise and physical activity</b>	<ul style="list-style-type: none"> <li>Daily 30 (enjoy 30 minutes of exercise today)</li> <li>Step it up (take a walk or go for a run)</li> <li>Enjoy a yoga session</li> <li>Stretch every day*</li> <li>Complete a marathon in a month (via walking and/or running)</li> <li>Hit your daily step goal</li> <li>Strength train twice a week</li> <li>Go for a bike ride*</li> <li>Go for a swim*</li> <li>Stand up every hour*</li> <li>Work up a sweat*</li> </ul>
<b>Nutrition</b>	<ul style="list-style-type: none"> <li>Brown bag it (with accompanying shopping list and recipes)</li> <li>Eat baked fish for dinner one night</li> <li>Drink 64 ounces of water a day</li> <li>Eat 3+ servings of vegetables a day</li> <li>Eat fruits every day</li> <li>Enjoy a large salad</li> <li>Check out your local farmer's market</li> </ul>
<b>Sleep</b>	<ul style="list-style-type: none"> <li>Stick to a regular bedtime*</li> <li>Turn off screens early*</li> <li>Dim lights well before bed*</li> <li>Have a bedtime ritual*</li> <li>Get 7+ hours of sleep*</li> <li>Read before bed*</li> <li>No caffeine late in the day*</li> <li>Avoid alcohol near bedtime*</li> </ul>
<b>Stress management and self-care</b>	<ul style="list-style-type: none"> <li>Meditate for a few minutes*</li> <li>Take deep breaths*</li> <li>Enjoy a yoga session</li> <li>Spend an hour outside</li> <li>Meet up with friends</li> <li>Call a friend*</li> <li>Spend time in nature</li> <li>Explore a local park</li> <li>Do something creative*</li> <li>Keep a gratitude diary</li> <li>Keep a journal*</li> <li>One hour without screens*</li> <li>Plant a tree or a garden</li> <li>Get organized*</li> <li>Tidy up for 10 minutes*</li> <li>Write a to-do list*</li> <li>Try a new group activity*</li> <li>Join a book club</li> <li>Volunteer</li> <li>Join a cause</li> <li>Share a compliment with someone each day</li> <li>Floss once per day*</li> </ul>

\* Available as a Rally Mission (note that Missions take a minimum of four weeks to complete):

