



Workplace Challenge Guide

16 Things To Consider

WORKPLACE CHALLENGE GUIDE

Setting up a workplace challenge can be a fun and engaging way of boosting morale and bringing about positive change. Here are 16 reminders, pointers and ideas.

1. Define the Goals: Determine the objectives of the wellness challenge. Are you aiming to encourage physical activity, healthy eating, stress reduction, or a combination of these? Clear goals will guide the design of the challenge.

2. Choose a Theme: Select a theme that resonates with your company culture and the goals of the challenge. Examples include "Step Challenge," "Healthy Recipe Cook-off," or "Mindfulness Challenge."

3. Plan the Challenge: Decide on the duration of the challenge. It could be a week, a month, or even longer. Create a timeline with key milestones and activities.

4. Create Teams: Depending on the size of your organization, you can create teams to foster camaraderie and friendly competition. Teams could be based on departments, or you can mix people from different areas to encourage cross-functional interactions.

5. Communication: Clearly communicate the challenge details to all employees. Use emails, posters, and company communication channels to explain the purpose, rules, and rewards of the challenge.

6. Registration: Allow employees to register for the challenge. This can be done through a simple online form or a dedicated platform if available.

7. Tracking Progress: Provide a way for participants to track their progress. This could involve using fitness tracking apps for step challenges or documenting healthy meals and mindfulness practices.

8. Regular Updates: Send out regular updates on participants' progress, team rankings, and any useful tips related to the challenge theme. This keeps the momentum going and maintains interest.

9. Rewards and Incentives: Offer attractive rewards for meeting specific milestones or achieving certain goals. Rewards could be both individual and team based. Examples include gift cards, extra paid time off, or wellness-related merchandise.

10. Engagement Activities: Organize engaging activities related to the challenge theme. For instance, during a healthy eating challenge, you could host cooking workshops or invite a nutritionist to give a talk.

11. Support and Resources: Provide participants with resources that help them succeed in the challenge. This could include workout videos, healthy recipes, or stress-reduction techniques.

12. Gamification: Make the challenge more engaging by introducing a gamified element. For instance, participants could earn points for completing certain tasks, and the team with the most points at the end of the challenge wins.

13. Celebration: At the end of the challenge, celebrate participants' efforts and achievements. This could be a closing event, awards ceremony, or a simple acknowledgment in a company-wide communication.

14. Gather Feedback: After the challenge, gather feedback from participants to learn what worked well and what could be improved for future challenges.

15. **Continued Efforts:** Wellness challenges shouldn't be isolated events. Use the momentum from the challenge to continue promoting healthy habits through ongoing initiatives and activities.

16. **Evaluate Results:** Assess the impact of the challenge on employee well-being and engagement. Use data, feedback, and employee sentiment to evaluate its success.

Remember, the key to a successful wellness challenge is making it enjoyable, inclusive, and aligned with your company's values and goals.

To get other ideas of challenges or support for running a challenge, consult us at Wellness Within.