

79 Worksite Wellness Ideas



Thank you for signing up to receive your free copy of this report and to receive periodic email updates from Inspired Wellness Solutions. We are so excited that you are interested in implementing wellness activities at your workplace!

I'm sure by now you may have heard some of the buzz about corporate wellness. But you might be thinking to yourself – “Is this really necessary in *my* workplace?” The answer is a resounding yes. Just take a look at these staggering statistics...

- Reduced productivity due to employees' health problems costs your company money – and on average, this totals **\$1,685 per employee** every year.
- Experts estimate approximately **70 percent** of employers' health care costs and productivity losses are related to employee lifestyle choices.
- By 2018, it's expected that almost **25% of employees will be over age 55**, and with this generational shift comes increased rates of costly chronic diseases.



But corporate wellness programming can help you better address these issues – and your employees' needs. Almost immediately after implementation, your company will experience increased employee engagement. Another immediate benefit is an enhanced corporate image – your company is committed to your employees' well-being! And over time, your company can expect...

- Increased productivity
- Reduced absenteeism
- Better employee retention
- Potentially lower health care and disability costs

We hope that this list of 79 workplace wellness activities will help you to begin implementing initiatives in your company. Many of the activities on this list are simple to implement and can be done with little to no funding. Other activities might take a bit more time and effort, but if you have a dedicated employee who is passionate about wellness, they are often a great person to recruit for help in implementing more comprehensive strategies.

And of course, Inspired Wellness Solutions can help you too! We provide quality corporate wellness services that are individualized for your company's needs. We specialize in corporate wellness seminars on a variety of health topics, on-site fitness classes, corporate 5K programs, and health coaching. We are also available to assist with health fair implementation and other corporate wellness needs.

If you are interested in working with Inspired Wellness Solutions, please reach out to us at any time. We are happy to schedule a complimentary consultation with your company, where we will take the time to learn more about your corporate culture, employees, and health concerns – and then make recommendations for programming based on your individual needs. There is no commitment required for a consultation – we just want to help you figure out what you need. You can reach us by email at info@inspiredwellnessolutions.com or by phone at 508-614-9355.

We look forward to staying in touch with you and helping you on your journey to better worksite wellness!

Cheers to health and happiness,

Chrissy Carroll

Owner of Inspired Wellness Solutions

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Nutrition

1. Purchase fresh fruit for your company break room once a week.
2. Create a list of healthier lunch options from local area restaurants. Email each employee a copy, and leave a copy in the break room as well.
3. Encourage water consumption with a water cooler that provides cold, purified water.
4. Give each employee a reusable water bottle and challenge them to drink at least two liters of water a day.
5. If you're in a smaller office without a break room, see if there is space somewhere for at least a refrigerator and microwave. These essential appliances allow employees to bring healthy meals with them from home.
6. Keep healthy non-perishable snacks – like almonds or no-added-sugar dried fruit – in the break room for a healthy snack option.
7. Stock your corporate cafeteria with healthy meal choices. Consider providing incentives (gift card/free lunch) for every 10 times an employee selects the healthy option (a punch card system can be used to keep track).
8. Post a chart next to the vending machine with important nutrition facts (calories, fat, sugar, sodium) for each item.
9. Highlight good vending machine choices with a health symbol. For example, place a star sticker on the machine next to the healthy options.
10. Try contests to encourage healthier food choices. For example, see which employee can eat the most servings of vegetables over a month. Or start a “Meatless Monday” contest and see how many employees can go meatless every Monday that month. Provide small prizes/incentives for employees who win.
11. Encourage employees to bring healthy snacks from home and store in their desks or the refrigerator, rather than relying on not-so-healthy choices in the vending machine.

12. Host a healthy recipe swap. Encourage employees to bring in their favorite healthy recipes and allow them make copies for the office. You can have piles of each recipe in the break room so employees can browse and choose their favorites. Or do a virtual swap, where interested participants email a favorite healthy recipe and it is complicated into a large list that is sent back to the entire office.
13. Share summer “mocktail” recipes (nonalcoholic drink recipes) to reduce alcohol consumption in the summer months.
14. Provide seltzer water to decrease soda consumption
15. Host a healthy snack taste test. Bring in 5 to 10 healthy snack items and prepare in small portions for all to taste.
16. Does your company have a lot of green space surrounding the building? Consider planting an office garden. Raised beds and square foot gardens are affordable and easy to implement. You can offer interested employees a section in the garden to grow vegetables or herbs.
17. Find a local nutritionist or chef to offer a healthy cooking workshop.
18. Email healthy eating tips around the holidays. Consider including ideas for healthier baked goods, portion control, and taming the sweet tooth.
19. Partner with a local farm to offer a CSA (community supported agriculture) program for employees that is delivered directly to your office.
20. Offer employees a chance for a grocery store tour to highlight healthy options and help with their shopping habits. Some grocery stores may have a staff dietitian that offers these, or you may hire a company like ours to provide one.

Physical Activity



21. Give out pedometers to employees and encourage them to aim for 10,000 steps per day – or improving their current step count by 10 percent. Consider hosting a monthly contest to see which employees can rack up the most number of steps.
22. Start a walking group at lunch. If the weather is not conducive to walking outdoors, consider a stair climbing club.
23. Post signs next to the elevators encouraging employees to take the stairs. Employees who take two flights of stairs, three times per day will burn 30 calories. That one change alone is enough to lose 2 to 3 pounds every year!
24. Map out a 1-mile loop from your office and encourage employees to walk that loop before or after work.

25. Send out monthly email blasts that highlight local walk/run races in the area. Consider putting a team together for a few races each year – many people may be hesitant to do a race by themselves but would consider doing one with a friend or a group.
26. Host corporate fitness classes in a conference room at your facility. Corporate wellness providers are trained to work with limited space and noise constraints! Or, consider hosting them after work in the parking lot.
27. Contact local gyms or personal training studios to see if they will offer a corporate discount for your employees.
28. Provide cleansing wipes in the employee bathrooms so that those who choose to exercise before work or during lunch can quickly refresh themselves before returning to work.
29. Consider hosting “walking meetings” rather than an office meeting. This works well with one-on-one meetings or small groups.
30. Install bike stands on-site for employees who are interested in biking to work. As an alternative, employees could store bicycles in a rarely used conference room.
31. Schedule one minute stretch breaks throughout the day.
32. Invest in a small library of fitness DVD’s for employees to borrow.
33. Provide standing-desks for interested employees. These allow you to work while standing rather than sitting.
34. Or, provide small under-the-desk cycling pedal machines. These are quiet and can be used without distraction.
35. Host a mileage contest and see who can run or walk the most miles. Provide an incentive (gift card, half day off of work, etc.) to the winner.
36. Set up a Couch Potato to 5K Runner program, which is perfect for beginner exercisers. It starts with walking/running intervals, and gradually builds up to continuous running.
37. Provide yoga mats for employees to use for fitness during lunch or before/after work.
38. Consider starting an intermural sports program the employees, like soccer, baseball, or kickball.
39. Check sporting goods stores, fitness websites, or even yard sales for deals on a treadmill or elliptical trainer. Employees can hop on for 10 minute breaks during the day, or during their lunchtime.
40. Or, for a really inexpensive tool that boasts a great cardiovascular workout, purchase jump ropes.



Stress Management & Mental Health

41. Play relaxing music in the break/lunch room.
42. Hang up posters in the office of different yoga stretches that can be done without much space. Or, hire a yoga instructor to come in and teach a weekly class!
43. Get in touch with local massage schools in area and ask if they would send students to your office to provide free chair massages (as counted as part of their practice hours)
44. Email stress management tips to employees monthly.
45. Set aside a conference room that is rarely used to be a “mediation room.”
46. Provide your employees with guided meditation breaks.
47. Make sure your employees are aware of any EAP information and benefits, and encourage them to get help if needed.
48. Organize an office team to volunteer somewhere for a day, or to participate regularly in a volunteer program. Volunteering has been shown to reduce anxiety, improve mood, and those who volunteer tend to live longer!
49. Consider exploring other relaxation methods at the office, like laughter therapy or progressive muscle relaxation.
50. Host a training on time management, as “not having enough time” is often a major source of stress and anxiety.



General Wellness

51. Form a wellness committee comprised of individuals who are interested in helping to implement initiatives.
52. Provide a yearly screening that includes blood pressure, BMI, body fat percentage, and – if possible – cholesterol and blood glucose. The first three can be easily done with less than \$100 worth of equipment. The second two require a bit more of an investment.



53. Host lunch and learns with topics related to health, including nutrition, exercise, chronic disease management, stress management, or any other aspect of wellness.
54. Send out a weekly, easy to implement healthy tip. For example, one week you might highlight the benefits of a seasonal produce item and encourage employees to try it. The next week you might remind employees how important it is to get an annual physical, and encourage them to set up this year's appointment.
55. Host an employee health fair. Ask benefits providers and outside vendors to come in and share information, promote services, and encourage good health.
56. Provide flu shots each fall for your employees.
57. Purchase chairs with ergonomic support.
58. Create a facebook group or online forum where employees can easily share health tips with each other.
59. Encourage employees to sleep for at least 7 to 8 hours each night.
60. Ensure a "higher up" to be a "champion of wellness" – someone who participates in the wellness initiatives and demonstrates the company's commitment to healthy behavior
61. Plan company BBQ that encourages interdepartmental relationship building, includes physical activity (consider a kickball game, for example), and serves healthy foods and drinks.
62. Celebrate the Great American Smokeout.
63. Develop a library of books related to common healthy concerns among your employees. Employees can check them out to take home to read, or read during lunch.
64. Hang signs in the restroom reminding employees of the proper way to wash hands.
65. Provide continuing education opportunities for employees. This will create a workforce which is more educated and empowered.
66. Pass out small bottles of sunscreen to employees at the start of summer, reminding them to protect their skin from damaging UV rays.
67. Create a smoking cessation program for your workplace.





Weight Management

68. Start a “Holiday Hold’em” contest that challenges participants to maintain their weight between Thanksgiving and New Year’s Day.
69. Host bi-weekly weigh-ins for employees interested in losing weight and that want accountability.
70. Sponsor company weight loss programs. You can approach these in two ways: 1) a certain number over a certain time frame (for example, a 5 pounds in 5 weeks contest) with incentives for all who meet the goal, or 2) a “buy-in” program where employees contribute money and those with the greatest loss after a certain time frame win the pot. The 2nd option tends to be popular due to reality television shows. However, approach carefully to avoid unhealthy weight loss behaviors. Consider a points system that includes both on the percentage of weight lost *as well as* successful implementation of certain behaviors (x servings of vegetables per day, x minutes of exercise per day, etc.). This method, rather than just pounds alone, promotes a healthier approach.

Goal Setting

71. Offer to assign accountability buddies for interested employees. Buddies can check in weekly with each other to see how they are progressing towards health goals.
72. Create a monthly contest towards a certain health goal, and have interested employees track whether they met that goal or not in a public space.
73. Create a New Year’s Resolutions bulletin board, and allow employees to post their resolutions (either with their name or anonymously) for community support.



74. Encourage the use of wellness-related phone apps to track goals.
75. Host a lunch-and-learn about SMART goals, and teach employees how to set health-related SMART goals.

Financial Wellness



76. Schedule bi-annual session with financial advisors to meet with employees and discuss money-related concerns.
77. Offer regular lunch and learns – or create a monthly newsletter – that focuses on financial wellness topics, like budgeting, couponing, retirement savings, or other relevant topics.
78. Offer a “Christmas Club” savings program through a local bank where employees can have money taken out of their paychecks each week. The money goes into a savings account throughout the year and is available at the end of the year for holiday shopping.
79. Send out an annual reminder encouraging your employees to check their credit report. People can check their report once per year from each of the three agencies, meaning they can check it a total of 3 times per year for free.

Thank you for reading!

Contact us anytime if you need help implementing wellness initiatives at your worksite.