

## Example Past Challenges:

- **Step or Movement Challenge:** Teams track daily steps or movement minutes to encourage regular physical activity.
- **Active Breaks Challenge:** Teams earn points for short stretch, walk, or movement breaks during the workday.
- **Mindfulness Minutes Challenge:** Teams log time spent on mindfulness, breathing, or stress-reduction activities.
- **Hydration Challenge:** Teams track daily water intake to build hydration habits.



# Wellness @Work

## Grant Program: Team Health Challenge

**Description of Grant (\$2500 max):** A structured, group-based initiative that promotes healthier physical and mental health habits through shared goals, accountability, and collaboration. The challenge fosters camaraderie and motivation by incorporating friendly competition, collective progress tracking, and supportive peer engagement.

### The Benefits

- A meta-analysis of workplace physical activity interventions found that some engagement can improve health and in turn improve select work outcomes such as job stress (Conn et al., 2009).
- Workplace wellness programs that evolve over time and focus primarily on fun and competitive challenges may support long-term participation, behavior change, and sustained improvements in clinical outcomes (Lowensteyn et al., 2019).
- Engaging in health-promoting behaviors (such as physical activity, nutritious eating, and positive mental practices) both increases life satisfaction and strengthens individuals' sense of control over their health, making these behaviors more likely to be sustained and enhancing overall well-being (Nowak et al., 2024).

### Key Considerations

- Define what activity the challenge is focused on so participants know the goal and how success is measured.
- Offer multiple activity options and flexible goals so employees of different abilities, fitness levels, and schedules can participate meaningfully.
- Emphasize participation and progress rather than competition or winning.
- Assign a coordinator and use easy tracking tools with clear communication to minimize admin work.
- Use Microsoft Teams channels or create a Kudoboard for engagement and share motivation.
- Habits are built through consistency so ensure a minimum timeframe of 4-6 weeks.