

# CHAMPIONING A CORPORATE HEALTH & WELLNESS CHALLENGE

## SAMPLE CHALLENGE GUIDELINES

## HEALTH AND WELLNESS FOR YOUR TEAM!

Is your workplace ready for a little healthy competition? At Baudville, employees are offered a chance to participate in an annual fitness challenge and we've seen great success. To help other organizations, we have put our resources together to suggest ways for you and your team to create your very own Wellness Program. Keep in mind these are suggestions and tips based on what we have done, so feel free to modify them based on your company's needs.

To get started, we recommend forming a core team of 3-4 people to head up the Challenge – we call them the Bod Squad at the 'ville! This team will be the go-to for questions, they will lead the charge to keep the individual team leaders motivated, and they will be responsible for researching and scheduling any events during the Challenge.

The first step in starting your Challenge is to hold a kick off meeting to inform, excite, and engage your employees! You could invite a speaker come in to talk briefly about the powerful impact healthy living can have on their personal lives, or enlist some employees who have made recent lifestyle changes to share their stories. It's always good to hear from others, to see what works, and what doesn't. Real stories motivate others to give the Challenge a try.

Once you have introduced the program, gauge your participation level by asking interested employees to send an email to one of your core team captains. Remember: as with any good challenge or contest, the incentive to participate and win has to be enticing – perhaps the winning team receives an annual membership to their local gym, or \$250 each to spend at a local sporting goods store. Whatever you choose, remember that by getting healthy, your employees are reducing your company's health care costs – your investment upfront will pay off!

Each team is going to need a team captain. Ask for volunteers and explain what the captain's role will be. Captains are responsible for motivating and educating their team members; they will be in charge of keeping track of team points. The Core Team will be there to support the captains during the challenge.

Once you have the captains determined, you can start making your groups! We like to split the groups into 6-8 members, not too many! This will give each team a good variety but still small enough for your captain to manage. Survey your employees before you organize the teams to ensure an even playing field. We have included a sample survey to use. Teams should be comprised of mild, moderate, and hard-core fitness challenge members.

## PROGRAM GUIDELINES

- 8 or 10-week competition timeframe.
- A team captain will be assigned and lead balanced teams that are formed based on goals and activity levels of participants.
- Team members will earn points by engaging in healthy activities (listed below).
- Team members will record their own points using an online tracking tool or the excel log sheet.
- Team captains are responsible for leading and motivating their team throughout the program and are able to see all team members' points and total team points.
- At the end of the competition, the team with the highest percentage of points per person will win a prize TBD by the company.
- Optional weight loss initiative allows people add a weight loss goal, if desired. Confidential weigh in/out is required. Person who loses the highest percentage of their beginning weight wins a prize TBD by the company.

## RECOMMENDED ACTIVITIES & POINTS

Use these ideas as inspiration, plus create your own!



### ACTIVITY POINTS

1 minute of low intensity exercise	1 point
1 minute of high intensity exercise	2 points

### BONUS POINTS

Attend a Wellness Educational Session	50 points/session	Date and time TBD
Keep a food log	20 points/day	A helpful web site is myfitnesspal.com if you want to track exercise and weight loss. Also available as an app on your smart phone! Or, you may keep a paper or electronic food journal.
Drink at least 48 oz. of water	20 points/day	Other beverages do not count.
Eat 2 cups of fruits/day	20 points/day	Refer to: choosemyplate.gov
Eat 2 cups vegetables/day	20 points/day	Refer to: choosemyplate.gov
Give back or volunteer	20 points/week max	You must record the details and date of the event. Examples: <ul style="list-style-type: none"> <li>• Donate blood and/or get on the bone marrow registry.</li> <li>• Volunteer in your community.</li> <li>• Donate goods or money to charity</li> </ul>
Register for a fitness event/league	50 points for each event. Event must take place during challenge time-frame.	(Recommended that Company pays for half of all participants' event registrations - \$25.00 max per event.)  Find local events at active.com.  If five or more employees sign up for an event, each person will get double bonus points (not activity points). Participants do not have to be on the same team.
Buy a piece of fitness equipment	50 points for each piece; 100 points max	Fitness Equipment is a piece of equipment used to engage in a particular fitness activity and includes exercise machines, bicycles, roller blades, skis, free weights, athletic shoes, etc.
Eliminate one unhealthy behavior	500 points – must be for the entire length of the challenge, 24/7	Examples: eliminate an unhealthy food, tobacco, not getting 6-8 hours of sleep each night, not drinking 48oz of water each day, etc.

### \*ADDITIONAL NOTES

Examples of low-intensity exercise are: walking, yoga, resistance weight lifting, and casual bike riding. Examples of high-intensity exercise are: running, high-energy dancing, swimming, and step aerobics. High-intensity exercise usually results in a sustained increased heart rate.

For information on target heart rates for fitness, visit: [mayoclinic.com/health/target-heart-rate/SM00083](http://mayoclinic.com/health/target-heart-rate/SM00083)