

Challenge your employees to improve their health

As an employer you have the opportunity to encourage your employees to embrace healthy lifestyle behaviors. One way to do this is with well-being challenges. In order to ensure that your challenges are successful you want to set up a supportive community at work which helps people to adopt or maintain to a healthy way of living. In a recent survey from the American Psychological Association, 89% of workers at companies that support well-being initiatives stated that they are more likely to recommend their company as a good place to work.

If you think you don't have the budget to set-up and run a challenge, most of the time you can launch them with little or no investment. You can do this by:

- Surveying your employees
- Keeping it simple
- Being creative

One off-the-self challenge we have done at a group is a Healthy Selfie. Challenge employees to take a picture of themselves doing something healthy and share it via a discussion board or an email box. Then gather all of the examples and share the best or most creative with the company in a newsletter or email. Give employees one month to submit their selfies and offer a raffle item for anyone who participates. You can base the success of the program by challenging your staff to have at least a certain percentage of employees to participate.



If you are worried about engagement here are some ideas to further participation:

- Start challenges small or by department.
- Get leadership to participate in the challenge.
- Talk to leaders and find out what is important to them and ask others to participate.

Sources: [health.gov](https://www.health.gov)*, [corporatewellnessmagazine.com](https://www.corporatewellnessmagazine.com)*, [apa.org](https://www.apa.org)*, [aflac.com](https://www.aflac.com)*, [prnewswire.com](https://www.prnewswire.com)*

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