



# 121 Employee Wellness Program Ideas For Your Office (+10 Bonus Ideas)



**SNACK**NATION

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## 121 EMPLOYEE WELLNESS PROGRAM IDEAS FOR YOUR OFFICE (+10 BONUS IDEAS)

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Employee wellness programs have become a staple in many corporations as a way to attract top talent, keep them happy and productive, and decrease employee turnover.

The key to having a successful corporate wellness program is by encouraging overall wellbeing while still keeping it fun (see #57 for a perfect example). If you can't get your team engaged then your wellness program ideas will quickly lose steam. So make your initiatives fun, try new ideas and see what your team values the most.

Below is a list of 121 employee wellness program ideas that you can easily implement at your office. Whether you're a small startup or large corporation, there's bound to be something here that will fit for your organization.



### **Nutrition and General Health**

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#### 1. **PROVIDE YOUR EMPLOYEES WITH HEALTHY OFFICE SNACKS**

Healthy snacks aid in weight control, improve mood, and boost energy, making it a no brainer to provide for your office. If you're already providing snacks to your employees, consider making the switch to healthier alternatives by becoming a member of a healthy snack delivery service.

#### 2. **CREATE A HEALTHY OFFICE COOKBOOK**

Ask employees to share their favorite healthy recipes. Compile the best ones into a collection and share around the office via a downloadable document in email or a simple printed booklet.

#### 3. **MONTHLY HEALTHY POTLUCK**

Create a sign-up sheet with 2 columns (name and what you're bringing) and post it to the fridge in the main break room for people to list what they're bringing.

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### 4. BRING IN A CHEF TO TEACH PEOPLE AN EASY COOKING RECIPE

Hire a chef who specializes in healthy food to come in for a cooking demonstration.

### 5. OFFER ALMOND MILK IN ADDITION TO REGULAR CREAMERS AND MILK

Be mindful of the vegans and dairy intolerant folks.

### 6. DEBUNK THE COMMON HEALTHY EATING MYTHS

There's a lot of marketing around the food industry that tricks people into thinking certain foods or diets are healthy, when in fact they are not. This article by Authority Nutrition does a great job of addressing some of the most common nutrition mistakes that you can share with your team.

### 7. PUBLISH A WORKPLACE WELLNESS NEWSLETTER HIGHLIGHTING THE BEST FITNESS, NUTRITION, AND EDUCATIONAL CONTENT FROM AROUND THE WE

Setup separate google alerts for "fitness", "nutrition" and "wellness education" and select "only the best results". Compile the best articles each week or month into one email and send out for your employees to enjoy.

### 8. STOP OFFERING LOW QUALITY SNACKS

If you offer your team snacks or meals with no nutritional value, make the switch to healthier alternatives. At the very least offer a majority of healthy items and just a few traditional junk food items.

### 9. STOP OFFERING SODA AND SUGAR-LADEN DRINKS

Regular consumption of sugar-filled and artificially sweetened beverages is detrimental to our health. Make the switch to healthier alternatives like minimally sweetened teas and flavored waters. If you're afraid of alienating the Diet Coke lovers, impose a "tax" on soda by charging \$0.25.

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### 10. CREATE STANDING DESKS

Varidesk offers adjustable-height standing desks that allow users to easily switch between standing and sitting while working.

### 11. VISIT A LOCAL FARMER'S MARKET FOR LUNCH

Offer to pay for all organic produce employees decide to purchase.

### 12. ORDER IN LUNCH FOR THE OFFICE, ESPECIALLY DURING CRUNCH TIME ON BIG PROJECTS

Reward your team for putting in the extra hours by ordering in lunch for them.

### 13. COMMUNITY SUPPORTED AGRICULTURE

A lot of larger farms offer community supported agriculture programs where you invest in their farm, and they bring you fresh produce weekly. National wellness service provider TotalWellness actually does this for their employees, and if you get enough people from your company signed up they might deliver right to your office. It's a convenient way to get some fresh, healthy food in your fridge while supporting local farmers.

### 14. SWAP THE OLD JUNK FOOD VENDING MACHINES FOR A HEALTHY MICRO MARKET:

Companies across the nation are replacing their old vending machines with new, healthy micro markets. Micro markets are unattended, self-checkout mini-convenience stores built right into an office's breakroom. Employees have the added benefit of fresh meals and produce, in addition to being able to view nutritional information before making a purchase.

### 15. SHOW YOUR EMPLOYEES HOW THEY CAN IMPROVE THEIR HEALTH

Bring in a specialist who offers biometric screenings and health assessments, and more importantly, can give people a roadmap to improved health.

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### 16. **HOLD A HEALTH FAIR**

Invite local vendors and companies to your office for a day to talk about nutrition and wellness initiatives. You should have no problem at all persuading local businesses to attend, as it's a great way for them to promote their service.

### 17. **INCENTIVIZE SMOKING CESSATION**

In a study conducted by The University of Pennsylvania School of Medicine and Wharton School, employees who were financially incentivized to quit smoking were 3 times more successful at ditching the habit than non-incentivized employees.

### 18. **POST TIPS FOR RELIEVING BACK PAIN AND EYE STRAIN**

Sitting at a desk staring at a computer for hours on end is the fast track to back pain and eye strain. Print out and post this infographic for better posture and this one for eye strain on your company's bulletin board.

### 19. **REMIND PEOPLE TO GET FLU SHOTS**

Post a list of locations near your office offering flu shots on the company bulletin board.

### 20. **SURVEY YOUR EMPLOYEES TO FIND OUT WHAT IS WORKING AND WHAT IS NOT**

Don't waste time and energy on corporate wellness initiatives that employees don't find engaging or beneficial. Use Survey Monkey or Google Forms to create a survey to collect feedback from employees.



## **Productivity**

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### 21. **ENCOURAGE CREATIVITY WITH COLLABORATION SPACES**



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Find an empty office or unused area around your office and turn it into a place where people can meet and collaborate on projects. Install some comfortable furniture so people can set up shop away from their desks and let the creativity flow.

### 22. **CREATE FLEXIBLE WORK HOURS**

Everyone likes more flexibility with work because it allows him or her to structure their day to their lifestyle. Kick the habit of mandated working hours (i.e. 9am – 5pm with a half hour for lunch) and focus more on effectiveness. What matters most is the quality and effectiveness of someone's work.

### 23. **SUBSIDIZE PERSONAL DEVELOPMENT BOOKS AND COURSES**

Nothing is more important than the personal and professional development of your employees. Offer a flat or percentage based subsidy for personal development books, seminars, and training courses.

### 24. **OFFER ONE REMOTE WORKING DAY EACH WEEK**

Give your responsible and reliable team members the option of working remotely 1 day out of the week. Remote work allows people to work with less distraction, eliminate long commutes, and spend more time with their family.

### 25. **SHARE PERSONAL GOALS ON A WHITEBOARD**

Get a whiteboard where people only write their non-work related wellness goals. Things like "Go to the gym 3 times per week", "play basketball 4 times per month", or "read 10 books this year" are some good ones to get people started.

### 26. **MORNING HUDDLES FOR EACH DEPARTMENT**

Schedule a daily huddle with all department team members to verbalize everyone's main goals for the day and let others know if they are needed.



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### 27. DEPARTMENTAL “CRUCIAL RESULTS”

Create a google shared spreadsheet where everyone within a department lists the 3 most important assignment, tasks, or projects they need to finish each day and their top 5 for the week. Highlight “crucials” green at the end of the day if they were completed and red if they were not. This will help create a better level of accountability for each person and lead people to focus on the most important items:

### 28. 20% TIME

Google used to offer “20% time”, which allowed employees to take one day a week to work on side projects (provided it advanced Google in some way). The program led to the developments of Gmail and AdSense, so it could give your team some time to let their true creative genius shine.

### 29. NO TALK TUESDAY

From 9am-noon, try banning any non-urgent meetings and interruptions with each other. It'll help everyone in the office get more work done early in the week so that the end of the week can be less stressful.



## Fitness and Physical Activity

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### 30. JOIN A LOCAL SPORTS LEAGUE

Google softball, kickball, basketball, or indoor soccer league in your city to see which organizations offer co-ed sports leagues. Offer to pay for some or all of the league's entrance fee for people interested in participating.

### 31. ON-SITE YOGA CLASSES TO RELIEVE STRESS

Invite a yoga instructor into your office every couple of weeks to guide the team through a yoga class.



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### 32. PARTICIPATE IN A 5K RUN

Find a 5K in your community and offer to cover entry fee for anyone who chooses to participate.

### 33. TURN MEETINGS INTO WALKING MEETINGS

You sit all day, so why not make your meetings a walking meeting instead? Research has suggested that walking makes people more creative.

### 34. PUT SOME SCOOTERS IN THE OFFICE

Scooters encourage people to move around the office. And let's be honest, when was the last time you saw someone ride a scooter with a frown?

### 35. KEEP SOME FOOTBALLS, HULA HOOPS, AND VOLLEYBALLS AROUND THE OFFICE

Make the office fun and encourage people to take a break and rejuvenate.

### 36. GET A SMALL TRAMPOLINE FOR THE OFFICE

*(see above)*

### 37. HOST AN EMPLOYEE FIELD DAY

Harmless Harvest, makers of raw coconut water and tea, have combined team-building with workplace wellness by hosting employee field days followed by dinner. Their team heads to a local park in the afternoon for a game of tennis, catch, soccer, frisbee, or whatever else people feel like doing (even if it's just getting some sun on a nice day). Afterwards they have a healthy dinner by grilling out at the park or heading to a co-founder's house.

### 38. START LARGE GROUP MEETINGS WITH SOME PHYSICAL ACTIVITY

20 air squats or jumping-jacks should do the trick, and it'll get the blood flowing for a more productive meeting.

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39. **SUBSIDIZE WEARABLE TECHNOLOGY THAT HELPS EMPLOYEES TRACK THEIR ACTIVITY**

Wearable technologies like FitBit can help people monitor their fitness levels, track their sleep, and challenge friends who also have the device. The good people at 3 Birds Marketing take part in “Workweek Hustle” challenges where members of the team with FitBits try to out-step each other.

40. **POST A NOTE NEAR THE ELEVATOR REMINDING PEOPLE TO TAKE THE STAIRS INSTEAD**

41. **OFFER DISCOUNTS TO A LOCAL GYM**

Many gyms will offer a discount if you sign-up enough employees. Reach out to some local gyms in the area and ask for discounted group rates.



## **Challenges and Contests**

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42. **THE MILE-A-DAY CHALLENGE**

For 30 days, employees track how many days they ran at least 1 mile. The winner at the end of the month gets a prize.

43. **THE 7 HOURS OF SLEEP CHALLENGE**

For 30 days, employees track how many nights they slept at least 7 hours. The winner at the end of the month gets a prize.

44. **THE 8 GLASSES OF WATER CHALLENGE**

For 30 days, employees track how many days they drank at least 8 glasses (8 ounces) of water. The winner at the end of the month gets a prize.

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### 45. **TEAM SCAVENGER HUNT**

Companies like Watson Adventures can help you do the heavy lifting of coordinating a scavenger hunt.

### 46. **TEAM CAN DRIVES**

Divide the office into teams and hold a monthly contest to see which team can donate the most cans.

### 47. **MONTHLY AND WEEKLY FITNESS CHALLENGES**

Throw down a challenge of the month – most push-ups, most miles run, most miles biked.

### 48. **HEALTHY COOKING CONTESTS**

Have your staff make their favorite healthy recipes and bring them into work for a cooking contest voted on by the rest of the office.

### 49. **THE BIGGEST LOSER CHALLENGE**

The people over at Corporate Fitness League offer a step-by-step plan on how throwing a successful Biggest Loser Challenge at your office. Check it out here.

### 50. **THE RANDOM ACTS OF KINDNESS CHALLENGE**

Track random acts of kindness on a shared Google sheet.

### 51. **HOLD IMPROMPTU CONTESTS**

Encourage healthier lifestyles with impromptu contests. Who brought the healthiest lunch or who can do the most pushups?

### 52. **21 DAYS OF GRATEFULNESS CHALLENGE**

Track 3 things you're grateful for everyday on a shared Google sheet for 21 days.

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## Rejuvenation

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### 53. ENCOURAGE NAP TIME

The benefits of napping include improved creativity, productivity, and memory. Put a comfortable recliner in an unused room in your office to create a “nap room”.

### 54. SCHEDULE RECESS

Pick a 15 time-slot in the afternoon for everyone to get away from his or her desk. Go outside, socialize with each other, and enjoy some fresh air!

### 55. OFFER UNLIMITED VACATION

Before you laugh in my (virtual) face, hear me out. Offering your employees unlimited vacation shows you trust your staff to be responsible and take time off when they need it. The best way to implement this program is to tie it to performance, meaning projects need to be on-track and goals being met. It's a win-win because employees have more flexibility and employers can reward good performance.

### 56. PAY YOUR EMPLOYEES TO VOLUNTEER

Give your employees an allotted amount of time each month to leave their desks during the day to volunteer.

### 57. TURN AN EMPTY OFFICE INTO A “NO WORK ALLOWED” EMPLOYEE LOUNGE

Hack Reactor has a company break room that requires access through a smartphone. It includes a series of soft, comfortable couches for relaxation or naps, turf grass (so you can feel the experience of being outside without leaving the building), a cubby for shoes, and a strict rule of no work talk! Employees are free to listen to guided meditations, play board games, or do yoga.



58. **GIVE EMPLOYEES A VACATION DAY ON THEIR BIRTHDAY**

You can also offer 1 floating holiday for the year if they choose to work on their birthday.

59. **ENCOURAGE EMPLOYEES TO SCHEDULE BREAK TIME HOURLY**

Studies have shown that taking breaks is a good thing for our productivity, so encourage people to schedule a small 5-10 minute break every 90 minutes to rejuvenate and come back strong.

60. **REWARD YOUR MOST LOYAL EMPLOYEES**

Offer a month-long sabbatical for all employees who hit the 5-year mark of service.

61. **DON'T LET FRUSTRATED PEOPLE KEEP WORKING**

NuGo Nutrition says that when people get frustrated at the office, they tell them to go for a walk around the block. They find that fresh air and some sunshine often make people more productive once they get back.

62. **OFFER FLEXIBLE PAID TIME OFF**

Give employees the option to choose how they want to use their bank of paid time off (sick days, personal days, and vacation).



## Cool Perks and Just For Fun

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63. **ATTIRE THEMED DAYS OF THE WEEK**

Pick a day of the week for people to dress up in a certain theme. Our office recently started something called "Aloha Fridays" where team members wear their favorite Hawaiian shirts to work.

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### 64. PUT ON SOME TUNES

Play some music through speakers around the office. Studies show that music improves mood, which can help boost productivity and creativity. Opt for music without lyrics at an ambient noise level.

### 65. INCENTIVIZE RIDESHARING

Voted by Outside Magazine as a Top 100 Place to Work, Team One implements a fantastic rideshare program that rewards employees for carpooling. Each employee gets a card to mark down the days they partake in ridesharing. Each day counts as 1 point and Team One also throws in double points for certain days of the week. Once an employee hits 30 points, they get a \$25 gift card.

### 66. COMPANY SPONSORED HAPPY HOURS

Working hard deserves some playing hard. Take your team out for Happy Hour after a long workweek to help everyone unwind before the weekend.

### 67. GIFT CARD GIVEAWAYS FOR MAJOR PROJECT COMPLETIONS OR SALES

Buy a bunch of \$25 gift cards to Amazon or local restaurants, put the name of each team member into a bowl and select one at random each time a big sale is made or project completed.

### 68. HALF DAY FRIDAYS IN THE SUMMER

Most businesses experience a decline in sales/business activity during the summer months. Let your employees enjoy more of their summer by offering half day or shortened day Fridays between Memorial Day and Labor Day.



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### 69. CHANGE ATTIRE TO BUSINESS CASUAL OR JUST CASUAL

By allowing people to ditch the heels or suit and tie, employees will be much more inclined to take a walk outside or bike to work.

### 70. ENCOURAGE PUBLIC TRANSPORTATION, WALKING OR BIKING

Panjo, a mobile marketplace for auto, sport, and hobby enthusiasts, doesn't provide parking spaces to associates who live within 2 miles of their office in order to promote biking and walking. In inclement weather the company covers the cost of a taxi, Lyft, or Uber ride for the walkers and bikers.

### 71. INCORPORATE PLANTS AROUND THE OFFICE

A study conducted in 2010 determined that just one plant per workspace can provide a significant lift in a person's emotional state.

### 72. GO OUT TO LUNCH TO CELEBRATE NEW HIRES

Welcome new hires onto your team by taking them out for lunch with your department.

### 73. POST YOUR COMPANY'S MISSION AND CORE VALUES IN THE OFFICE

The "why" of an organization is almost always more important than the "what". Hire a graphic designer to make a poster of your company's mission and core values and post it somewhere with a lot of foot traffic like the breakroom, central conference room, or waiting area right where people walk into the office.

### 74. MAKE YOUR OFFICE PET-FRIENDLY

Pets help people reduce stress and take multiple walks throughout the day.

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75. **POST AN “ABOUT US” PAGE ON YOUR WEBSITE**

Include all team member pictures and a short blurb sharing something unique about them.

76. **SETUP A CHAIR RACE**

Organize an impromptu chair race. What’s the worst that could happen?

77. **POST YOUR COMPANY’S ACCOLADES**

Remind your employees that their hard work has been recognized by outside organizations. Frame your accolades, honorable mentions, and community awards around the office.

78. **HAND OUT WEEKLY AWARDS**

Create fun awards like “The Duct Tape Award” (the person in the office who fixes everything). “The Pearly White Award” (the person who smiles the most), or “The Cliff Jumper Award” (the person who takes the most risk).

79. **CLOTHING DRIVE**

Ask people to bring in old clothes to be donated to a homeless shelter or Goodwill.

80. **CELEBRATE WORK ANNIVERSARIES**

Make yearly work anniversaries a celebration. Send an email out to the team to commemorate your team’s anniversaries. Also have the CEO or someone else on the executive team craft a hand written note to that person thanking them for their service (this goes a LONG way).

81. **SPONSOR A COMPANY RETREAT OR OFFSITE**

Company retreats are a ton of fun and a great way to brainstorm new ideas to drive the company forward. Use the beginning of the day to work on the company and then follow it up at night with a group dinner and drinks.

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### 82. CELEBRATE AN OBSCURE HOLIDAY

National Popcorn Day anyone?

### 83. HIRE A MASSEUSE FOR A DAY

Create a sign-up sheet with 15-30 minute blocks per massage.

### 84. RANDOMLY HELD GIFTING BETWEEN EMPLOYEES

Just like White Elephant around the holidays, setup a gift exchange just for fun.

### 85. ENCOURAGE CUBICLE CUSTOMIZATION

Hold a contest to see who can customize their cube the best and vote on a winner.

### 86. THROW A COSTUME OR THEMED PARTY

It doesn't have to be Halloween to dress up in theme. Why not a random Wednesday in March?

### 87. OFFER SOME COOL FREEBIES

A Netflix subscription, babysitting, custom shoes, tickets to a sporting event.

### 88. BUILD A GAME ROOM

Setup a Nintendo Wii, foosball table, darts, or ping-pong table for some friendly daily competition.

### 89. FREE COMPANY GEAR

Make sure your team has all the cool company swag you giveaway at conferences and social events (Hats, t-shirts, polo's, pens, etc).

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### 90. LEAVE IN THE MIDDLE OF THE DAY TO WATCH A MOVIE

Call the nearby theaters and find out which ones offer a group discount.

### 91. GET A BEAN-TO-CUP COFFEE MACHINE OR COFFEE KEG

Throw the old coffee pot into the trash and upgrade to a bean-to-cup coffee machine or coffee keg.

### 92. DISCOUNT YOUR SERVICE OR PRODUCT TO EMPLOYEES

Offer your service or product at 25% off or more to employees.

### 93. REDUCE HEALTH INSURANCE PREMIUMS FOR EMPLOYEES WHO ARE EXTRA ACTIVE

Offer to subsidize a set amount of an employee's insurance premium when they log a certain number of exercise hours each month.

### 94. USE HOLIDAYS AS AN EXCUSE TO GET HEALTHY

The holidays always seem to be an excuse to eat food that's not good for us. Instead of the traditional junk food, offer green juices/smoothies on St. Patrick's Day, red bell peppers and hummus on Valentine's Day, turkey jerky around Thanksgiving, blackberry and orange fruit salad on Halloween.

### 95. OFFER CONVENIENT LAUNDRY SERVICE

Your busy people could benefit greatly by having a laundry service pickup their clothes and return them back to the office.



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### 96. OFFER A CAR WASH DAY

Hire a mobile carwash service to clean your employees' cars right in the parking lot.

### 97. CREATE AN EMPLOYEE REFERRAL PROGRAM

Chances are your good people know other good people, so offer employees a bonus for referring someone who is hired and kept on for at least 6 months.

### 98. IMPLEMENT A "TEAM BUCKS" SYSTEM

Make a fake currency where people can reward each other with "Team Bucks". Allow people to collect and trade their "Team Bucks" in for real-world prizes like gift certificates.

### 99. APPOINT AN EMPLOYEE WELLNESS "GOVERNOR"

Make it fun and hold an election every quarter, 6 months, or year where the whole office gets to vote on the new woman or man in charge

### 100. OFFER PAID MATERNITY LEAVES

If your company is not already doing so, consider offering new mothers paid maternity leave.

### 101. TEA FOR THE SOUL

Lay out some hot water, tea bags, and some healthy treats. Google "inspirational quotes" and write them down on strips of paper. Put all the quotes in a bowl. Invite people to take a 15-minute break to enjoy a cup of tea and snack and have everyone grab 1 quote from the bowl.

### 102. START A FACEBOOK GROUP THAT HIGHLIGHTS HIKES AROUND YOUR CITY

Ask people to submit photos from their hikes and highlight trails they

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walked. A facebook group will also easily allow people to organize group hikes.

### 103. SPIN THE WHEEL FOR HITTING MILESTONES

Purchase a Dry Erase Spinning Prize Wheel from Amazon that employees get to spin for prizes when they hit special milestones like achieving a quarterly goal, winning a company challenge, etc.

### 104. PROMOTE LAUGHTER

Give away 2 tickets to a local comedy show.

### 105. ESTABLISH DESIGNATED COFFEE TIME

Setup a time in the morning and/or afternoon for employees to walk together to the local coffee shop for a pick-me-up. It'll also give people a chance to catch up and exchange some laughs.

### 106. INJECT SOME CULTURE IN YOUR CULTURE

Offer tickets based on performance to things like museums, theaters, and art galleries.

### 107. OFFER A DONATION-MATCHING PROGRAM

Companies like Apple offer to match any charity or philanthropic donations made by employees.

### 108. REWARD THOSE WHO DRIVE HYBRID CARS

Give hybrid car owners an assigned parking spot in the parking lot.



## Mental Health and Personal Growth

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### 109. CREATE A “HIGH-FIVE” BOARD

Create cutouts with each employee’s name on it and paste it to a magnet. Then buy a white board and put all the names up on it. Leave some dry-erase markers out so people can call-out another team member for something positive they did.

### 110. HOST LUNCH AND LEARNS

Choose a day of the week or month to gather for a company-wide Lunch and Learn. Allow team members to present on a topic they’re interested in (whether it’s work related or not) and use this time to discuss important company updates. Revolutionary news site RYOT hosts a brown bag lunch every Monday where the company meets to discuss goals and triumphs.

### 111. TEACH YOUR EMPLOYEES THE BASICS AND IMPORTANCE OF FINANCE

This is especially important for younger employees, but can also be useful for older staff that is not familiar with finance. Here are some great online resources to get you started:

- [Investing 101](#)
- [Beginner’s Guide to Budgeting](#)

### 112. ACKNOWLEDGEMENT AND GRATITUDE MEETING AT THE END OF THE WEEK

Schedule half an hour on Friday afternoon for the company to gather together and go around in a circle naming off another person’s work they want to acknowledge and 1 thing they are grateful for that week.

### 113. ORGANIZE A BOOK CLUB

Reading interesting books allow employees to share ideas on a wide range of topics. Select a book each quarter and allow people to form small groups to read and review.



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### 114. **START A COMMUNITY LIBRARY**

Setup a bookshelf in your office and ask everyone to lend books to the library. Create a sign-up sheet so people can check-in and check-out books.

### 115. **INSPIRATIONAL QUOTE OF THE DAY OR WEEK**

Who doesn't love a great quote, right? Most companies have a bulletin board or chalkboard where employees frequently pass by. Write a new inspirational quote daily or weekly to energize the office. [BrainyQuote](#) is a great site to find quotes.

### 116. **PUT UP A WELLNESS WALL**

Toms Shoes has a wellness wall at their office in Los Angeles where employees can post things like healthy eating tips, exercise routines, etc.

### 117. **ASK PEOPLE TO CREATE A VISION BOARD**

Vision boards are a way for people to associate images with the things they want to achieve in life. Christine Kane breaks down [how to create a vision board in 5 steps](#).

### 118. **CREATE AN ACKNOWLEDGEMENT JAR**

Setup a jar with strips of paper and a pen next to it for people to acknowledge someone else's work. Read the acknowledgements aloud during your weekly team meetings.

### 119. **BRING IN A GUEST SPEAKER TO TALK WELLNESS**

Hire a speaker to come in and discuss a corporate wellness initiative like meditation, nutrition, exercise, or personal development. People are much more likely to buy-in when the advice comes from a professional.



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### 120. **SUBSIDIZE ONGOING EDUCATION**

One of my favorite Core Values at SnackNation is “Seek Perpetual Growth”. One of the best investments an organization can make is in the development of its people. Encourage people to seek ongoing education by subsidizing any classes they take that will help them grow in their position.

### 121. **ASK EMPLOYEES TO SHARE THEIR SUCCESSES WITH THE TEAM**

At the end of each quarter, ask employees to submit their biggest wins for the quarter. Compile the best ones by department and publish it to the entire team.



## **Bonus Ideas**

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### 122. **FORM A COMPANY BAND**

Ask the musicians at the company to bring their instruments into work and jam together during lunch.

### 123. **GOAL OF THE WEEK**

Humans are inherently goal-oriented, so when you give them a worthwhile goal (i.e. improving their health), you'll be amazed at how much motivation they have to achieve it. So set any fitness goal for the week and create a shared Google spreadsheet for people to track their weekly progress. The added benefit here is that everyone can monitor everyone else's results, creating a friendly competition.

### 124. **PURCHASE A POPULAR DIGITAL EXERCISE PROGRAM**

Purchase a program that the whole office can benefit from, like a guided meditation series, yoga flow, or workout program.

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## 125. THE CALL AN OLD FRIEND CHALLENGE

Here's how it works:

Phone a friend who you haven't spoken with in over a year. No texts or social media allowed. It has to be a phone call, skype or FaceTime conversation to count. The person who calls the most "old friends" wins!

## 126. GET MANAGER BUY-IN

This is more strategy than wellness idea - make sure your managers are on board with your wellness initiatives. These are the leaders of your team, so if they don't commit, it will be hard to get anyone else to engage.

## 127. MAKE YOUR INCENTIVES AND COMPANY PRIZES HEALTH BASED

Instead of the typical \$20 Amazon gift card as a company prize, offer a prize that supports better health. Here are some ideas:

- Gift card to Whole Foods
- FitBit or other activity tracker
- 1 hour massage
- 3 month gym membership

## 128. MAKE SOME HEALTHY SMOOTHIES FOR YOUR TEAM

Everyone knows that breakfast is one of the most important meals of the day, yet so many people start their day off with simple carbs and too much sugar. Here's one of our favorite protein smoothie recipes:

- 1 frozen banana
  - 1/2 cup almond milk
  - 1 scoop of your favorite chocolate protein powder
  - 1 tablespoon chia seeds
  - 1 tablespoon coconut oil
  - 2 tablespoons peanut butter
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### 129. **CREATE A WELLNESS CALENDAR**

Schedule your wellness program initiatives into a calendar for the next 2 months. Share a digital copy with the company and post a physical copy in the breakrooms.

### 130. **PUPPY PETTING ZOO**

Have you ever seen someone pet a puppy with a frown?? Neither have we. Google “puppy petting rental” in your city or call up a local pet store to see if they can bring some puppies to your office to have fun with the team.

### 131. **CREATE A MENTOR PROGRAM**

Coaching and mentoring shouldn't stop after an employee's initial onboarding process. A study done by Deloitte in 2012 found that retention is 25% higher for employees who have engaged in company-sponsored mentorship. Some people in your organization will proactively seek mentors and training, while others will need it to come directly from their manager. Offer an optional weekly coaching session to discuss strategies and tactics that can help each member of the department improve in their role.