

WEEK 2 : Wellness Designed For You

A curated set of resources to help , your team, and your workplace to thrive at your own pace, in your own way.



This week's resources

1 30-Day Healthy Habits Challenge



A 30-day challenge designed to help you build, maintain, and celebrate healthy habits that support your physical, mental, and emotional wellbeing.

2 Habit Tracker Templates



Weekly and monthly habit tracking templates to help you stay consistent, accountable, and motivated as you build positive routines.

3 SMART Goal Workbook



A practical workbook to help you set Specific, Measurable, Achievable, Relevant, Time-Bound, Inclusive, and Equitable wellbeing goals.

4 Flexible Wellness Challenge Options



A collection of adaptable wellness challenges that can be customized to fit different workplace cultures, schedules, and employee interests.

5 Customizable Wellness Goal Sheets



Fillable goal sheets that support personal wellness planning, goal setting, and self-reflection across multiple dimensions of wellbeing.

6 Wellness Points & Rewards System



A points-based system that recognizes progress, encourages participation, and rewards healthy behaviours and team engagement.

7 Weekly Team Wellness Check-Ins



Simple check-in templates and prompts to encourage team conversations, share wins, identify challenges, and support collective wellbeing every week.



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30-Day Healthy Habits Challenge

WELLNESS DESIGNED FOR YOU

A premium implementation guide to help Canadian employers introduce a flexible, inclusive, and sustainable workplace wellness challenge.



01 / IMPLEMENTATION GUIDANCE

A practical framework for launching with clarity.

The challenge works best when it is positioned as an organizational learning experience: simple to join, easy to adapt, and respectful of different roles, schedules, and personal circumstances.

- 01

DEFINE THE PURPOSE
Position the challenge as a voluntary, flexible way to strengthen daily habits, not as a competition or performance measure.
- 02

NAME THE OPERATING WINDOW
Select a 30-day period during Canada's Healthy Workplace Month 2026 and communicate expected time commitment clearly.
- 03

PREPARE MANAGERS
Give leaders simple scripts, suggested meeting prompts, and permission to adapt activities for operational realities.
- 04

LAUNCH WITH CHOICE
Offer several habit categories each week so employees can choose what is safe, relevant, and realistic for them.
- 05

CLOSE THE LOOP
End with reflection, lessons learned, and a short plan for sustaining practices beyond the campaign.

FLEXIBILITY MANDATE

Participation should never require disclosure.

Employees may choose private tracking, team reflection, or quiet participation. Avoid collecting health information, ranking individuals, or rewarding outcomes tied to body metrics.

RECOMMENDED CADENCE

Launch message, weekly reflection prompt, midpoint encouragement, closing reflection.

02 / INCLUSIVITY PRINCIPLES

Well-being as a shared condition for excellence.

A workplace wellness challenge should create access, dignity, and belonging. The goal is to make healthy habits easier within the work environment, not to evaluate personal health choices.

DESIGN STANDARD

The Universal Right to Participate Differently

An inclusive challenge recognizes that employees have different bodies, beliefs, responsibilities, disabilities, work environments, and privacy needs. Flexibility is the quality standard.

- ☐ CHOICE OVER COMPLIANCE
- ☐ PRIVACY OVER PROOF
- ☐ ADAPTATION OVER STANDARDIZATION
- ☐ PSYCHOLOGICAL SAFETY OVER COMPETITION

Participation tips for employers

- 1. Offer opt-in language and no-questions-asked participation levels.
- 2. Use examples that include physical, mental, social, and recovery habits.
- 3. Avoid weight-loss, calorie, step-count, or appearance-based messaging.
- 4. Invite managers to model boundaries, breaks, and realistic workloads.

COMMUNICATION NOTE

Use language such as:
"Choose one habit that supports your workday and well-being. Adapt it to your role, location, schedule, and personal circumstances."

WEEK 2 – 30-DAY HEALTHY HABITS CHALLENGE

03 / OCTOBER 2026 – 31-DAY MATRIX

A flexible calendar of habit categories.

Each day names a category rather than a fixed task. Employees can select an action that fits their role, ability, work setting, and energy level.

SUN	MON	TUE	WED	THU	FRI	SAT
				1 Why Wellness Matters	2 Begin Your Journey	3
4	5 Create Your Blueprint	6 Explore Men's Wellness	7 Engage in Women's Well-Being	8 Reflect on 2SLGBTQI+ Wellbeing	9 Promote Wellness	10
11	12 Practice Gratitude	13 Prioritize Healthy Habits	14 Communicate Effectively	15 Clear Your Mind	16 Build Confidence	17
18	19 Understand Your Stress	20 Reframe Challenges	21 Managing Emotional Load	22 Find Support Systems	23 Sustain Well-Being	24
25	26 Reflect on Growth	27 Recognize Progress	28 Recharge and Refocus	29 Reset Energy Levels	30 Renew Commitment to Wellness	31

MAKE IT SAFE

Use the category as a prompt, not a prescription.

MAKE IT SMALL

Use the category as a prompt, not a prescription.

MAKE IT SUSTAINABLE

Use the category as a prompt, not a prescription.

04 / WORKPLACE ADAPTATIONS

One habit, many work contexts.

The same well-being intention can be translated for remote, hybrid, and on-site teams. This helps employers avoid one-size-fits-all programming.

HABIT	REMOTE	HYBRID	ON-SITE
HYDRATION	Keep water visible during focused work.	Begin shared meetings with a water reminder.	Place refill prompts in common spaces.
MOVEMENT	Try a two-minute stretch between tasks.	Offer walking-call options where practical.	Use stairs or short movement breaks safely.
COGNITIVE REST	Block one notification-free work period.	Protect one meeting-free focus block.	Create quiet zones or low-interruption hours.
CONNECTION	Send a note of appreciation to a colleague.	Pair virtual and in-person check-ins.	Invite cross-team coffee or lunch moments.
RECOVERY	End the day with a shutdown note.	Encourage clear after-hours expectations.	Support breaks that match shift patterns.

Manager role

Managers can normalize participation by taking short breaks, protecting focus time, and encouraging employees to adapt habits to workload and personal capacity. They should not ask employees to report health results.

05 / IMPLEMENTATION CHECKLIST

Operational readiness before launch.

Use this checklist to confirm the challenge is clear, accessible, and easy for leaders to support before communication begins.

☐ Confirm executive sponsor and internal owner	☐ Define voluntary participation language
☐ Set start and end dates for the 30-day window	☐ Review accessibility and accommodation considerations
☐ Prepare manager talking points	☐ Publish the calendar and participation options
☐ Create a private, non-competitive reflection channel	☐ Schedule weekly reminders with inclusive wording
☐ Gather anonymous feedback after completion	☐ Document sustainable practices for the next quarter

CLOSE-OUT REFLECTION

What should continue?

After the 30 days, ask employees what helped them work well, what created barriers, and which small environmental supports should become part of regular workplace practice.