

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.

Flexible Wellness Challenge Options

WELLNESS DESIGNED FOR YOU

This resource provides a range of flexible wellness challenge ideas designed to help employers select, adapt, and implement activities that align with their workforce and workplace environment.



WEEK 2 – FLEXIBLE WELLNESS CHALLENGE OPTIONS

CHOOSING THE RIGHT CHALLENGE

Before selecting a wellness challenge, consider these key factors to ensure your initiative is inclusive, accessible, and aligned with your workplace.

Workforce Size

Consider the number of employees and whether activities can scale across teams, departments, or multiple locations.

Work Environment

Determine whether your workforce is remote, hybrid, on site, or a combination, and select challenges that suit each setting.

Accessibility Needs

Ensure all activities can be adapted for employees with different physical abilities, health conditions, or accommodations.

Cultural Inclusivity

Choose activities that respect diverse backgrounds, traditions, dietary needs, and communication preferences.

Employee Interests

Gather input from employees to understand what types of wellness activities they find most meaningful and motivating.

Available Resources

Assess what your organization can realistically support in terms of time, space, budget, and coordination.

Shift Work Considerations

Adapt timing and delivery so that employees on rotating shifts, nights, or compressed schedules can participate fully.

PLANNING READINESS CHECKLIST

- ☐ We have identified which wellness categories are most relevant to our workforce.
- ☐ We have confirmed that participation will be voluntary and supported.
- ☐ We have a communication plan to introduce the challenge.
- ☐ We have reviewed work schedules and environments to ensure broad participation.
- ☐ We have considered accessibility and inclusivity for all employees.
- ☐ We have identified a point of contact to coordinate the initiative.

WEEK 2 – FLEXIBLE WELLNESS CHALLENGE OPTIONS

PHYSICAL WELLBEING CHALLENGE IDEAS

Physical Wellbeing Challenge Ideas

These challenges support physical health through accessible, everyday activities that employees can integrate into their routines.

Hydration Challenge

BEST SUITED FOR

All work environments and schedule types

ADAPTATION IDEAS: Provide reusable water bottles or hydration stations. Share daily hydration tips via email. For remote teams, encourage photo sharing of creative water setups.

Movement Minutes Challenge

BEST SUITED FOR

All workforce types and ability levels

ADAPTATION IDEAS: Let employees define movement in a way that works for them. Include activities like gardening, housework, or wheelchair movement. Celebrate collective minutes rather than individual performance.

Walking Challenge

BEST SUITED FOR

Office, remote, and hybrid teams

ADAPTATION IDEAS: Offer walking meetings as an alternative to seated discussions. Suggest indoor walking routes for those in colder climates. Allow employees to count any form of movement, not only steps.

Healthy Lunch Challenge

BEST SUITED FOR

On site and hybrid teams with meal facilities

ADAPTATION IDEAS: Share simple, budget-friendly recipes each week. Respect cultural dietary practices and personal food preferences. For remote employees, host a virtual lunch and learn session.

Stretch Break Challenge

BEST SUITED FOR

Desk-based, manufacturing, and healthcare settings

ADAPTATION IDEAS: Share a simple illustrated stretch guide for different body areas. Schedule stretch reminders at natural transition points in shifts. Offer seated stretching alternatives for employees with mobility considerations.

Mental and Emotional Wellbeing Challenge Ideas

These challenges support psychological health by encouraging practices that build resilience, self-awareness, and emotional balance. Mental and emotional wellbeing challenges should always be voluntary.

Gratitude Challenge

BEST SUITED FOR

All work environments and team sizes

Provide a simple daily prompt by email or a shared channel. Offer a private journal option. Create a shared gratitude board in a common area or online space.

Digital Disconnect Challenge

BEST SUITED FOR:

Remote and hybrid teams with high screen time

Suggest specific screen-free activities like reading or outdoor time. Encourage a 30-minute digital pause in the evening. Model the behavior at the leadership level.

Mindfulness Challenge

BEST SUITED FOR

High-stress roles and desk-based teams

Share guided audio exercises of 2 to 5 minutes. Offer scheduled quiet moments at the start of meetings. Allow employees to choose their own mindfulness technique.

Daily Reflection Challenge

BEST SUITED FOR

Individual participation across all settings

Provide a guided reflection template with simple prompts. Allow employees to reflect in writing, through voice notes, or mentally. Emphasize that there are no right or wrong answers.

Stress Less Challenge

BEST SUITED FOR

All industries and role types

Provide a menu of stress management options to choose from. Share resources such as articles, podcasts, or videos each day. Encourage team conversations about healthy coping strategies.

Social and Workplace Wellbeing Challenge Ideas

These challenges strengthen interpersonal connections, build team cohesion, and contribute to a more positive and supportive workplace culture.

Recognition Challenge

BEST SUITED FOR
All team sizes and organizational structures

ADAPTATION IDEAS: Set up a shared recognition board, either physical or digital. Encourage specific, genuine recognition rather than generic praise. Invite employees to recognize peers across departments.

Learning Challenge

BEST SUITED FOR
Knowledge-based, healthcare, and education settings

ADAPTATION IDEAS: Share curated learning resources such as articles, videos, or podcasts. Allow employees to choose topics that interest them personally or professionally. Host brief team sharing sessions.

Kindness Challenge

BEST SUITED FOR
All industries and team configurations

ADAPTATION IDEAS: Suggest simple ideas like holding doors, offering help, or writing thank-you notes. Create a shared space where employees can share kindness stories. Adapt for remote teams by encouraging thoughtful messages.

Peer Appreciation Challenge

BEST SUITED FOR
Teams of all sizes seeking to improve morale

ADAPTATION IDEAS: Provide simple appreciation cards or a digital submission form. Read selected appreciation messages during team meetings with permission. Encourage employees to focus on specific actions or qualities they value.

Team Connection Challenge

BEST SUITED FOR
Larger organizations and cross-functional teams

ADAPTATION IDEAS: Organize short virtual coffee chats between employees from different teams. Host themed discussion sessions or interest groups. Pair employees for brief weekly check-ins to learn something new about each other.

WEEK 2 – FLEXIBLE WELLNESS CHALLENGE OPTIONS

ADAPTING CHALLENGES FOR DIFFERENT WORKPLACES

The same wellness challenge can be delivered in many ways. Below are practical examples of how common challenges can be adapted for five different work environments.

OFFICE ENVIRONMENTS

Hydration: Place a shared hydration station in the break room. Post daily hydration tips on a common bulletin board.

Connection: Host weekly 15-minute coffee breaks where employees from different departments are randomly paired for informal conversation.

REMOTE AND HYBRID TEAMS

Hydration: Use a shared messaging channel where employees can post a daily check-in about their water intake. Send morning reminders with hydration facts.

Connection: Schedule virtual coffee chats using a random pairing tool. Keep sessions optional and short, between 10 and 15 minutes.

HEALTHCARE SETTINGS

Hydration: Provide personal water bottles for staff and designate hydration break times between patient care rounds.

Connection: Create a shared gratitude wall in the staff room where team members can leave notes of appreciation between shifts.

MANUFACTURING & INDUSTRIAL

Hydration: Install cooling and hydration stations on the production floor. Schedule hydration breaks at regular intervals, particularly during warmer months.

Connection: Use shift change moments for brief team check-ins. Post a recognition board near time clocks where peers can acknowledge each other.

CONSTRUCTION & FIELD WORK

Hydration: Provide insulated water containers on site and include hydration reminders in daily safety briefings.

Connection: Incorporate a brief team appreciation moment during morning toolbox talks. Rotate who leads the discussion each day.

EMPLOYER INSIGHT

The most effective wellness challenges are flexible, inclusive, and aligned with the needs of employees and the workplace. — Excellence Canada