



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.

Participation, Recognition And Engagement Guide

WELLNESS DESIGNED FOR YOU

This guide provides practical strategies and planning tools that employers can adapt to encourage voluntary participation in workplace wellness activities across diverse work environments.



Understanding Gamification

WHAT IS GAMIFICATION?

Gamification refers to the use of game-inspired elements in settings that are not traditionally associated with games. In the context of workplace wellness, this means applying strategies such as challenges, milestones, and recognition to encourage voluntary participation in health-promoting activities.

It is important to distinguish between gamification as a participation strategy and gamification as a competition tool. The most effective workplace applications focus on creating positive experiences, not ranking employees against one another.

WHY ORGANIZATIONS USE IT

- Increases awareness of available wellness resources
- Encourages voluntary participation across diverse teams
- Creates shared experiences that support workplace culture
- Provides a framework for recognizing healthy behaviours
- Supports social connection among employees

POTENTIAL BENEFITS

- Higher participation rates in wellness activities
- Greater employee awareness of wellness resources
- Stronger sense of team connection
- Positive associations with workplace wellness
- Supports habit formation over time

PRACTICAL EMPLOYER TIPS

- 01 Start with a pilot program in one department before rolling out organization wide.
- 02 Offer a variety of activities so employees can choose what resonates.
- 03 Focus on team-based participation rather than individual tracking.
- 04 Keep communication positive and inviting.
- 05 Celebrate participation itself, not just outcomes. Showing up matters more than winning.
- 06 Review and adjust activities regularly.
- 07 Ensure leadership participation is visible but genuine.

"The most sustainable strategies are the ones employees actually want to participate in."

IMPORTANT CONSIDERATIONS

- ☐ May feel exclusionary if not designed inclusively
- ☐ Can create unwanted pressure if tracked publicly
- ☐ Risk of reinforcing competition over connection
- ☐ Requires planning to avoid tokenism
- ☐ Must be adapted for diverse work environments

"The most effective engagement strategies create positive experiences, not pressure."

When Engagement Works Best

THE HUMAN FACTOR

Engagement strategies are most effective when designed with the people who will participate in mind. A one-size approach rarely works across diverse teams, roles, and work environments.

● **Voluntary Participation**

Wellness engagement should always be optional. Employees should feel invited, not obligated, to participate.

● **Accessibility**

Activities should be accessible to employees with different physical abilities, schedules, and work arrangements.

● **Inclusion**

Design activities that respect cultural diversity, personal boundaries, and individual comfort levels.

● **Workplace Culture**

The best engagement strategies align with the existing culture of your organization.

● **Employee Interests**

Gather input from employees before designing activities. Surveys or informal conversations can reveal what types of engagement would be most welcomed.

● **Meaningful Activities**

Focus on activities that offer genuine value. The goal is to support health and wellbeing, not to create busywork.

Recognition Ideas Beyond Rewards

Many organizations default to tangible rewards when trying to motivate participation. While rewards can play a role, genuine recognition has a deeper and more lasting impact on employee engagement.

REWARDS

- ☐ Transactional in nature
- ☐ Often tied to specific outcomes or metrics
- ☐ Can create a sense of obligation
- ☐ May be perceived as impersonal
- ☐ Effectiveness decreases over time
- ☐ Can inadvertently exclude those who face barriers

RECOGNITION

- Relational and personal in nature
- Acknowledges effort, contribution, and participation
- Builds a sense of belonging and value
- Can be adapted to individual preferences
- Strengthens workplace culture over time
- Accessible to all employees regardless of outcome

RECOGNITION STRATEGIES

● Peer Recognition

Create simple mechanisms for employees to recognize one another — a shared message board, a regular email feature, or a standing item in team meetings.

● Appreciation Messages

A personalized note from a manager or colleague can be more meaningful than a gift card. Written acknowledgment shows that someone noticed and valued the effort.

● Celebration of Milestones

Mark participation milestones such as completing a wellness month challenge. Milestones should reflect participation, not performance.

● Team Shout Outs

Dedicate a few minutes in team meetings to acknowledge groups that participated in wellness activities. Focus on collective effort rather than individual achievement.

● Wellness Champions

Celebrate employees who voluntarily support wellness initiatives through encouragement, organization, or advocacy. This is an acknowledgment of natural leadership.

● Success Stories

With employee consent, share stories about positive experiences from wellness participation. Stories humanize the program and inspire others to engage.

KEY INSIGHT

Recognition and rewards are not the same thing. Rewards are transactional. Recognition is relational. The most effective workplace wellness strategies prioritize meaningful acknowledgment that makes employees feel seen, valued, and appreciated for their participation.

Employer Planning Worksheet

Use this worksheet to plan your engagement strategy before implementation. Taking time to consider these questions will help ensure your approach is inclusive, sustainable, and aligned with your organizational culture.

01 What behaviours or activities are we trying to encourage?

Consider wellness activities that align with your organizational priorities and employee interests.

02 Who is our target audience?

Consider different roles, locations, shifts, work arrangements, and accessibility needs.

03 How will participation be measured?

Focus on participation rates rather than individual performance metrics.

04 How will we ensure accessibility and inclusion?

Consider physical, cultural, linguistic, and scheduling barriers that may affect participation.

05 What resources are available?

Consider budget, staff time, technology, physical space, and existing wellness infrastructure.

06 What type of recognition will be used?

Consider peer recognition, team acknowledgment, milestone celebrations, and other meaningful approaches.

07 How will we gather employee feedback?

Plan for surveys, focus groups, or informal check-ins to continuously improve your approach.

08 What is our timeline for implementation?

Consider pilot periods, evaluation checkpoints, and opportunities to adjust the strategy.

Low Cost Engagement Strategies

Effective engagement strategies do not require large budgets. The following examples demonstrate practical, low cost approaches tailored to different work environments.

- 01

Office Environments

Walking meetings during lunch or break times · Wellness bingo cards with stretching, hydration, and mindful breaks · Monthly team challenges with participation tracking by group · Desk stretching guides posted in common areas · Gratitude boards in shared kitchen or break room spaces · Lunch and learn sessions on wellness topics chosen by employees
- 02

Remote Teams

Virtual wellness check-ins during team meetings · Shared online wellness journal or photo board · Weekly wellness prompts via internal messaging channels · Virtual walking groups using step tracking apps · Online recognition wall for wellness participation · Flexible wellness time blocks built into the workday
- 03

Healthcare Settings

Shift-friendly micro wellness activities (5 to 10 minutes) · Quiet room or decompression space promotion · Peer support circles scheduled around rotating shifts · Recognition of self-care practices during demanding periods · Simple breathing or grounding exercises at shift change · Seasonal wellness themes aligned with health awareness months
- 04

Manufacturing Workplaces

Pre-shift stretch and movement routines · Hydration and nutrition awareness stations · Safety and wellness integration messaging · Team-based participation challenges with visible tracking boards · Recognition for departments that engage in wellness activities · Wellness tip posters in break rooms and common areas
- 05

Construction & Field Teams

Toolbox talk wellness topics in daily briefings · Peer recognition cards distributed at job sites · Seasonal wellness kits with practical items · Mental health awareness in safety communications · Physical warm-up routines before work begins · Monthly recognition for crews that participate

These examples are starting points. The most effective strategies are those developed in consultation with employees and adapted to reflect the specific realities of each workplace.

Key Takeaways

As you plan engagement and recognition strategies for your organization, keep these guiding principles at the centre of your approach. They reflect the foundation of sustainable, inclusive workplace wellness.

Participation over competition

Focus on creating opportunities for employees to engage voluntarily. Avoid approaches that rank employees or create pressure to outperform colleagues.

Inclusion over pressure

Design strategies that welcome diverse abilities, schedules, and preferences. No employee should feel excluded from wellness opportunities.

Recognition over rewards alone

Meaningful acknowledgment of effort and participation has a deeper and more lasting impact than transactional incentives.

Sustainability over short-term engagement

Build strategies that can be maintained and evolved over time. A consistent, modest program is more valuable than a single high-profile event.

The most effective engagement strategies create opportunities for participation, connection, and positive workplace experiences.