

Worksite Wellness on a Shoestring Budget

Ideas for Employee Engagement, updated November 2019

HealthStream Research conducted a study with more than 200,000 participants and found that the number one factor that plays into employee engagement and retention is the **manager's ability to provide purposeful recognition.**

Lack of appreciation, especially from immediate supervisor, is the number one reason why people leave a job – not money.

Look within your organization for "Perks" such as preferred parking space, free lunch at the facility, maybe break/face time with the CEO, CFO, Manager

Celebrate staff at a staff meeting or recognition event or newsletter article

Roving trophy

Everyone contributes \$5 to the pot for 5-week challenge, winner gets the pot

Dollar Store for ribbons, trinkets, fun balls, hoola hoops

Half day of PTO if complete their Health Risk Assessment and attend a coaching session with a dietitian.

Basket of fruit and/or other healthy food items

Gift certificate to farmers market or CSA share (taxable)

Gift certificate to a local physical activity destination (e.g. Detroit Mountain in Detroit Lakes skiing and mountain biking; taxable)

Pay for a health screening at clinic, make it optional

Pay for entrance fee for Fargo Marathon or other similar events

Healthy restaurant gift certificates

Donations from gyms/health clubs for free month memberships, or other health related businesses/locations like personal trainers, chiropractors, hair/nail salons

Donated prizes from new businesses that are looking to get their name out

Chiropractors give free chair massages and posture assessments. Everyone has back/neck pain so this was a huge draw to their business and staff LOVE it.

Check out what your health insurance provider might provide as incentives

Comment from one organization: we did a survey from our medical insurance and our staff were given \$250 into their medical spending account (provided by the insurance company) if they completed it. We had very poor response, so sometimes it's not about the money, more so about the current climate in the building.

Employee Wellness Ideas

- Healthy snacks in break room on a regular basis, affordable to buy
- Adopt a wellness policy that includes support for healthy foods, physical activity, flex time, breastfeeding support, tobacco free environment
- Massages
- Physical Activity contests, 10 minutes spurts or longer: badminton, volleyball, basketball, bowling
- Competition between departments, beat the boss; local health club may have a business competition
- Snowman building contest
- Walking Wednesdays
- Is there anyone that can teach a Zumba or other class after school and charge \$1 to staff?
- Flu shots
- Pedometer/Fitbit challenge
- Water challenge; water bottle filling station
- Healthy food of the month sample
- Evening staff 5K run or call it a Turkey Trot
- Yogurt parfaits in the lounge
- Salad bar potluck, healthy potluck
- Wellness bulletin board with health tips, recipes etc
- Re-refresh staff lounge (paint, rearrange chairs) and include a wellness bulletin board
- Employee stress relief games: <http://www.halogensoftware.com/blog/10-creative-ways-to-help-employees-relieve-stress-at-work>
- Walking meetings
- Bikes, helmets – staff bike ride
- Financial health – offer class on financial planning, Dave Ramsey course
- Training/learning by bringing in professionals from local clinic/hospital to talk about heart health, diabetes, depression, sleep, back and neck pain, etc
- 12 Days of Christmas (Wellness)
- Wall of gratitude or acts kindness; Gratitude jar
- "Healthy Selfie" initiative that asks employees to post photos on the company's Facebook page of themselves and family members doing healthy activities for a prize drawing
- Encourage gardening, coupon to get a plant at the school greenhouse (gardening is active and can reduce stress) or a square foot garden on campus
- Group stretch before work, during breaks; stretch posters in strategic places
- Activity box with Jump ropes, Frisbees, Nerf football, Velcro dart game, yoga mats, exercise balls, small hand weights, exercise bands, kettle ball set, foam roller, strap on ice cleats
- Fit decks: <https://fitdeck.com>
- DVDs: workout routines/yoga/stretching
- Fit plan desk calendars
- Wrist blood pressure cuff
- Digital scale that also measures BMI
- Corn hole board or other lawn games
- Give back opportunities: build for Habitat for Humanity, sponsor Alzheimers, Diabetes, Cancer Walks, United Way Day of Giving
- Juggling lessons
- Art Fair, hobby fair
- Book club
- Purchase a family pass to ski resort, or state park pass to share among staff
- Thank you note writing
- Standing Desks