

awardco

# Well, Well, Wellness

Everything you need to  
kickstart a personalized  
wellness program.



A large, soft shadow of a palm frond is cast across the left side of the page, creating a serene and naturalistic background element.

## Dear Reader,

*We hope this message finds you well... and in search of direction on improving wellness. If so, we created this booklet for you!* Whether you're managing a corporate wellness program, or just looking after your own well-being, the tips and activities on the following pages have been designed to help you set goals and focus on what matters most. So, sit back, put on some soothing ocean sounds, and ease into wellness.

**For those running a wellness program:** we want to make your life easier! If you're new to wellness or relaunching an existing program, we recommend kicking it off with a presentation and an email with the following pages of ideas and worksheets to get your employees started.

The best wellness programs are rewarding. To set up wellness incentives and health-focused reward catalogs, [schedule a demo at award.co](#).

*Happy healthy living!*



**L**et's face it. Employee wellness programs are often just a box to check to decrease insurance premiums or to try and avoid worker's comp issues, *but they can be so much more*. We want to help you get the most out of group and individual wellness programs by arming you with the tips and tools you need to:

**1. Set personal goals**

**2. Focus on more than just physical health**

**3. Create lasting habits**

So, let's start at the start. When creating a wellness plan, consider this: what does it mean to be well? We may think of wellness as a simple plan to eat better or go to the gym, but overall wellness means living well, which includes being healthy in mind, body, and soul.



# Why should we care about wellness?

No matter where you work or what you do, **you are a human being first**. And, this may be hard to understand, we humans have certain needs to function at our best. The corporate world is full of employees who are burnt out—*especially after what we've all been through the last few years*.

Sometimes we think that we can cure burnout with a week's vacation, a team activity or going for a walk. Those things help, but true, holistic wellness means creating habits and environments that help people avoid burnout. The challenge is to create positive habits and environments that last more than a week. So, let's set some goals and habits that will help keep you well!





« Check out the worksheet on page 12 to start setting meaningful goals

## Set your own goals.

Just like well-intentioned New Year's Resolutions, wellness programs don't work unless people actually participate. How much better is a goal you choose to set over something you've been told to do? Inside of each of us is a toddler that doesn't want to be told what they should do. Goals are no exception. So make goals that mean something to you.

Remember that you are an individual. Maybe your co-worker Rick can run five miles a day, but you're still working on five minutes a day. *It's okay to not be at the same level as other people.* We have different bodies, different lifestyles, different schedules, and different obstacles to overcome so don't compare yourself to anyone else. Make the goals you need to make.



## Set goals for different aspects of your health.

Health goals often get boiled down to losing weight or training for a marathon, but there are so many other factors that go into our overall wellness. (Not to mention, trying to lose a lot of weight is not always a true measure of health.) **Physical health** can mean doing anything that helps you feel confident and comfortable in your body.

Setting goals to address **mental health** is more important than ever. This can be anything from learning a new skill to seeing a therapist to learning more about how your mind works.

In addition to mental and physical health, consider what makes your spirit, soul, or your inner self happy. **Spiritual health** can mean connecting to something that makes you feel whole or gives your life purpose.

Lastly, there is great strength in connecting to the people around us or **social health**. This is the wellness that comes from contributing and connecting with the people and community around you. People with strong relationships and social lives are **less stressed, have less mental illness, and recover better from sickness**.

While we applaud setting individual goals for mental, physical, spiritual, and social health, you might find one goal addresses several needs. For example, doing yoga can improve strength and flexibility (physical), but can also be a form of meditation that improves concentration and reduces stress (mental). Some yoga practices help people connect to their inner self (spiritual) and provide a sense of community (social).

**Good goal ideas can  
be found on page 8 >>**

## Need help setting goals?

Remember goals should be achievable and attainable.

### GOOD IDEA

Setting goals that stretch you.

### BAD IDEA

Setting goals that might kill you.

Make sure your goals help you feel better, not worse.

### GOOD IDEA

Setting a goal to do something once a day.

### BAD IDEA

Giving up because you miss one day.

It's great to set a goal to do something each day to build a good habit, but remember, even if you miss one, you can always try again tomorrow.

### GOOD IDEA

Trying something new.

### BAD IDEA

Trying something you can't afford.

There's no need to spend lots of money on fancy equipment to get a good workout in.

### GOOD IDEA

Finding an accountability partner.

### BAD IDEA

Comparing yourself to someone else.

Having someone to check in with can help keep you on track with your goals, but remember *every body* is different and you might not see the same results.

The worksheet on page 12 will help you set achievable goals >>

# Here are some ideas of goals you can set:

- ◇ Go on a ten minute walk every day.
- ◇ Create a nighttime routine for better sleep.
- ◇ Meal prep once or twice a week.
- ◇ Start and keep a gratitude journal.
- ◇ Schedule an activity with family or friends.
- ◇ Enter a virtual couch-to-5K.
- ◇ Read a book you wouldn't normally read.
- ◇ Try a new physical activity.
- ◇ Go for a hike.
- ◇ Seriously, schedule an activity with family or friends.
- ◇ Watch a documentary on a new subject.
- ◇ Drink 2 liters of water a day.
- ◇ Learn a new skill.
- ◇ Take a community class.
- ◇ Schedule an activity with family or friends.  
(Just do it already.)
- ◇ Try a new fruit or veggie.
- ◇ Practice deep breathing exercises.
- ◇ Meditate five minutes a day.





## How to build a habit.

*Some people say two weeks, some people say 200 days, but the point is, creating a habit takes time. How can you make it easier on yourself?*

**Consider how the habit can connect to habits you already have.** If you want to read more, can you listen to an audiobook on your commute or on a walk? Alternatively, if you already like reading, but want to walk more, can you walk while you listen?

**Use an app.** If you want to learn a new language there are apps that'll not only teach you, but will also send you reminders to do it. There are also apps that alert you if you hit fitness goals. Fancy apps aside, you can always set a reminder or alarm on your phone to encourage you to hit your goal.

**Make it enjoyable.** If you hate eating vegetables, try adding spices you like. If you don't like exercising, watch TV while you do it or play a sport you like to help you get active.

**Reward yourself for progress.** Some habits are healthy, but you might not see results right away. Celebrate the little wins or reward yourself with something that gives your brain a quick hit of dopamine.



**Commit.** Once you set a goal you like, decide to really do it. Don't just do it because your HR manager is telling you to, do it because you know it'll make your life better.

*Once again, make your goals achievable.* Whatever the goal, creating a plan to achieve it is half the battle. And keep in mind: goals are meant to push you, obviously, but you don't have to change everything about yourself all at once.

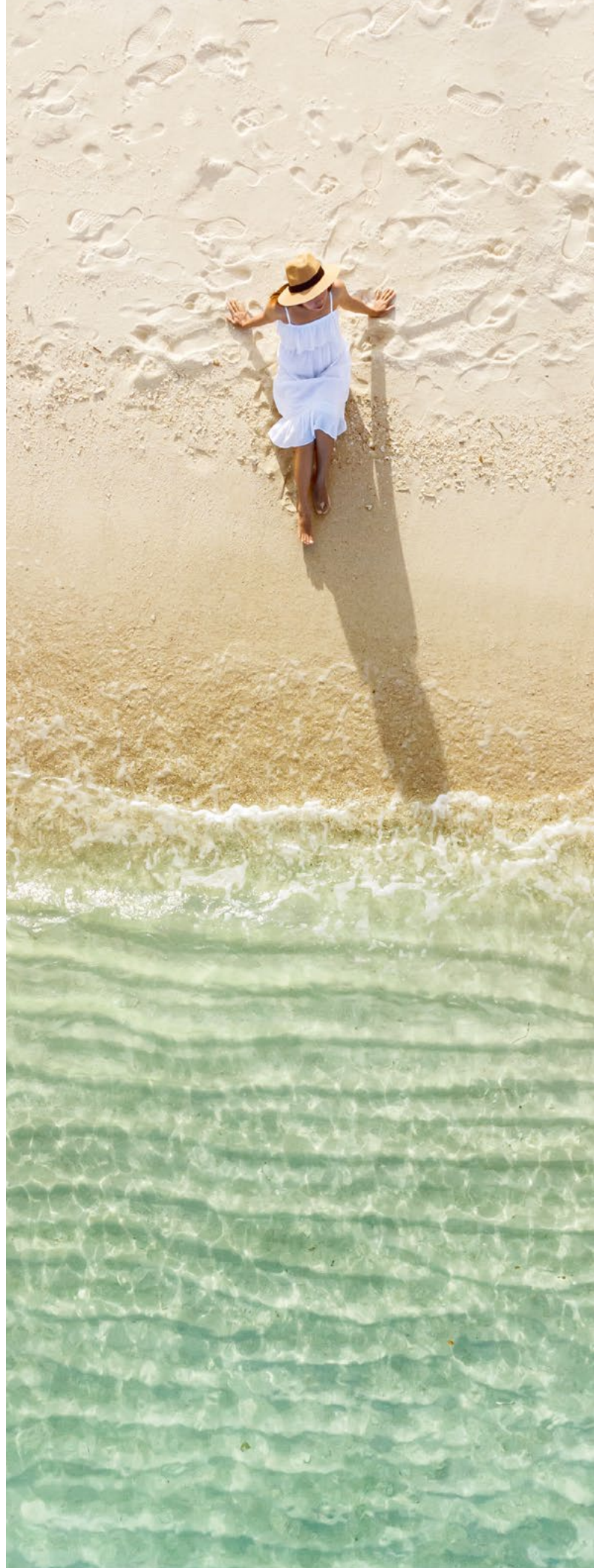
**Use the worksheet on page 13  
to track your habits >>**

## Take time off!

Another easy (and enjoyable) way to improve your wellness is to take that PTO! You need it and you've earned it.

In an extensive, 40 year study, researchers found that **people who take vacation live longer**. Not only are you living longer, you're going to enjoy your life more. Taking a vacation can improve your overall health and improve your concentration at work. **Vacations help your brain recover** from work-related stress, it needs that chance to recover so you can relax outside of work. Even something as simple as taking 24-hours off gives your brain a chance to reset so don't feel like you need to go on a long vacation to make it worth it.

Don't wait for a slow time because it'll never come. Plus, **you can improve your mood just by booking a vacation** and having something to look forward to. In other words, the feeling of anticipation and adventure can boost your mood, so get scheduling!



Wellness means  
enjoying life to  
the fullest.

To sum it all up...make goals, work hard, but don't forget to rest. You got this! Don't worry about making big changes, just take some time for yourself and your health. Set goals that mean something to you and that focus on all aspects of your well-being. In the end, all that matters is what makes you both happy and healthy.





# Let's make a goal!

Use this worksheet to make realistic goals that will improve your life!

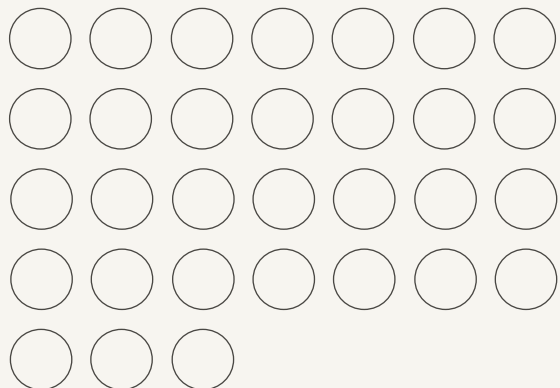
S	MAKE IT SPECIFIC	What do you want to accomplish?
M	MAKE IT MEASURABLE	How will you know if you have accomplished your goal?
A	MAKE IT ATTAINABLE	How can the goal be accomplished?
R	MAKE IT RELEVANT	Is this goal worth working hard to accomplish?
T	MAKE IT TIMELY	When will the goal be accomplished?



# Let's make (or break) a habit!

Use this worksheet to make a habit and stick with it! Track your progress over 30 days!

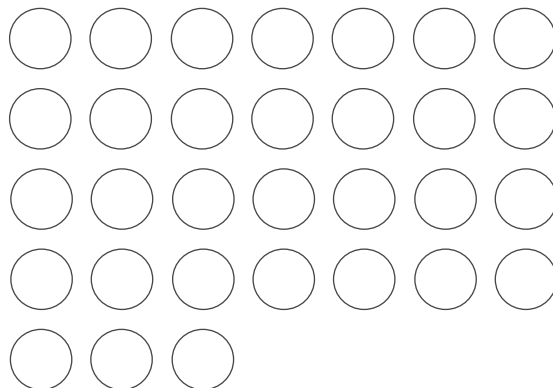
Habit: \_\_\_\_\_



Frequency goal: \_\_\_\_ days

Actual frequency: \_\_\_\_ days

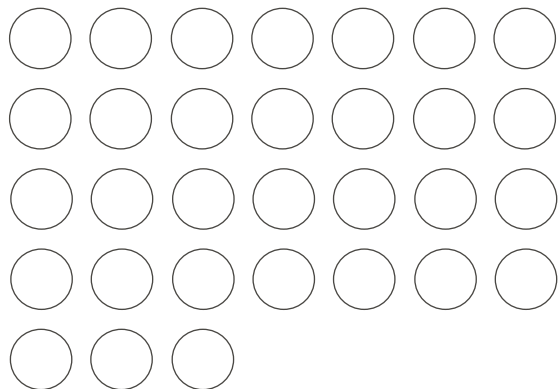
Habit: \_\_\_\_\_



Frequency goal: \_\_\_\_ days

Actual frequency: \_\_\_\_ days

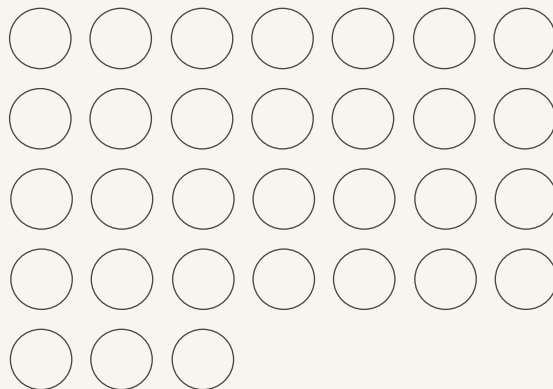
Habit: \_\_\_\_\_



Frequency goal: \_\_\_\_ days

Actual frequency: \_\_\_\_ days

Habit: \_\_\_\_\_



Frequency goal: \_\_\_\_ days

Actual frequency: \_\_\_\_ days

# References

1. <https://www.apa.org/news/press/releases/2016/06/workplace-well-being>
2. <https://mountainside.com/blog/mental-health/10-ways-to-improve-your-mental-health-in-2021/>
3. <https://www.nytimes.com/2020/02/18/well/mind/how-to-build-healthy-habits.html>
4. <https://www.traveltowellness.com/planning-a-trip-can-boost-your-mental-health/>
5. <https://oregoncounseling.com/article/how-to-set-mental-health-goals-for-2021/>
6. <https://www.health.harvard.edu/blog/do-employee-wellness-programs-actually-work-2019081317503>
7. [https://hbr.org/2019/08/what-wellness-programs-dont-do-for-workers?ab=at\\_art\\_art\\_1x1](https://hbr.org/2019/08/what-wellness-programs-dont-do-for-workers?ab=at_art_art_1x1)
8. <https://www.wellsteps.com/blog/2020/01/02/workplace-wellness-statistics-wellness-stats/>
9. <https://www.kmahr.com/2020/01/16/how-employers-can-address-mental-health-in-the-workplace/>
10. <https://risepeople.com/blog/workplace-wellness-programs/>
11. <https://onlinedegrees.bradley.edu/blog/how-mental-health-affects-physical-health/>
12. <https://www.apa.org/topics/stress>
13. <https://www.health.harvard.edu/heart-health/optimism-and-your-health>
14. [https://www.linkedin.com/posts/johnny-hanna%F0%9F%92%AD-90036\\_leadership-mentalhealth-activity-6789956764747014145-1NXB](https://www.linkedin.com/posts/johnny-hanna%F0%9F%92%AD-90036_leadership-mentalhealth-activity-6789956764747014145-1NXB)
15. <https://www.cdc.gov/workplacehealthpromotion/model/index.html>

---

## Take care of your employees and your employees will take care of you.

### Schedule a Free Demo:

Email [sales@awardco.com](mailto:sales@awardco.com), call 800.320.0893, or visit [award.co/demo](https://award.co/demo)