



Wellness Programs & Ideas

For a Healthier, Happier Workforce



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Why have a Workplace Wellness Program?

Unhealthy lifestyles can cost businesses more than \$1 TRILLION in lost productivity alone ([Forbes](#)).

Over 1 million people call in sick every day due to work related stress. When employees are ill or experience too much stress, it can lead to missed work, underperforming, and other, more serious health problems. Unanticipated absenteeism directly and indirectly related to workplace stress costs approximately \$602 per worker per year ([American Institute of Stress](#)). And 70-90% of all health care spending is caused preventable health risks and behavioral changes such as: adequate exercise (59% of employees do not get enough), high cholesterol (50%), high blood pressure (24%), overweight by 20% or more (26%), etc. (U.S. Department of Health and Human Services).

Your employee's wellness affects their overall performance and productivity. Happier employees are healthier employees, which means a better-quality business, and a more productive business. Everyone deserves a better work-life balance, wouldn't you agree?

Benefits of workplace wellness programs –

Most research shows that the typical return on investment ranges from \$3-6 for every \$1 invested, with savings shown only 2-3 years after initial implementation. Companies that offer wellness programs generally see positive effects in their employees such as: lower stress, less missed workdays, increased productivity, and a healthier work-life balance.




Companies that implemented wellness programs found these additional benefits:

- Reduced workplace turnover, while attracting more talented workers
- Healthier workplace and improved chronic disease management/prevention with lead to lower health care costs.
- Improved office morale.

Workplace wellness programs need to be viewed as an invaluable investment in their most important assets – employees.

Best practices –

- Wellness Coordinator and team leaders should lead by example. This is not to say they need to be perfect, but they can take lead by: exercising during lunch breaks, attending workplace wellness events, etc.
- Managers can motivate and encourage movement throughout the day, starting or ending meetings with stretches, etc.
- Allow your employees to have an input and have them share their ideas for creating a more health-conscious workplace. You can choose any or all suggestions depending on your allotted budget and reasonableness of the idea. This will make your employees feel heard and that their needs are being met.

	Organizational	Team	Individual
 Cultural <i>Building well-being into social behaviors and norms</i>		Model well-being behaviors such as taking micro-breaks or only making certain meetings video-focused	Be proactive and vocal about well-being needs
 Relational <i>Fostering well-being in relationships among colleagues</i>	Form teams based on worker preferences, working styles, and personal needs		Check in frequently, proactively, and consistently with colleagues on their well-being needs and preferences
 Operational <i>Including well-being in management policies, processes, and programs</i>	Embed well-being criteria in work scheduling, performance management processes, leadership evaluations, and rewards and recognition programs	Enable team agency and choice by allowing teams to adopt well-being practices best suited to them	
 Physical <i>Designing the physical workspace to facilitate well-being</i>	Design work environments to support workers' physical, mental, and emotional health needs	Leverage physical workspaces that promote team collaboration and performance	
 Virtual <i>Designing new technologies and virtual workspaces for well-being</i>		Use new technologies, like virtual reality, to train team members to navigate stressful situations (e.g., interacting with a frustrated customer)	Leverage wearable technologies and apps to help master distractions, increase mindfulness, and reduce anxiety

Source: Deloitte analysis.

Wellness Coordinator Ideas

Collaborate

– Form mutually beneficial relationships with local companies. A lot of gyms and studios are willing to give bulk discounts if you can get “X” amount of people to sign up for a membership. Local Chiropractors, Dietitians and other professional services would love to get in front of your large audience and be able to explain how they can help. They will often hand out free or discounted first sessions. I have even set up a friendly night out at a local bar where we got discounted drinks for ordering “\$X” amount.

Safety

– Your Wellness Coordinator should be CPR certified (obviously), but depending on the size of your company, you may want to consider having all department heads certified as well. Odds are, if you ask, more people would like to be certified even if it came with a small cost. American Heart Association or Red Cross hold local classes, but if you had a large enough group of people, they may be willing to set up a time to come to you.

– Be the lead on handling safety measures for Flu Season (and now Covid-19).

- Set up sanitizing stations, and make sure there is adequate space for social distancing.
- In the bathroom, have a clock with a second hand for people to physically see how long they are washing their hands. Or have a list of songs that are roughly 20 seconds long.

– Set up a Blood Drive. Get a list of signatures from your coworkers that are willing to donate.

– Create a Wellness Calendar. Each month would focus on a different theme (heart health, blood donation, etc.) and you would list when your scheduled wellness programs would take place.

Exercise/Nutrition

- Create a walking/run club. This could be done before work, after or on scheduled lunch breaks. Map out walks/runs of various distances around your office or encourage people to meet elsewhere.
- Step/Distance Contest – Step contests tend to work better. Some people cannot run, and you don't want to discourage them.
- Form teams for local leagues and fitness events. Volleyball and Softball leagues, Turkey trots, race for cures, etc.
- Start meetings by holding a couple stretches. You want to correct the imbalances of sitting at a desk all day.
- Host online (Zoom, etc.) cooking demo/meal prep. Send out the ingredients list and instructions beforehand and schedule a time to make the dish live with everyone.
- Cooking Contest – Everyone make a batch of chili and the winner gets a prize.
- Have healthier snack options instead of vending machines in the break room. These could be purchased snack, or something YOU make. – See "Eating for Energy & Effectiveness" for more info.

Have Fun

- Have a weekly email. Include a workout, recipe, wellness programs you have scheduled or fun things going on in your area (you can also have them sign up for or send out my weekly email).
- Healthy Happy Hour / Fun Gatherings.
 - Skibbl – Multiplayer drawing and guessing game.
 - Cards against humanity (virtual or in person).
 - Trivia – you can sign up teams for trivia at a local bar or you can create your own, have a potluck and everyone interacting and having fun together.

Misc.

- Create incentives for people coming to your programs. If they attend “X” wellness events they receive a water bottle, free lunch, extra-long lunch, etc.
- If your company has vending machines, opt for healthier choices over cookies and candy bars.
- “Green Office.” Have some plants around the office. It literally brings life to your work environment and you can get inexpensive, easy to care for plants. Or use a diffuser with essential oils.
- Give employees a paid hour or two every month to volunteer. The biggest reason for people not volunteering is “time.” Take that out of the equation.

Wellness Programs

Exercise and Fitness

Active Life

No time? No money? No problem. This program will help you to find ways of increasing your activity level with fun and free activities.

Fun with Friends / Running Club

Being active is always easier and more fun when you have someone you trust or a group to hold you accountable. These partner workouts and exercises will have you laughing and sweating.

Desk Stretching

Easy to follow stretching flow, designed to help improve poor posture from prolonged sitting.

Nutrition

Eating for Energy and Effectiveness

Out with the old and in with the new - new ChooseMyPlate that is. Learn about [MyPlate.gov](https://www.MyPlate.gov) and how your eating patterns can improve. Find new and creative ways to get back on track.

Exploring New Diets

Explore common diets such as: DASH, Mediterranean, vegetarianism, and veganism. Maybe you will find a lifestyle that works for you. Or maybe you will gain a better understanding of how and why some people choose to eat vegetarian diets and see how you can make strides to improve your diet.

Healthy Snacks for On the Go

Healthy, easy to make snacks that can be prepared in under 10 minutes.

Stress Management

Stress Therapies

Stress Therapies combines sessions on meditation, and basic massage into an interactive, hands-on program that will aid in stress reduction and management.

Laugh and Play Your Stress Away

Take a moment to laugh and play Your Stress Away! This program offers on the spot fun time activities to help you approach your day relaxed and bursting with creativity.

Wellness

Healthy Living Challenge

NOT your typical “30 Day Challenge.” The Healthy Living Challenge is all about creating a healthy lifestyle through hard work, goal setting, tracking your nutrition and exercise and celebrating your very real results that lead to a healthy lifestyle change!

Bottoms Up

A simple program to ensure everyone stays hydrated. Everyone that hits their targeted goal throughout the program wins, incentives (vary depending on allotted funds) are given along the way.

Creating Healthy Habits

6 Weeks (42 Days) to form and stick with a new Healthy Habit that you have been wanting to commit to. We will start simple, focusing on ONE habit during this time using a simple reward system paired with something you already do habitually.

S.M.A.R.T. Goals

A more involved take on common SMART goal setting. Having someone else hold you accountable to your new goal is more powerful and enhances your chances of being successful.

Living Healthy in the New Year

Learn to set SMART goals for the short and long term, find healthy alternatives to cope with stress management, and more.

Trivia

Put your head together with your coworkers and answer questions from a wide variety of topics including: Movies, Sports, History, Wellness, your company and more.

Active Life

Not enough time in the day? Gyms and health programs too expensive? No problem. This program will help you to find ways of increasing your activity level with fun activities that are either free or inexpensive.

Inexpensive ways to stay active:

- [Body Weight Workouts](#) and [Home Gym Workouts](#) – check out these workouts you can do with minimal space and time right in the comfort of your own home. [NO Excuses!](#)
- Get Outside! Grab your family or friends and do anything outside – go to the park, take a hike, play basketball, it does not matter. Just get outside and get moving!
- Running/Walking/Hiking – all these just require a pair of shoes and your own motivation to get out the door. I highly recommend downloading some music, podcast, book, etc. to keep you motivated along the way. Check out the app All Trails to find all the best hiking spots in your area.
- Join an inexpensive gym in your area such as Planet Fitness. Many places will often do free trials or events. Check apps such as Meet Up to see what is going on around you.
- YouTube. You can find thousands of workout videos that you can do in the comfort of your own home.
- Bike to work (if it is within reason) or park a little further away to accumulate more steps.
- Take the stairs. Whenever given the opportunity, take the stairs instead of the elevator.
- Join a local sports league – ultimate frisbee, softball, volleyball, etc. There are lots of recreational leagues that you can join or put a team together.
- Stand more. Invest a standing desk or set a reminder every hour to get up and move a little.

Recommended Home Gym Equipment:

- **DBs** – Just a single pair of DBs can open up hundreds of different workouts that challenge your body from head to toe. I recommend getting a moderately heavy pair (females – 15-20 lb, males – 25-40). Something that will challenge you on chest press, shoulder press, front squats, etc.
- **Jump Rope** – you can find good jump ropes for under \$20 and it is a great way to improve your cardio with minimal space.
- **Resistance Bands** – another inexpensive tool that can be used for a wide variety of movements and is easy to carry with you anywhere.
- **Box/Bench** – anything that can support your full weight and will allow you to lay on for chest press, seated for shoulder presses and do step ups.
- **TRX/Suspension Trainer** – Note, these can get pricey, especially if you buy a name brand like TRX. However, there are less expensive versions. There are even versions that you just strap over your door – no assembly is required, and you can take it anywhere.
- **Foam Roller** – great tool for pre/post workout recovery. It should never replace your post workout stretching, but it is an extremely useful tool to aid in recovery.
- **Body Weight** – YOU. That is all you need sometimes to get in a fantastic workout. Bring your motivation and put your own body weight to the test – Squats, Planks, Push Ups, Ab work, etc. There are hundreds of movements and workouts you can do with just your body weight.

Benefits of being Active (including, but not limited to):

- Increased Energy
- Better Quality Sleep
- Less chance for injury
- Better Coordination
- Improved Mind-Body Connection
- Improved Self-Esteem & Confidence
- Lower Resting Heart Rate
- Decreased Risk of Diseases (diabetes, etc.)
- Improved Stress/Anger Management
- Weight Control
- Muscle Gain/Firmer Body
- Lowered Blood Pressure
- Increased HDL Lipoproteins
- SO MUCH MORE!!!

Best Motivators to staying Active:

- Understand your “why” – everyone has their own personal reasons for being active (setting a good example for kids, getting of medications, looking good at the beach, etc.) it is important to understand your “why” and remind yourself along the way.
- Set a clear vision and define your goal. Create SMART goals and come up with a plan to stay successful.
- Stay organized and do not multitask. Focus.
- Write down your distractions and personal hurdles. Understand what triggers them and how to overcome them.
- Keep it fun – find a workout buddy that you trust will keep you on track. It is always easier when you have accountability and enjoy the process.
- Stay positive – focus only on the positive things that will happen. For example: “Finishing this workout will make me feel better.” “Finishing this exam will get me closer to my certification.”
- Have a reward system – if your goal is weight loss, don’t throw a party every time you lose one pound. Celebrate the milestones. Your overall goal may be to lose 25 lbs, reward yourself at the 5, 15 and 20 lb markers. If exercise is your goal, reward yourself with a cheat meal after completing 4 workouts that week, etc.
- **Success is not measured by a number on the scale!** Focus on how you feel overall. The number on the scale isn’t everything. Did you drop a pant size? More energy? Feel better?
- Sleep for 7-9 hours every night. This is crucial for recovery. Your mind and body will thank you!
- Wake up and go to bed at consistent times, including weekends – Your body craves the routine, and it will make it easier to get your 7-9 hours.

Be sure to check out the Recommended Health & Fitness Apps/Podcasts document on the [Corporate Homepage](#) for great inexpensive and free apps/podcasts to keep you energized and focused along your journey.

Check out the “[Healthy Living Challenge](#)” – it is a fantastic document geared to helping people improve their overall health and fitness. You will challenge your mind and body, learn how to eat a healthful diet and gain access to multiple workout programs.

Fun with Friends / Running Club

1. Partner Workouts & Activities

Form teams for local leagues and fitness events. Volleyball and Softball leagues, Turkey trots, race for cures, etc. People are more likely to attend the event and even workout prior to the event if they have a friend or group to keep them accountable. The more someone associates “Fitness” with “Fun” the more likely they are to make it a habit.

Partner Workouts

WODs:

20 Burpees
20 Lunges
20 Squats
20 Push Ups w/ High Five
20 Russian Twists – pass ball to partner
20 V-Ups
20 Tricep Dips
20 Burpees

*One partner starts at top, other at bottom, meet in middle, then switch.

WOD:

50 Burpees
100 Plank Jacks
100 Jumping Jacks
50 Leg Lifts
50 V-Ups
100 Russian Twists
100 Squats
50 Lunges
50 Push Ups

*Split reps however you choose.

WOD:

Pyramid Style – Add an exercise each round.

10 Burpees
25 Push Ups
50 Lunges
100 Sit Ups
150 Squats

1. 10 Burpees
2. 10 Burpees, 25 Push Ups
3. 10 Burpees, 25 Push Ups, 50 Lunges...

WOD:

10 Rounds:

10 Push Ups
10 Alt. V-Ups
10 Squats
10 Lunges

*Perform each movement in unison.

Find more [Body Weight Exercises](#) & [Partner Workouts](#)

2. Create a Walking or Run Club

This could be done before work, after or on scheduled lunch breaks. Map out walks/runs of various distances around your office or encourage people to meet elsewhere and enjoy some time outside.

You can make it competitive by creating a Step or Distance Contest (Step contests tend to work better. Some people cannot run, and you do not want to discourage them).

You can use apps such as: Map My Run, All Trails, etc. to plan out new or consistent running routes while tracking your progress.

Desk Stretches

5 Min Routine: Hold each for 1 min.

Standing Wrist (forearms)

Elevated Child's Pose (use back of chair or desk)

Forward Fold (hamstrings)

Seated Pretzel – L/R

12 Min Routine: Hold each for 1 min.

Shoulder Pull – L/R

Elevated Child's Pose (use back of chair or desk)

Standing Quad Pull – L/R

Standing Hamstring – L/R (leg on chair or desk)

Seated Pretzel – L/R

Standing Wrist

Pilar – L/R (hands overhead, grab wrist and pull over to one side)

5 Min Routine: Hold each for 30 seconds, unless specified otherwise.

Standing Quad Pull – L/R

Triceps – L/R

Standing Hamstring – together (1 Min)

Seated Pretzel – L/R

Standing Wrists (forearms) – on desk (1 Min)

5 Min Routine: Hold each for 30 seconds, unless specified otherwise.

Pilar – L/R

Shoulder Pull – L/R

Triceps – L/R

Hamstrings – L/R

Quad Pull – L/R

More [Stretching Routines](#) & [Rang of Motion \(ROM\)](#)

Routines Using these Links

Eating for Energy & Effectiveness

Nealy 66% of the American population is overweight or obese. Yet, it is estimated that 45 MILLION Americans “diet” at least once each year, and they spend \$33 BILLION on weight loss products ([Boston Medical Center](#)).

By providing people with simple tools and teaching them how to properly fuel their body, combined with understanding the difference between hunger and appetite, we can make a huge difference in how people view, understand, and change their personal eating patterns.

MyPlate is a free resource and current nutrition guidelines designed by the USDA to replace the old Food Pyramid.



Based on these recommendations, your plate should consist of approx.: 40% Veggies, 30% Grains, 20% Protein, 10% Fruit, with a small side serving of dairy (milk, yogurt)

Nutrition can be overly complicated and complex for what seems like little to no reason. But it doesn't have to be. The logo for MyPlate is designed to simplify your life when preparing a plate of food. As Michelle Obama said in 2011 upon its unveiling:

“Parents don't have the time to measure out exactly three ounces of chicken or to look up how much rice or broccoli is in a serving. ... But we do have time to take a look at our kids' plates” ([Source](#)).

The easier we can make nutrition; the more people will be willing and able to sustain the lifestyle throughout their entire life.

What else can MyPlate do for you?

- [What is MyPlate](#) – The benefits of healthy eating add up over time, bite by bite. Small changes matter. Start Simple with MyPlate.
- [Healthy Eating on a Budget](#) – Get tips and tricks to save on time and money. Create a plan to stay healthy and organized.
- [Life Stages](#) – At every stage of life, it is never too early or too late to eat healthy. Our nutritional needs change based on our stages of life, learn the difference.
- [Recipes](#) – Everyone needs more delicious and healthy recipes in their repertoire.
- [More](#) – Explore the home page and all its tabs and functions.


*Note –

Something I cannot suggest enough is having healthier snack options instead of vending machines in the break room. These could be purchased snacks (protein bars vs candy bars, sparkling water vs soda), or something YOU make. If you are not charging employees for snacks, I highly recommend putting a donation jar next to it with a suggested amount for each item. At the end of every month, or quarter, pick a charity to donate the money. This not only gives your employees healthier snacks that increase their health and productivity, but also gives them the feeling of a positive and supportive community.

Additional Resources

Macro
Cheat Sheet

Pick Any Combo
Of the Following:



Protein: Chicken – 3 oz Tuna – 4 oz Grnd Turkey – 4 oz Salmon – 4 oz Steak – 3 oz Grnd Beef – 4 oz Cottage Cheese – ½ cup Greek Yogurt – 1 cup Shrimp – 3 oz Tofu – 6 oz Protein Powders	Healthy Carbs: Brown Rice – ½ cup Whole Grain Pasta – ½ cup Sweet Potatoes – ½ cup Granola – ½ cup Fruit/Berries – 1 cup Quinoa – 1 cup Oat Meal – ½ cup	Healthy Fats: Avocado – ½ Nuts – 1 oz Seeds – 1 oz Cheese – 1 oz Oil – 1 tbsp Natural Nut Butter – 2 tbsp	Veggies: As Much as You Want – Min 1-2 cups pre meal Spinach/Lettuce/ Kale Carrots Peppers Broccoli Asparagus Cauliflower Zucchini Green Beans Etc.
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Portion Control Without Counting Cals



By Plate:



- Eat 3 Plates Per Day
- Plus 1-2 Snacks
- Pre workout = Fruit
- Post Workout = Protein Shake

By Hand:



Fist = about 1 serving of: Pasta, Rice, Fruit & Veggies



Palm = about 1 serving of Protein (4oz)



Handful = about 1 serving of Nuts or Dried Fruit



Thumb = about 1 serving of PB or Cheese, Oil or Sugar

Eat 3 x Per Day

- Your fist is about a cup of: pasta, rice, fruit, veggies
- Palm is about 4oz of protein
- Handful of nuts or raisins is about 1oz
- Thumb is about an ounce of PB or cheese and 1 tbsp of oil or sugar
- Thump tip – 1 tsp of oil or sugar

Portion Sizes



Protein

- Lean Beef (90/10)+
- Turkey
- Chicken
- Tofu
- Fish
- Pork Chops
- Lentils
- Steak
- Eggs

Carbs

- Brown Rice
- Sweet Potatoes
- Couscous
- Quinoa
- Fruit
- Wheat Bread
- Wheat Pasta

Fats

- Oils (Olive, Coconut)
- Nuts & Seeds (Almonds, Cashews, Peanuts, etc.)
- Avocado
- Cheese
- Dark Chocolate

Veggies

- Broccoli
- Cauliflower
- Carrots
- Peas
- Spinach
- Lettuce
- Peppers
- Asparagus
- Etc.



Palm Sized

Fist Sized

Thumb Sized

Infinite

Calculating Calories from MacroNutrients



$$1.5g \times 9 \text{ cal/g} = 13.5 \text{ cal}$$

$$22g \times 4 \text{ cal/g} = 88 \text{ cal}$$

$$3g \times 4 \text{ cal/g} = 12 \text{ cal}$$

Nutrition Facts		
Serving Size $\frac{3}{4}$ cup (28g)		
Servings Per Container about 17		
Amount Per Serving	Honey Nut Cheerios	with $\frac{1}{2}$ cup skim milk
Calories	110	150
Calories from Fat	15	15
% Daily Value*		
Total Fat 1.5g*	2%	3%
Saturated Fat 0g	0%	0%
Trans Fat 0g		
Polyunsaturated Fat 0.5g		
Monounsaturated Fat 0.5g		
Cholesterol 0mg	0%	1%
Sodium 190mg	8%	11%
Potassium 115mg	3%	9%
Total Carbohydrate 22g	7%	9%
Dietary Fiber 2g	8%	8%
Soluble Fiber less than 1g		
Sugars 9g		
Other Carbohydrate 11g		
Protein 3g		

$$13.5 \text{ cal} + 88 \text{ cal} + 12 \text{ cal} = 113.5 \text{ cal/serving} = 1,929.5 \text{ cal/box}$$

* Nutrition labels don't have to report readings under .5g.

How to Read a Nutrition Label



Be Careful Here.
Look at Serving size
And measure amount

How Many Grams (g)
of Fat per Serving

How Many Grams (g)
of Carbs per Serving

How Many Grams (g)
of Protein per Serving

Nutrition Facts		
Serving Size $\frac{3}{4}$ cup (28g)		
Servings Per Container about 17		
Amount Per Serving	Honey Nut Cheerios	with $\frac{1}{2}$ cup skim milk
Calories	110	150
Calories from Fat	15	15
% Daily Value*		
Total Fat 1.5g*	2%	3%
Saturated Fat 0g	0%	0%
Trans Fat 0g		
Polyunsaturated Fat 0.5g		
Monounsaturated Fat 0.5g		
Cholesterol 0mg	0%	1%
Sodium 190mg	8%	11%
Potassium 115mg	3%	9%
Total Carbohydrate 22g	7%	9%
Dietary Fiber 2g	8%	8%
Soluble Fiber less than 1g		
Sugars 9g		
Other Carbohydrate 11g		
Protein 3g		

The Number of
Calories per Serving

Avoid Trans Fats
At All Cost

Aim for 25-35g
Fiber per Day

Vitamin & Mineral
Quantities listed here

Exploring New Diets

1. Vegetarian –

What is it? Abstaining from eating any meat and may also include by-products of animals.

Reason it works: Every meal you pay attention to your diet and are being conscious of what you are putting in your body. If you are losing weight it is because of a calorie deficit.

Problem: May undereat calories, find it harder to hit Protein goals, and missing other important micronutrients such as Iron. Just because something is vegetarian does not necessarily mean it is healthy.

2. Vegan –

What is it? Abstaining from eating meat and use of all by-products from animals.

Reason it works: Every meal you pay attention to your diet and are being conscious of what you are putting in your body. If you are losing weight it is because of a calorie deficit.

Problem: May undereat calories, find it harder to hit Protein goals, and missing other important micronutrients such as Iron. Just because something is vegan does not necessarily mean it is healthy.

3. Mediterranean –

What is it? A diet inspired by the eating habits of people from the Mediterranean (Spain, Italy, and Greece).

Reason it works: Meals are built around plant-based foods such as: veggies, fruits, beans, nuts, and whole grains. Consuming moderate amounts of dairy, eggs, and poultry and eating more seafood in contrast to red meats.

Problem: You may find yourself more iron deficient depending on the amount of red meat currently in your diet. You might also be eating more fats than usual from Olive Oil and Nuts. Though these are healthier fats, they are still high in calories.

4. DASH –

What is it? Dietary Approaches to Stop Hypertension (DASH) – Emphasizes fruits and veggies, low-fat dairy and moderate amounts of fish, poultry, nuts, and whole grains.

Reason it works: Scientifically researched to help people lower their blood pressure and cholesterol levels.

Problem: Can be tedious and planning out your meals in advance. Most people that use the DASH diet do so because of doctor or RD recommendations and need to lower their Cholesterol.

5. Keto –

Basis: Eating no or extraordinarily little Carbs, with high Fats and adequate Proteins (similar to low carb/Atkins).

Reason it works: if you are losing weight it is because of a calorie deficit. Not the diet style itself.

Problem: It removes an entire food group. Carbs are NOT your enemy; they are your bodies preferred fuel source. The more active you are, the more carbs you require.

6. IIFYM (If It Fits Your Macros) –

Basis: Eating a specific ratio of grams for each Macro nutrient (Proteins, Carbs, Fats).

Reason it works: if you are losing weight it is because of a calorie deficit. Not the diet style itself.

Problem: It can be very tedious to track everything you eat and get the right number of each Macro every day. A lot of people work junk food into their Macros which still is not as healthy.

7. Caveman –

Basis: Eat meat only.

Reason it works: if you are losing weight it is because of a calorie deficit. Not the diet style itself.

Problem: It cuts out two important Macro groups (Carbs and Fat), enough said.

8. Paleo –

What is it? Paleolithic (Paleo) diet is eating foods mirroring what was eaten during the Paleolithic era – fruits, veggies, meat from hunted animals.

Reason it works: You are being more conscious about the foods that you are eating. If you are losing weight it is because of a calorie deficit. Not the diet style itself.

Problem: It can be very tedious, and you must give up on a lot of the foods that you enjoy. Potential deficiencies for various nutrients such as Vitamin-D or Calcium, and potential to overeat saturated fats and protein.

9. Intermittent Fasting –

What is it? Eating only during a specific time frame. Typically, you consume all your calories within an 8-hour window (12:00pm-8:00pm) and cannot eat or drink anything (other than water or sometimes black coffee) outside of that time frame.

Reason it works: It takes out a lot of mindless eating and late-night snacking. You have less time to consume more calories. Weight loss comes from a caloric deficit, not the diet itself.

Problem: You cannot eat outside your specific time window. We all have different eating habits and patterns. Some people like to eat first thing in the morning, some people like to eat small meals throughout the day, etc.

10. Eating with Your Hand – (See figure below)

What is it? Using your hand as a guide to measure how much of each Macronutrient you should be eating. Protein = Palm size, Carbs = Fist size (veggies are infinite), Fat = Thumb size.

Reason it works: You focus on smaller portion sizes rather than “winging” it, which very often leads to overeating.

Problem: Some people have big or small hands; this could lead to over or under eating.

Why Popular Diets Work



Diet Type	How it Works	Why it Works	Drawback
Keto Diet	Zero Carbs, High Fat & Protein	Creates a Caloric Deficit	Removes entire Macro Nutrient from Diet
IIFYM	Eat based on specific ratio of Macro Nutrients	Creates a Caloric Deficit	Can fit unhealthy foods into Macros. Tedious
Atkins/Low Carb	High Protein, Moderate Fat, Low Carbs	Creates a Caloric Deficit	Restrictive
Paleo	No Dairy, No Processed Foods	Creates a Caloric Deficit	Can be Expensive
Intermit. Fasting	Eating only during a specific time frame	Creates a Caloric Deficit	Can't eat outside of specified time frame
Caveman	Meat Only	Creates a Caloric Deficit	Removes two important Macronutrients
Weight Watchers	Track Points based on values given to food	Creates a Caloric Deficit	Can be tedious and expensive

Portion Control Without Counting Cals



By Plate:



- Eat 3 Plates Per Day
- Plus 1-2 Snacks
- Pre workout = Fruit
- Post Workout = Protein Shake

By Hand:



Fist = about 1 serving of: Pasta, Rice, Fruit & Veggies



Palm = about 1 serving of Protein (4oz)



Handful = about 1 serving of Nuts or Dried Fruit



Thumb = about 1 serving of PB or Cheese, Oil or Sugar

Eat 3 x Per Day

- Your fist is about a cup of: pasta, rice, fruit, veggies
- Palm is about 4oz of protein
- Handful of nuts or raisins is about 1oz
- Thumb is about an ounce of PB or cheese and 1 tbsp of oil or sugar
- Thump tip – 1 tsp of oil or sugar

Healthy Snacks for On the Go

Healthy, easy to make snacks that can be prepared in under 10 minutes.

One of the best ways for people to learn and keep it in their memory is to actually make the recipes themselves. Pick a couple recipes from the list provided, supply the ingredients, and have fun making delicious food together.

1. Tuna Stuffed Avocado

Avocado - 1 medium

Tuna - 1 can

Greek Yogurt - 2 tbsp

Dill

1. Cut open Avocado and remove seed
2. Mix Tuna and Greek Yogurt
3. Stuff into Avocado and top with Dill

Calories - 362, Protein - 27g, Carbs - 13g, Fat - 23g



2. Cucumber Tuna Bites

Cucumber - 1 whole

Tuna - 1 can

Greek Yogurt - 1/4 cup

Spicy Mustard - 1 tbsp

Lemon Juice - from 1/2 lemon

Hot Sauce - 1 tbsp

Paprika - 1 tbsp

1. Cut Cucumber into desire size.
2. Mix Tuna, Greek Yogurt, Mustard, Hot Sauce and Lemon Juice together.
3. Add mixture to top of cucumber and top with Paprika.

Calories - 202, Protein - 32g, Carbs - 16g, Fat - 1g



3. PB & Banana Open Faced Sandwich

Banana - 1/2

Natural Peanut Butter - 1 tbsp

Raisins - about 5

Cashews - about 3

Unsweetened Coconut Flakes - 2 tbsp

Chia Seeds - 1 tbsp

1. Cut Banana in half.
2. Spread Peanut Butter - it helps to microwave it for about 15 seconds.
3. Add toppings

Calories - 302, Protein - 8g, Carbs - 32g, Fat - 16g



4. Hummus Veggie Jar

Hummus - 1/2 cup

Baby Carrots - 3 oz

Celery - 2 medium stalks

Green Bell Pepper - 1/4 cup

Red Bell Pepper - 1/4 cup

Orange Bell Pepper - 1/4 cup

Yellow Bell Pepper - 1/4 cup

1. Cup up veggies into strips
2. Put Hummus at bottom of jar
3. Place veggies into jar and seal

Calories - 371, Protein - 11g, Carbs - 38g, Fat - 20g



5. Rice Cake – PB & Berries

Rice Cake

Natural Peanut Butter - 1 tbsp

Blueberries - 1/8 cup

Raspberries - 1/8 cup

Calories - 164, Protein - 5g, Carbs - 16g, Fat - 8g



6. Ants on a Log

Celery - 2 Stalks

Natural Peanut Butter - 1 tbsp

Raisins - 1/8 cup

1. Spread PB on Celery and top with Raisins

Calories - 180, Protein - 4g, Carbs - 23g, Fat - 8g



7. Strawberry Toast

Whole Wheat Bread - 1 slice

Strawberries - 3 medium

Goat Cheese - 1 oz

Pistachios - 1/8 cup

1. Toast Bread.
2. Put Strawberries and Goat Cheese into food processor.
3. Spread on toast and top with Pistachios.

Calories - 209, Protein - 10g, Carbs - 20g, Fat - 11g



8. Easy Tuna Salad

Tuna (Chicken of the Sea) - 56g

Honey Dijon Mustard (Koops) - 2 tsp

Plain Non-Fat Greek Yogurt (HyVee) - 25g

Sliced Jalapenos - 15g

1. Mix together and enjoy!

Cal - 87, Pro - 13g, Carb - 4g, Fat - 1g



9. Apple Cookies

Granny Smith Apple - 133g
Almond Butter - 1 tbsp
Chia Seeds - 1 tsp
Unsalted Almonds (chopped) - 10g

1. Slice Apple and core.
2. Spread Almond Butter and top with Chia Seeds & Almonds

Calories - 242, Protein - 7g, Carbs - 23g, Fat - 15g



10. Banana Mug Cake

Banana - 100g
Egg (large) - 1
Almond Flour (Kirkland) - 3 Tbsp
Semi-Sweet Chocolate Chips (Ghirardelli) - 15g

1. Mash Banana
2. Mix Banana, Flour, egg and half the Choc. Chips
3. Spray mug thoroughly with cooking spray
4. Microwave in 30 second increments until finished (usually takes around 2 min)
5. Top with remaining Choc. Chips

Calories - 330, Protein - 12g, Carbs - 32g, Fat - 19g



11. Overnight Oats – Greek Yogurt

Oats - 1/2 cup
Blueberry Muffin Protein (FNX) - 1 Scoop
Plain Nonfat Greek Yogurt (Chobani) - 1/4 Cup
Unsweetened Vanilla Almond Milk (HyVee) - 1/3 Cup
Cinnamon - 1 Tbsp
Chia Seeds - 1 Tbsp

1. Mix together & place in refrigerator overnight.

Calories - 385, Protein - 35g, Carbs - 45g, Fat - 9g



Stress Therapies

1. Ice Breaker (5 Min) –

Have everyone say their favorite or most creative way for relieving stress (working out, reading a book, meditation, taking a bath, etc.).

2. Progressive Muscle Relaxation (10 Min) –

This is a muscle relaxation technique where you tense a group of muscles as you breathe in, and you relax them as you breathe out. You work on your muscle groups in a certain order. Remember to breathe slowly and controlled and relax for about 10-20 seconds before moving on to the next muscle group. I like to start with the calves and work your way up:

Calves/Feet – Slowly inhale while curling your toes and contracting your calves. Hold for about 5 seconds. Slowly exhale and feel the tension leave your feet and calves.

Thighs (Quads/Hamstrings) – Clench them hard.

Butt – Squeeze it tightly.

Abs – Contract as though you are bracing to take a punch.

Back – Arch your back up and away from the floor or chair.

Shoulders (Traps) – Shrug your shoulders and hold that tension before you release and bring them down.

Neck – Press your head hard into the ground or back of the chair.

Face – Scrunch up your face, wrinkle, and frown.

Arms – Squeeze and flex your biceps.

Hands – Clench your hand into a fist.

*You can also find plenty of prewritten scripts online.

When you are finished have people discuss where they noticed the most amount of tension and release. Being aware of your body's stress and where you hold it is a big step in stress management.

3. Meditation (2-3 Min) –

Now that everyone has found their own “hot” spots, have them get into a relaxed position, notice the absence of tension, and give them 2-3 min to meditate and find peace within their body and mind.

4. Collage (10-15 Min) –

Supply construction paper and have stacks of old magazines/newspapers available. Instruct everyone to make a collage of anything they want (things that bring them peace, goals, all pictures, all words, etc. it does not matter, it just needs to be personal). While doing so, have an open discussion with everyone as friends and coworkers.

When finished, have everyone share their collage, what they created and what it means to them. Explain how this is a great way to focus your mind on something whether it is productive for the future (goal boards) or just a way to relieve stress.

Laugh & Play Your Stress Away

1. Ice Breaker (2 Min) –

Have everyone draw something in their life that is causing them stress (you can also use play-doh and build). Have everyone explain their stressor and something positive they do to alleviate that stress. As a group, have everyone shred their paper – metaphorically and literally shredding their stress (again, you can use play-doh and smash it).

2. Stress Relieving Charades (10-15 Min) –

Divide the group into two teams. Hand out slips of paper and have everyone write down 2-3 stressors or stress relieving activities. Place all the answers in a bowl. The game follows the manner of charades. Pick a piece of paper out of the hat and act it out for your team. The team with the most correct guesses, wins.

3. Laugh & Play Collage (10-15 Min) –

Supply construction paper and have stacks of old magazines/newspapers available. Instruct everyone to make a collage of anything that brings them joy and peace. It can be quotes, pictures of places, activities, etc. While doing so, have an open discussion with everyone as friends and coworkers.

When finished, have everyone share their collage, what they created and what it means to them. Tell them to keep this at their desk, in a drawer or bring it home. The goal is to look at this when feeling stressed to visually remind yourself of things that make you happy.

Healthy Living Challenge

This is NOT your typical "30 Day" or complete it and you are done type of challenge. In fact, it isn't even technically a challenge. **It is about creating a healthier lifestyle through small and sustainable changes that lead to a lifetime of health and happiness.**

The Healthy Living Challenge is all about creating a healthy lifestyle through hard work, goal setting, tracking your nutrition and exercise, while celebrating your very real results that lead to a healthy lifestyle change! It will challenge you to form new habits and reshape the way you think about your health while building motivation and accountability along the way.

That is why there is no specific timeline or end date. This program is designed to be something that lasts for a lifetime while promoting good overall health. The goal of the challenge is to build a sustainable diet and exercise routine that fits into your schedule and lifestyle with convenience that does not make you give up the things you genuinely want.

What exactly the Healthy Living Challenge???

The Healthy Living Challenge is a wellness program that has 4 main sections with a lot of built-in links to help you navigate through www.LMPersonalWellness.com with ease. There is also blank space and highlighted information for you to fill out along the way. These spaces are designed to get you thinking about your goals, habits, and reasons for wanting this lifestyle change. You will set up SMART goals, specific reasons for those changes and choose a workout and nutrition program that works for **YOU!!!**

Section 1 - Intro:

Sets you up for success right from the jump! Details the program, telling you what to expect from the very beginning.

It does come with a homework assignment right away - don't worry, it is very easy.

Section 2 - Motivation:

Throughout this challenge you will continue to grow and reshape your mindset into one that's more positive and uplifting. You will build confidence in your mind and body and find that you are capable of more than you thought.

Section 3 - Nutrition:

Details two different styles of eating: 1. Tracking your Diet. 2. Eating with your Hand.

You will create a custom meal plan that fits into your lifestyle and is not restricting. It will allow you to eat the foods you really want, just with moderation and guidance.

Section 4 - Workout Programs:

There are five workout programs to choose from based on your personal goals - Body Weight, HIIT, Size, Strength, & Cardio.

All programs come with a warmup, main component, and stretching/foam rolling. There are also links throughout that will take you to different pages on the website adding more variety and personalization.

Your Reward???

The Healthiest, Happiest version of yourself both Physically AND Mentally.



**If you don't let this happen to your phone
Why do you let it happen to yourself???**

**Self-care shouldn't be an option.
It needs be a priority**

Join the Challenge!

Bottoms Up

The goal of the program is ensuring that your employees are well hydrated by drinking more water. More water makes people get up and move more often to get water and use the bathroom. More Movement + More Water = Healthier Employees

Set a target number of ounces that everyone is to drink each day, or week. At the end of the day, they must message you with their totals and you keep track. If you want to hold people more accountable, have them find you for a tally mark every time they refill their bottle.

This program can vary depending on your allotted funds. At a minimum, I suggest getting water bottles for everyone that participates. This makes water bottles the same size and evens the playing field – either way you rely on people being honest about how much they have drunk.

You can have incentives along the way for people that hit their goals – T-Shirts, Lunch, etc. (again, it depends on your funding). You can also pick a singular winner (person who drinks the most) or have a group of winners (everyone who hits the target goal).

Creating Healthy Habits

Directions:

1. Choose **ONE** habit at a time to focus on over the next 42 days.
2. Start small! These should be habits you want to change for the LONG HAUL, not just for the next 42 days. It is okay to start small and gradually build on your desired habit.
 - a. If your goal is to exercise consistently for 1 hour, 3 Days/week, start with 30-min sessions, 3xweek, the next week do 45-min, and build to your desired 1-hour sessions.
 - b. If you drink 1 soda/day and you want to quit, start by only having 5 the next week, then 4... just keep building momentum and working on your new habit!
3. Fully and deeply COMMIT. The more meaningful the habit, the more likely you are to continue working on it, and the more likely you are to be successful. Be mindful every day and look at your tracker. Notice the patterns in your life that derail and help your success. Know that it is okay to stumble and fall back into old patterns, but you need to be mindful of this and get right back on track. Remember that this is a habit we are trying to change for **lifetime**, not just 6 weeks.
4. Fill one of these sheets out (see next 2 pages) for the habit you are looking to build/change.

What are connectors?

A behavior you already do habitually that you can connect your habit to. Maybe your new habit is to read for 30 minutes at least 4 times/week and you already have a habit of taking a 1-hour lunch break to eat and relax. You will take the new habit of reading for 30 min and connect it directly with your lunch break. Meaning at least 4 times/week during your lunch break you will read for at least 30 min.

What are rewards?

Though the habit in itself is a reward, every time you complete it do something that will give you short-term satisfaction. Maybe you play a song, watch a funny video, or say something to yourself out loud that is positive and reaffirming to your new habit.

CREATING HEALTHY HABITS

REDEFINE YOUR HABITS, AND REBUILD YOUR HEALTH

Habit: _____

Start Date: _____



DAYS COMPLETED (CHECK OFF AS YOU GO)

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	32	33	34	35
36	37	38	39	40	41	42

Connectors: (when this happens, I will complete my habit)

- _____
- _____
- _____
- _____

Rewards: (every time I complete this habit, I will do this)

- _____
- _____
- _____
- _____

What's My Why? What will it cost me if I do not form this habit?

Wins (every time you do something to reinforce your habit write it down)

When you do not feel like it.... (trigger emotion through these reinforcers!)

SMART Goals

By this point, pretty much everyone knows what a SMART goal is. This program takes it one step further as the Wellness Coordinator (or person in charge) tracks every person's goal and checks in with them at specific intervals.

S – Specific

M – Measurable

A – Attainable

R – Relevant

T – Time-Bound

Exercise example: I will walk enough to take 70,000 steps this week.

Specific – You have specified the exact number of steps you are going to take.

Measurable – Fitbits, most phones, etc. track you steps and give you the data.

Attainable – (this part is assuming that the person already gets a decent number of steps and does not move. If the person rarely gets steps in, set the goals lower to be more attainable).

Relevant – You want to be more active and get more exercise.

Time-Bound – You specified 1 week.

*For this example, that has a short time (1 week), I would check in with the person after days 1, 3 and 6.

Weight Loss example: I will lose 4 pounds this month by tracking my food intake, having a calorie deficit, and weighing myself in the morning at weekly intervals.

Specific – You have specified the exact pounds you want to lose and how you will do this.

Measurable – By tracking your diet you can ensure a calorie deficit and stepping on a scale can track your weight.

Attainable – People, on average, can healthily lose 1-2 pounds per week (4-10/month).

Relevant – You want to lose weight.

Time-Bound – You specified 1 month.

*For this example, I would check in with the person after week 1, halfway through the month and within the final 5 days.

Living Healthy in the New Year

This program is best when paired with “**SMART Goals**” or “**Creating Healthy Habits**”. It is the best way to get people to commit to their goal and gives you the opportunity to truly follow up with everyone to help them reach their goal or next milestone.

—

Research indicates that about 60% of Americans make a New Years Resolution, but only 8% follow through and are successful completing their goal. Less than 50% of people even make it through January 31st.

The statistics show that there are two main reasons people fail to keep their New Year resolution: Accountability and Time Management. This is specifically where your job as the Wellness Coordinator comes in to play. YOU are the one that is going to keep everyone accountable and making sure they are committing the needed time to accomplish their goals.

- Create incentives for those who continue to achieve their goal.
- Create a goal board to post in the office or find another creative way to remind people and keep them engaged.
- Check in during the 1st week, 3rd week and then about every 4 weeks, reminding people of their goals and checking in on their progress.
 - o Checking in is key here. People naturally will slip up from time to time and that is ok. Your goal is to get them not to give up.

Top 10 Most Common New Year's Resolutions

- | | |
|--|---|
| 1. Improve Diet/Eat Healthier | 6. Quit Smoking |
| 2. Exercise – Start/More | 7. Read More |
| 3. Lose Weight | 8. Find a New Job |
| 4. Save more \$\$\$, Spend less \$\$\$ | 9. Drink Less |
| 5. Learn a new skill or hobby | 10. Spend more time with Family/Friends |

Trivia

This is another pretty simple program that people tend to LOVE. It is just a great excuse to get together and critically think with your coworkers and possibly enjoy some food and/or beverages.

Create a handful of trivia categories (sports, movies, your company, American history, mythology, etc.) and then create questions surrounding those categories. You can score however you choose (most correct wins or a point wager-based system).

I recommend either providing food for everyone or doing a potluck (everyone that wishes to join must bring something to share with the group).

*There are a lot of bars and websites that host weekly Trivia contests if you want to get a more permanent group together.