



Small Changes Challenge

January 2016



Challenge Goal (Employer)

Behavior change is tough. Even the most motivated people can get stuck, frustrated and lose hope during the process. Habit change takes discipline, patience and practice. What separates the people who succeed at achieving their goals from those who do not, is that they persevere. Most often, it takes a series of small changes to reach a big goal. Small changes over time will help you progress and raise your bar.

Promote the Small Changes Challenge to help your employees start their healthy behavior change journey.





Instructions (Employer)

- Identify the dates of the Small Changes Challenge.
- Review list of Small Change activities – add and edit activities to fit your population.
- Promote the Small Changes Challenge.



Getting Started

Things to think about...

- Pick a coordinator or coordinators.
- Create sign ups/registration sheets.
- Identify if there will be a specific kick off for this event and if so, what will it include.
- What is a good incentive that will motivate employees to participate?
- Who is eligible to participate?
(employees, family members)
- Encourage participants to select the appropriate small changes that work best for them.
- Choose a method to promote the challenge (email, newsletter, intranet, bulletin board).
- Decide on additional activities.



Challenge Goal (Participant)

Behavior change is tough. Even the most motivated people can get stuck, frustrated and lose hope during the process. Habit change takes discipline, patience and practice. What separates the people who succeed at achieving their goals from those who do not is that they persevere. Most often it takes a series of small changes to reach a big goal. Small changes over time will help you progress and raise your bar.

Join the Small Changes Challenge to start your healthy behavior change journey.





Instructions (Participant)

1. Sign up to participate and encourage your coworkers to join the fun!
2. Print out your Small Changes Challenge tracking form.
3. Put your name on your tracking form.
4. Track your progress daily:
 - a) Choose the five small changes that you would like to focus on for this challenge.
 - b) Log the date that you complete each Small Change activity on the tracking form.
 - c) Your goal is to complete at least **FIVE** Small Change activities **FIVE** times each during the challenge.
5. Submit your completed tracking form to _____ by the challenge end date _____.



Small Change Activities



Career

- Take a 15 minute reflection/goal setting break; write down your goals, journal, reflect on your progress.
- Read an industry related journal or recommended book.
- Attend a networking event.
- Participate in a company team building event.
- Sign up for a conference or educational course.
- Discuss with your manager if there are career growth opportunities.
- Learn a new software program or needed skill.





Social

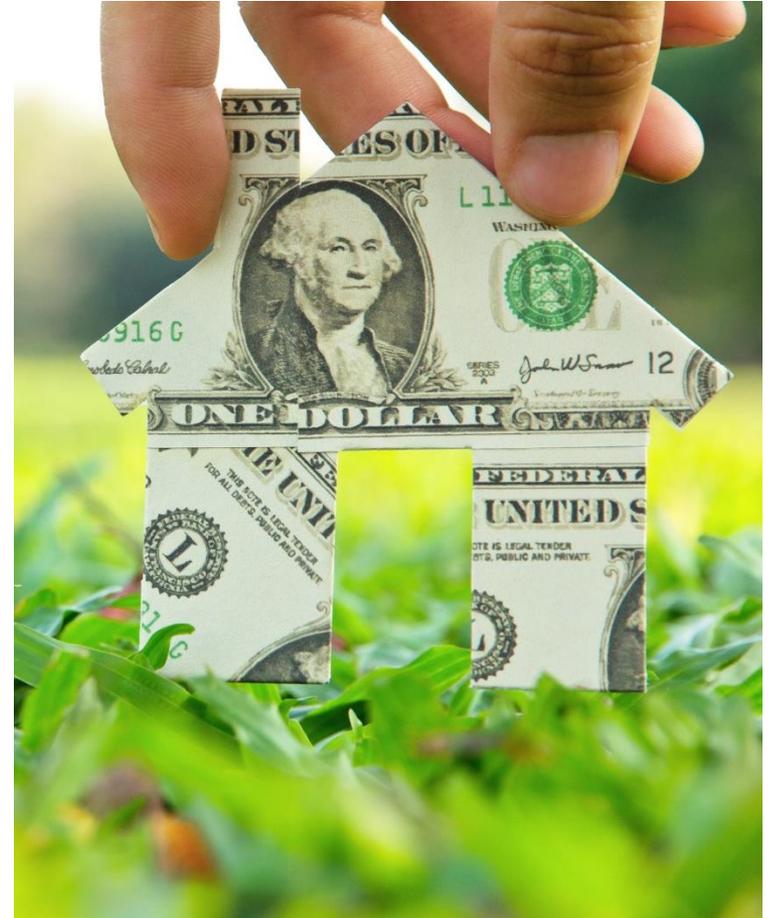
- Coordinate a lunch or dinner with a group of your friends.
- Meet a good friend for coffee.
- Attend a company social function.
- Send a handwritten note, just to say hello.
- Join a meet up group and try a new activity.
- Have a conversation with 3 coworkers about something other than work.
- Call a family member or friend to say hi.





Financial

- Review your budget and take stock of your investments – are you saving enough and investing wisely.
- Determine new ways to cut unneeded expenses – pick one to start practicing.
- Use cash and track your expenses.





Physical

- Walk continuously for one mile.
- Get at least seven hours of sleep.
- Drive the speed limit ALL DAY.
- Consume at least 25 grams of fiber.
- Refrain from eating processed foods.
- Wear sunscreen.
- Eat more fruits and vegetables with every meal; at least half of your plate.
- Exercise for at least 30 minutes.
- Connect with nature; take a hike, work in the garden, walk your dog, etc.
- Take the stairs instead of the elevator.
- Eat healthy snacks; nuts, fruit, vegetables – avoid “junk food.”
- Keep a food journal; write down everything you eat, the time of day and how you feel.
- Do something active that you love; ride a bike, play tennis, dance, play with your kids.
- Brush your teeth after every meal and floss twice a day.



Community

- Pay it forward – do something kind for a stranger.
- Volunteer your time.
- Support local farmers market or community fairs.
- Intentionally smile at others.
- Give a compliment to a stranger.
- Pick up trash at a local park or beach.
- Recycle and/or compost.





Tracking Form

Name: _____

Date: _____

Wellbeing	Career	Social	Financial	Physical	Community
Activity					
Date Completed					