

# **Challenge Accepted!**

## **Boost team morale across your business through an active challenge**

A guide for employers, business owners and  
team leaders



# Looking for a fun way to boost the health and wellbeing of your teams?

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This guide aims to provide some top tips, ideas and inspiration to help your business take on an active challenge.

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## Is your business:

- Bringing team members back from furlough?
- Returning to the office after a period of homeworking?
- Looking to boost team engagement after a tough few months?
- Simply looking to have some fun with your team, socially distanced but together?
- Keen to make a charitable donation but want to make it mean more?
- Exploring how to do more to support the health and wellbeing of your employees?

Whatever the size, type or working environment of your business, getting involved with an active challenge can be the perfect way to engage your team and boost their health and wellbeing at the same time.



If you want to kick start something new in your business, **National Fitness Day** might be the perfect opportunity for you. There is more information in this guide about how to sign-up your business to take part and access more free resources and ideas

23.09.2020  
**NATIONAL  
FITNESS  
DAY**

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**If you are bringing teams back together or simply looking for a fun way to engage your team then an activity challenge could be for you. It can also have the added bonus of boosting morale, generating conversation, driving productivity and improving the health and wellbeing of your workforce. All businesses are different so here are some suggestions for how you could approach an active challenge.**

## **A daily or weekly challenge for the whole business**

Keep it simple with a regular challenge that everyone can get involved with on a set time or day either daily, weekly or monthly.

Lots of options will make this inclusive, let people choose their own challenge but complete them together in a regular slot. Spread the message that everything counts from sit-ups or push-ups to planks or climbing flights of stairs.

Do it weekly, or daily and either socially distanced in-person or via a team video call to keep everyone accountable.

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## **A team challenge**

Include some friendly competition between different teams or areas of the business (e.g. which team can get virtually from London to Paris first).

The added motivation of some light-hearted competition can work well, especially if you want to generate engagement between parts of your business.

## **Try something new together**

To keep it really simple, challenge your teams to try something new and encourage everyone to get involved.

You probably can't have a staff 'away day' at the moment so instead take some time out from the working week and give everyone an opportunity to try something new, whatever that may look like.

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## **A challenge for the whole business**

The whole business works towards one aim together within a timeframe (e.g. travelling round the world through joint steps).

You achieve something together, everyone stays accountable and motivated through the shared goal.

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## **Ideas**

If offering prizes or rewards, charity donations instead of gifts for individuals is a great motivator.

Recognise different levels of achievement and creativity to be inclusive.

Different types of challenge will work for different organisations, design your own to make it work for you.

Be inclusive by giving lots of options to get involved. Check out our tips on the next page for how to include more than just steps in a distance challenge.



# Looking for some inspiration?

## Example #1

- A small business has one office in London and one in Edinburgh, they have six staff in each location.
- They set a challenge to see who can get to the other office first by counting steps.
- It's 400 miles, which is estimated at 800,000 steps.
- All steps during the day count – and can be tracked on a watch or phone.
- They have a call each morning to swap figures from the day before and track progress on a shared spreadsheet.
- The winning team will get £400 to donate to a charity of their choice.

## Example #2

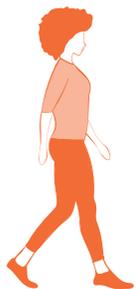
- A business of 50 people is still primarily working from home.
- They decide to get involved with National Fitness Day on the 23 September and see how far they can 'travel' as a team on the day.
- They give the whole team a free hour during the day to try something new – either a local class, an at-home workout or simply time to go for a walk with the kids.
- They each count their steps for the day and for each 15 minutes of structured activity (e.g. a Hiit or yoga class) they can add 2,000 steps.
- The company agrees to donate £500 to charity if they can complete more than 500 miles between them. The person who travels the furthest chooses the charity.

## A mile is a mile. Or is it?

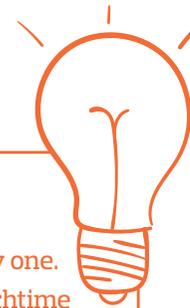
- A mile is approximately 2,000 steps
- The average time to walk a mile is 15 minutes. For step challenges, 15 minutes of certain activities could count for 2,000 steps to keep it inclusive. For example 30 mins of yoga is 4,000 steps.

## Fun facts to get you started

- The Shard is 310m tall and it has 306 flights of stairs
- It is 24,900 miles to travel the whole way round the earth
- It is 580 miles from Lands End to John o' Groats
- The three highest peaks in the UK are – Ben Nevis: 1345m, Snowdon: 1,085m, Scafell Pike: 978m
- What are your local landmarks or a number that means something to your business and how can you incorporate that into your challenge?



# Top Tips



## Top Tips

- Lead by example, show your enthusiasm from the start and get your staff on board from day one.
- Be flexible. Let people know that it's ok to take an extra 10 minutes to freshen up after a lunchtime session.
- Think of a challenge that everyone can get involved with no matter what their ability or the parameters of their job role; whether that's running 5 miles or hitting 5,000 steps in a day.
- Why not fundraise for a local charity? Not only will it make you feel good during the challenge, but afterwards as well.
- Keep it simple. Logging steps on a spreadsheet works just as well as a complicated app.
- Involve your team. Let them choose a distance or activity and cheer them on no matter how they choose to engage.

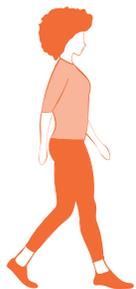
## Remember

Ensure that local and national guidelines on social distancing and other Covid-19 measures are followed at all times, adapt ideas to the circumstances of your working environment and employees.

Ensure you conduct your own risk assessments and check any relevant legal or insurance requirements for your own workplace.

## A challenge not quite right for your business?

Check out our suite of resources for alternative ways to boost the activity, productivity and wellbeing of your team: [fsb.co.uk/active](https://fsb.co.uk/active)



23.09.2020  
**NATIONAL  
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DAY**

National Fitness Day, taking place on **23 September 2020**, is a national celebration of fitness and activity.

This year we will demonstrate the inclusive power physical activity has by celebrating how **'Fitness Unites Us'**. Coming together to be active is a great way to overcome the myriad of challenges we face across society. We want to champion the role that individuals and workplaces play in supporting better community cohesion through physical activity, sport and exercise.

Join in and sign your workplace up to National Fitness Day to take part in the UK's biggest celebration of fitness.

When you sign-up you will get access to our free digital toolkit which includes an ideas booklet, quick guides to active travel and moving meetings, posters, bunting and social media assets.

[www.nationalfitnessday.com](http://www.nationalfitnessday.com)

**#FITNESSDAY**

