

## **Worksite Wellness on a Shoestring Budget** **Ideas for Employee Engagement, updated 7/15/16**

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 in the Superintendent's, Principal's, CEO/CFO's, Manager's office etc.

Celebrate staff in staff meeting

Roving trophy

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

A sample healthy snack station

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)

Fitdecks: <https://fitdeck.com>

Pay for a health screening at clinic, make it optional

Arm bands

iPad, tablet, computer, MP3 player (taxable)

Competition to see which unit/department could get the most responses. The winning team members could be in a drawing for some donated prizes.

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.

Comment from one school district: 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.