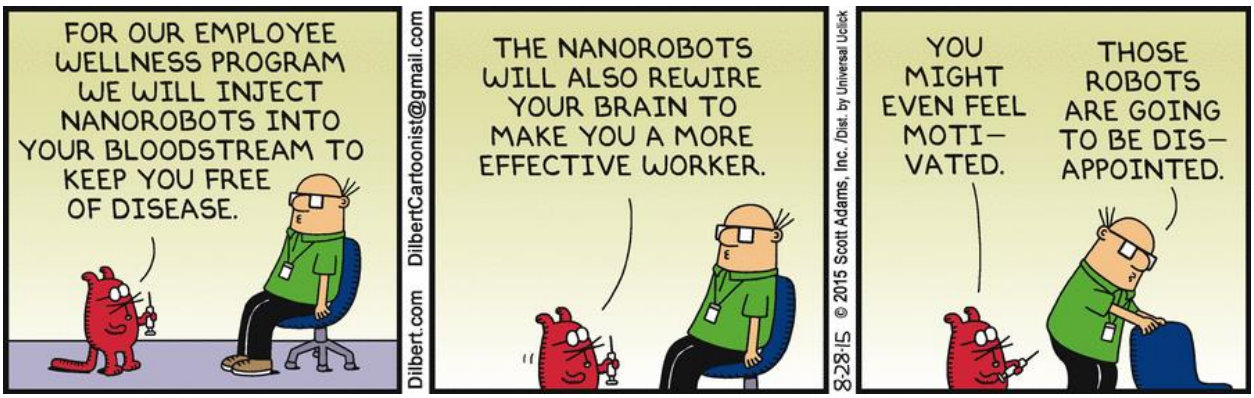
CLC & Capstone



In today's assignment, you will have the opportunity to design your own wellness program, using what would motivate **you** as the inspiration of what would inspire your fictional employees.

There are many components that could be part of a wellness program, and this list is by no means exhaustive.

• onsite garden for employees to use	• on site fitness centres
• partnership with healthy foods company - employees receive a reduced rate	• paid time off for employees to volunteer in their community
• smoking cessation programs	• transit options and subsidies
• flexible working hours and environments	• massage therapy & yoga on site
• generous and flexible benefits and vacation time	• standing desks, personalized workspaces
• cafeteria with healthy options for lunch and snacks	• bike storage, places to shower
• games rooms	• counselling services
• fitness subsidies	• weight loss programs and challenges

Using the principles of designing a wellness program outlined in M4 Lesson 3, design a wellness program that includes the following:

1. Goals of your wellness program
    - As you will not know the needs and goals of fictitious employees, use your own personal wellness goals as a guide for what your company goals would be.
2. Asking for input.
    - Design a short survey of at least five questions (both open and closed ended) that would help you determine what the wellness needs of your employees would be and help you design the program. What information should you find out to meet employee needs and interests?
3. Creating and implementing a program.
    - Using your own personal wellness goals as a basis for your program, design a wellness program with at least six components. You are welcome to include three from the list above, however, three must be thought of on your own. Your program must be cohesive - think of puzzle pieces coming together to form one picture.
4. Incentives?
    - Now that you've designed the program, what incentives will you give to employees who choose to participate? Who will get the incentives and for what reasons? Make sure your incentives make sense financially!
5. How will you communicate your program?
    - Now that your program is designed, and you have determined your incentives, how will you ensure that all of your employees know about the program? Give at least three fun ways that you will continually communicate your program with your staff throughout the year

<u>Assessment</u>

Wellness Program Rubric

Criteria	Ratings				Pts
Goals	4.0 pts 100%	3.0 pts 75%	2.0 pts 50%	1.0 pts 25%	4.0 pts
Asking for Input	4.0 pts 100%	3.0 pts 75%	2.0 pts 50%	1.0 pts 25%	4.0 pts
Creating/Implementing a Program	4.0 pts 100%	3.0 pts 75%	2.0 pts 50%	1.0 pts 25%	4.0 pts
Incentives	4.0 pts 100%	3.0 pts 75%	2.0 pts 50%	1.0 pts 25%	4.0 pts
Communication	4.0 pts 100%	3.0 pts 75%	2.0 pts 50%	1.0 pts 25%	4.0 pts
					Total Points: 20.0