

Wellness Activity Suggestions



Insurance

This list can be used as a reference when completing step 4-6 of the Workplace Wellness Toolkit. It provides a list of activities and resources that can be used to create a plan of specific tactics to support employee needs and interests as identified through your data collection in step 3 of the toolkit. Note that a variety of activity suggestion types have been included to choose from:

1. Resources included in your RBC Insurance Group Benefits coverage at no cost
2. Activities you can initiate at no cost
3. Resources to draw on from the community

Physical Wellbeing

Promote RBC Insurance Digital Wellness Program Resources

- Run a Total Wellness Assessment Campaign
- Launch a company Challenge (e.g. step, eating or sleep challenge)
- Inform employees about the LIFT customized workout app
- Run a healthy lunch photo contest on the newsfeed
- Point to on-line library of self-serve resources
- Tell employees about CareNow Tobacco Cessation Program

Promote Employee Assistance Program Services

- Tell employees about the dietician and naturopath consultations available through EAP

Promote Teledoc Expert Medical Opinion Services

Promote the RBCI Wellness webinars related to physical health by distributing communications to employees.

Start a walking group

Host a healthy potluck lunch

Encourage/schedule stretch breaks and distribute desk stretch handouts.

Ensure that any cafeteria/onsite vending machines offer healthier options.

Contact local public health unit for any resources available to support workplace wellness.

If extra funding is available consider:

- Hosting on-site biometric screening to help employees understand their health metrics (blood pressure, cholesterol, body mass index, etc.)
- Offering incentives/rewards for participating in wellness activities
- Offer Virtual Primary Care services to employees
- Bring in specialized programming that addresses the needs and interests of your employee population (as per data gathered in step 3 of the Workplace Wellness Toolkit). For example, onsite fitness classes or healthy eating program or cooking classes.

Mental Wellbeing

Promote Employee Assistance Program Services (short-term counselling support)

Promote CarePlus Services (extended counselling support)

Promote CareNow Programs (self-directed, module based programs to support a variety of mental health concerns including anxiety, depression, stress, mindfulness and more)

Promote AbilitiCBT Program (on-line, therapist guided Cognitive Behaviour therapy for anxiety, depression and more)

Point to on-line library of mental health resources (articles, toolkits, etc.) available through the Wellness Program.

Promote the RBCI Wellness webinars related to mental health by distributing communications to employees.

Discuss with leadership if any are willing to share a personal mental health experience – this will encourage a culture of open dialogue and support.

Create an “unplugged” zone in your workplace where employees can take a break from technology meditate or stretch.

Review people management policies/practices to determine if they contribute to or detract from creating a psychologically safe work environment. For guidance refer to the Mental Health Commission of Canada [National Standard for Psychological Health and Safety in the Workplace](#).

If extra funding is available consider:

- Providing mental health training for managers
- Bring in specialized programming that addresses the needs and interests of your employee population (as per data gathered in step 3 of the Workplace Wellness Toolkit). For example, mindfulness training.

Financial Wellbeing

Promote CareNow Financial Wellbeing Program (self-directed, module based program)

Promote Employee Assistance Program Services (tell employees about free consultation with financial specialist)

Point to on-line library of financial resources (articles, toolkits, etc.) available through the Wellness Program.

Contact a local financial advisor to see if they would be willing to come and run a seminar for employees.

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Assurances

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