



AQUATIC CENTRE TEAM HEALTH CHALLENGE

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Photo credit: UBC Aquatic Centre

DEPARTMENT

Athletics & Recreation,
UBC Aquatic Centre

CAMPUS

Point Grey

FUNDING YEAR

2019

ABOUT HWIP

The Healthy Workplace Initiatives Program (HWIP) is an annual fund available to UBC departments and units to support grassroots activities that promote wellbeing in the workplace. The program provides start-up funds and support for health-related, sustainable initiatives.

PROJECT DESCRIPTION

In Fall 2019, the Aquatic Centre piloted a 4-week team health challenge. It got such a good reception from staff members that they launched a full 6-week health challenge in January 2020. The challenge included individual targets for hydration, sleep, healthy eating, mindfulness, physical activity, and aquatic activity. Team members self-tracked, reported, and earned points for their progress on a massive tracker in the central hallway.

Staff were also broken into teams for weekly team challenges and activities such as hopscotch, team walk, a group meal, and snowman building. HWIP funding was used to award individual and team challenge winners with wellness related prizes such as cookbooks, resistance bands, and water bottles, that could be used to maintain healthy habits.

"It was so successful the facility manager said whether you get the [external] funding next year or not, look at putting forth something like this again because it was super effective."



Photo credit: UBC Aquatic Centre

VALUABLE OUTCOMES

The Team Health Challenge was successful in boosting team morale as well as encouraging individual healthy habits.

Everyone was excited about the healthy competition and motivated each other to meet their goals.

SUSTAINABILITY

The Aquatic Centre is planning to do similar challenges in the future and are considering expanding the challenge across Athletics and Recreation units.

They are also considering weekly water or sleep challenges that can be done with minimal cost and using low-cost ways to recognize employees who excel with these challenges, such as giving “kudos” or high fives on the Centre’s announcement board.

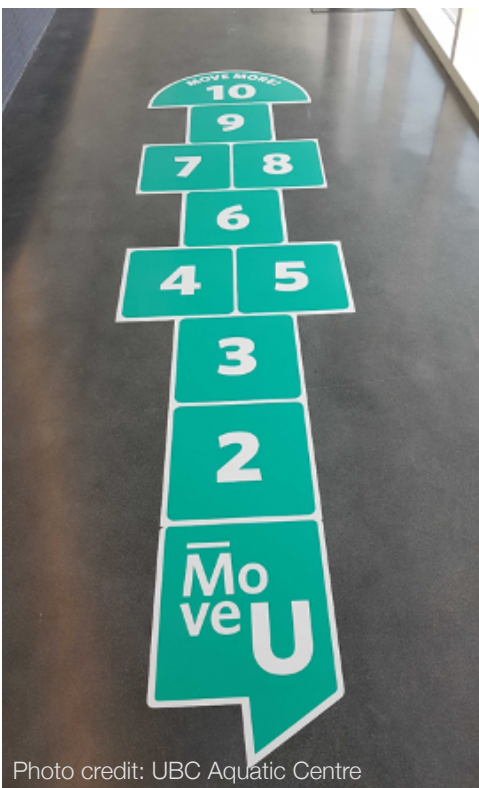


Photo credit: UBC Aquatic Centre

KEY TO SUCCESS

One challenge to implementing the team health challenge was communicating and promoting the initiative to a very large staff.

Aside from introducing the challenge at a team meeting, leadership and management support was key to promoting the challenge and encouraging staff to participate. The full-time staff were encouraged to participate and track their points every day to set an example for part-time student employees.

“Communication was the biggest barrier at first. But now that [the staff] have seen it and seen what a success it was, that word of mouth will continue, and we can build upon it.”

UBC WELLBEING
STRATEGIC
FRAMEWORK
PRIORITY AREAS

Physical Activity

Food & Nutrition

Mental Health &
Resilience

Social Connection

wellbeing.ubc.ca/framework

ADVICE FOR FUTURE HWIP GRANTEEES

1 Consider starting with a smaller pilot

“We started with a pilot and made tweaks and changes based on what worked and what we learned. This was something completely new to us, and we wanted to get as much buy-in as possible and support all these different facets of health and wellness. The pilot was really successful and effective in shaping some of the rules and criteria we used for the full challenge.”

2 Be conscientious about the duration of a Team Health Challenge

“For us, 6 weeks was probably on the upper end of what we’d want to do because the interest level may die down over time. But it can be done multiple times over the course of the year.”