



Side Challenge Ideas -Individuals-

The following individual side challenge ideas provide fun ways to motivate and incentivize your employees. You can use these incentives both during a challenge, and outside of a challenge. **Best Practices** to incentivize your challenges:

-Award employees using the following criteria versus awarding the employee who is first to finish or with the highest/most steps.

-Set a goal that at least ½ of your employees can reach. From the employees that meet the goal, draw a random winner. This still incentivizes employees to push themselves while spreading out the possibility of winning to more people (and keep them coming back for more)!

STEADY STEPPER

Reward employees that made a certain number of entries during a specific period. For example, over the last 7 days, employees who made at least 5 entries are entered into a raffle. To find these results, download the Program Summary report and reference column "Entries".

GOAL GETTER

Reward employees who met the goal a certain number of times during a specific period. You can either enforce the program-wide step goal to make sure employees meet a specific goal (found in Program Settings) or allow them to create their own step goal. You can find these results in the Program Summary report, column "Days Goal Met".

CONSISTANCY

Reward employees who reach a certain number of *average* steps during a specific period. Download the Program Summary report and reference column "Daily Average".

GREATEST GROWTH

Reward employees who've improved the most from the first 1/3 of the challenge (or period in question) to the last 1/3 of the challenge (or period in question). You can find this information in the Program Summary Report in column "Percent Change".

WALK IT WEDNESDAY

This could be for any day of the week. Reward employees who log over a specific number of steps on any designated day. Download the Program Summary report and reference column "Total Steps + Activities".



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ACTIVITIES ONLY

Reward employees who log at least X number of activities (not steps) on a designated day.

Download the Program Summary report and reference column “Converted Steps”.

SIMPLY STEPS

Reward employees who log over a specific number of steps only (not activities) on a designated day. Download the Program Summary report and reference column “Steps”.

BEAT THE BUNNY

Reward employees who are ahead of the Pacer Rabbit. Check the pacer to-date (black bar at the top of the challenge leaderboard) and then download the Challenge report. Reference the appropriate column (for whatever your challenge is tracking (steps only or steps + activities) and anyone who has at least = pacer steps or more, qualifies.

WEEKEND WORKOUTS

Reward employees who worked out both days of the weekend. Download the Program Summary report and reference column “Entries” to verify they have two listed.

FULL BODY WELLNESS

Reward employees who achieved the most points over a specific period of time. Download the Points Summary report and report on either one specific wellness or reference column “Points Earned”.

IN IT TO WIN IT

While we typically don’t recommend that you reward the employee who has the most steps or is the first to finish, we recognize that competition can be a strong motivator. If you do one of these incentives, we advise that you do it in coordination with another incentive, or that you select the top percent of the group for a random drawing. Reward the employees or teams who finish the challenge first. Download the complete challenge report and reference column “Finish Time”. To reward employees or teams with the most steps at the end of a challenge, download the same report and reference the appropriate column (for whatever your challenge is tracking (steps only or steps + activities).



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WELLNESS CHAMPION

For this side challenge, you'll need to ensure that employees are able to create their own challenges (Admin Panel > Challenges > Challenge Settings > make sure "Allow employee to create (non-featured) challenges is toggled ON). If you aren't running a program-wide challenge, it's a great opportunity to remind employees that they can run challenges for themselves and their friends. To see who set up and is in a challenge, navigate to Admin Panel > Challenges > look for any Active or Pending challenges in the queue and reference column "Created by" to see who the employee is.

POINTS COMBO CHALLENGES

You can utilize the Point Summary and Wellness Metric reports. See below for ideas!

You can combine one of these individual side challenges with a social side challenge. For example, you could reward employees who had the most activities-only steps, as well as posted photo entries of themselves doing that activity over. Download the Program Summary report to see which employees have the most activities-only steps, and then download the Points report and reference column "Journal Image".

WELLNESS METRICS COMBO CHALLENGES

Reward employees by combining one of these individual challenges with a wellness metric entry. For example, you could combine the number of days an employee hit their step goal as well as make a wellness entry for water. Download the Program Summary report and reference column "Days Met Goal". Then download the Wellness Metric report and reference column "Water" to see how many days the employee logged water.