



## Recess Newsletter May 2011

Get together and feel more than alright.

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### Wellness 101: Part 4

#### Our guide to awesomesauce wellness continues.

If you are a regular reader (lucky you!), then by now you have realized that 2011 has been the year of the awesomesauce infographic here at Recess. This month, we're getting down and talking about collaboration (of the heavy variety) between staff and experts.

Infographic: Awesomesauce Wellness



Click image to see the full infographic.

#### Top down-Collaboration: A crucial ingredient in our awesomesauce.

Ever been asked your opinion, just to have the person asking turn around do the exact opposite of what you suggested? Are you floating alone in an ocean of great ideas, with no one to hear them? Does your

You'll Cry. You'll Lose Weight Just Reading It.

LiveWire on OPB (.mp3)

No Place Like Work. Recess Client Rose City Mortgage in Oregon Business.

Fun Wellness: Recess Client Bullivant Houser Bailey in Oregon Business Magazine

Portland Business Journal: Smoking Cessation

company continue to try and get wellness together only to have it really suck?



It's great if everyone has their own ideas of wellness, but without a little guidance, it becomes way too easy to get lost like a weight-lifting hamster in a maze.

Collaboration can work, but there is a fine art to creating ownership in any process. Too much consultantese jargon and too little meaningful [support by management](#) and everyone will be rolling their eyes and deleting your emails. Too little expert advice and employees are likely to end up a little sheepish about the ineffective hodge podge that they can now declare they "own."

How can a program offer and promote health in a way that is truly effective at positively changing behavior in a way that is meaningfully understood and appropriate for everyone involved? We'll start by looking at...

#### **What doesn't work.**

Arbitrary decision making.

Just saying something is going to be great doesn't always make it so. (Which kinda sucks, huh?) Just 'cause the insurance company drops off all kinds of bars, shakes, and pamphlets designed to get your company fit in no time doesn't mean you have a wellness program. Wait, what?

Contrary to what so many companies out there would like you to believe, a great wellness program is not just a shake and some statistics. There is a fine line between embracing "best practices" and adapting programs to the specific needs and desires of the unique snowflakes that make up your company.

The "experts" can bring the best practices. Your internal wellness team can bring the snowflakes. The "experts" can offer a structured, proactive process for rolling out the best practice programs that your team has refined. Your team can provide crucial feedback on how the programs were received by the people who used them. See how this little collaborative volley is going down? There's no me in teamwork.

Getting things done the right way requires both parties to play to their strengths and for the communication and interaction to be focused and directed.



Did we mention a fresh perspective is crucial? Yeah.

### **Getting giddy-whee!**

Having excitement about an idea is great, if the excitement is from multiple people...that weren't the ones who had the idea in the first place.

One person or even a small team of people, making company wide decisions based on guesswork alone, may not be the best way to achieve lasting results.

Just because Jean over in finance is giddy over the idea of forming an after work company wide rowing team, doesn't mean that it will work for everyone. What good is a wellness program that's tailor made for someone else?

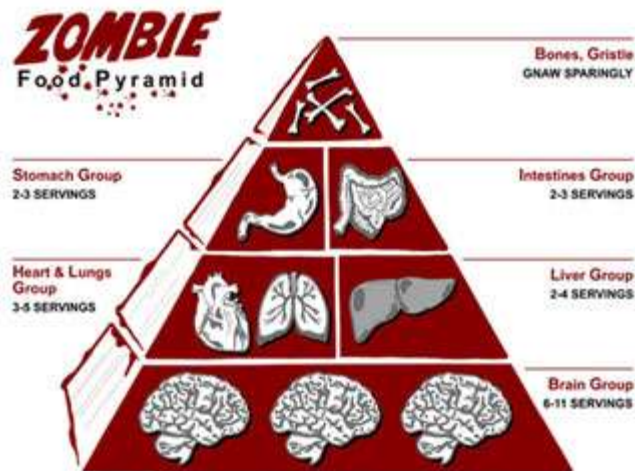
Sure, it's great to have an outside consultant come in to point out the improvements that could be made, but if these are blanket proposals that have little to do with you and your life, they probably won't work. Shocking, right? Finding out what gets people inspired is critical to kick-butt workplace wellness. Did we mention collaboration is crucial? We believe we did.



Can you picture yourself paddling away into the sunset with your co-workers?

### Heavy handed tactics.

Even if an idea has merit, beating it into people doesn't usually work to well. We don't like being choked with anything, regardless of how positive the instrument of choking may be. We've all heard a thousand times to eat more vegetables, but it's a concept many of us still have difficulty following. Food pyramid posters and other such cliched tactics are, at best, ignored.



Ok, we might pay attention to this.

### What does work.

Finding what's important to employees, with genuine involvement from management, is [crucial](#). If a consultant stresses the importance of increasing the fruit and vegetable intake at your company - don't just start handing out healthy recipes.

Volley some ideas back and forth with your team and the experts. What would be best for your team? Carrot juice in the cooler? Fruit skewers with dipping sauce at the next meeting? Dried veggie chips in the vending machine? Finding little tricks to dress up best practices and get

people motivated means using ideas from a variety of sources and works way better than boring repetition.

Good food has been scientifically proven to inspire people better than practically anything. Do you work with a bunch of foodies? Make it a challenge-at the next office get-together, challenge the office chefs to bring in something tasty and healthy. For the anti-cooks of the office, pick out a new juice. Carrot, Beet, Mango, anyone?



Creative juicing gone wrong.

### Channel Your Inner Winner.

**We want to give you stuff. Awesome stuff.**

We sometimes, in the past, have made fun of yoga and yoga mats in our newsletter. It's true. We have claimed that some people's yoga mats are de facto dog beds. We know that is not you. You would use a yoga mat, yoga block, water bottle and yoga tote bag. Of course you would. We are fully in support of that.

Because we know that you love Recess and you love yoga we will be giving away a fabulous yoga mat, yoga block, water bottle and yoga tote bag.



We're all for impact but our bag has a Recess logo.  
Just scroll to the bottom of this email and click:

**"This is hilarious. I must forward"**

Doing so anytime between now and June 24th, 2011 means you will be entered to win. Good luck!

### Collaboration Exploration.

#### Spelunking to the depths of the well(ness).

Is the only opportunity to feel like part of a team at work during a conference call? Conference calls have their purpose, sure, but you're probably not getting any healthier taking on the phone (in fact, it might be just the opposite).



In the spirit of the collaboration we've been giddily crowing about this month, we wanted to offer a few suggestions for a fun-tastic time! (Starting with a collective laugh at our expense. That was just awful.)

**Cool kid clubs (don't worry, we're adults now--we are all *so* cool.)**

At work, groups are often thought of in a, well, a *work* context. And while an ad-hoc budgetary committee is generally nothing short of titillating, we are on a quest to promote wellness. We believe work groups can be fun and while we fully endorse running clubs and softball leagues, we want to blow your collective mind when it comes to expanding your definitions of wellness.

Besides, if your program is really going to reach beyond the already healthy then perhaps reaching a new audience every once in a while wouldn't hurt. Skeptical? Here are just a few off the wall suggestions:

**Sing it out loud: Start a band.**

We've all got an inner diva (or the male equivalent--would that be an inner [Devo?](#)). Let that starlet out by starting a chorus club. Don't think you can sing? Well, do you play any instruments? Starting an [office band](#) will make you the hit of the next office party, guar-an-teeed.



This could be you.

If you can't sing *or* play an instrument, no worries! You are alive in the magical musical age of Rock Band, the game. This is a kick-butt team builder and a sure-fire way to make you the star of your kids next party. Either way, somebody is singing your praises. Rock on!

**Dig in, bookworms.**

Is the only reading you do of the necessary, but painfully dry policy variety? Books about things other than company related facts and numbers do exist, and frankly, they can be pretty great. Discussing said books can be awesome. A [book club](#) can be relieve stress and build camaraderie. Do we really need to extol the virtues of reading?

Any number of your elementary school teachers probably did that way better than we ever could. Reading with a friend or two just makes a good thing even better.



Awww!

### The Social Scavenger

Has there ever been a greater team building exercise in the history of the whole world than the scavenger hunt? Pairing up, searching for clues, running around and winning prizes (like a rad yoga kit)--it's even better than Budweiser and Clamato. Making a scavenger hunt about wellness is the real "la combinacion perfecta".

[You just can't quit us & shouldn't have to! Hilarity over at our blog. >>](#)

## Wellness. That Doesn't Suck.

We fix [wellness programs that suck](#). It's really that simple.

Did your CFO hire his best buddy from college to start a [cheesy exercise program](#) that only the already healthy attend? Did everyone get excited about the Biggest Loser competition at work only to have a [smoker who takes diet pills win](#)?

Recess can help. We don't just care about tools that look good, but no one uses. We guarantee at least half of your company's employees will catch the wellness bug.

Call us toll-free at 1-866-578-7118, or, [Request a Quote](#).

**This is hilarious. I must forward:**