



# Program Particulars

**Title:** In Tune

**Theme:** Americans are feeling stressed. Many are being asked to do more with less, for less. Thanks to 24/7 connectedness some feel tethered to work even when they are at home. And who hasn't felt a sense of "cerebral burnout" from information overload? It's time to get In Tune with the stressors in our lives and begin establishing good stress management habits that can be practiced regularly and will help provide protection from the ill effects of too much stress. By employing a variety of methods to get In Tune with what is causing us stress, we will better be able to manage our response to those stressors and better appreciate the symphony of life!

**Duration:** 6 weeks

**Tracking Mechanism:** Tracking Form

**Wellness Emphasis:** Stress Management

**Goal(s):** Eliminating everyday stressors like work deadlines, obnoxious coworkers, or traffic congestion is not realistic for most individuals. Learning how to change our response to these stressors, however, is a realistic goal. And one that will help us to keep day-to-day stress levels out of the danger zone.

**Incentive Prize Ideas:** Stress ball, massage gift certificate, desktop fountain, spa package, book store gift certificate, weekend getaway, or t-shirt.



## Implementation Guide

This implementation guide is offered to assist you in implementing a successful challenge. Follow it word-for-word or add your own twist — the choice is yours!

**1: Review Materials |** We have provided you with all the materials needed to implement a meaningful wellness incentive challenge. Now is the time to review and become familiar with the materials.

**2: Establish Timeline |** Now that you have reviewed materials, it is time to start planning when you will implement the program. Take into account the time it takes to reproduce the items you reviewed in Step 1. Without appropriate promotion, you cannot expect to engage participants in the wellness challenge.

**3: Customize Materials |** All materials provided with this incentive campaign are yours. If you would like to modify them with your logo or other information, now is the time to do that.

**4: Promote, Promote, Promote |** Now is the time to hit your internal newsletter, send the introductory letter and/or email, get registration materials to potential participants and put up promotional flyers everywhere you can.

**5: Launch! |** It is now 'go' time. Launch the program with great fanfare to ensure participants are motivated to make meaningful behavior change. Be sure you continue to communicate throughout the program with the included motivational messages, Twist idea activities and regular information in your internal newsletter.

**6: Reward and Recognize |** To reinforce the new healthful habits of participants, be sure to reward and recognize those who meet their goals!

**7: Gather Feedback |** Use the included evaluation sheet to determine how well the program was received and how you can build on your success. Don't forget to share the findings with the senior leadership team!



## Know-and-Go Ideas

You don't have to do that same old program — check out these ideas to help participants Know-and-Go!

### Stealth Health

Keeping your immune system running strong is easy when you choose foods packed with vitamins and minerals. While hormones released during stressful times can wreak havoc on the immune system, there are a host of delicious foods that can help maintain a healthy immune system. Find out which foods are your best picks and why in this informative Know & Go session. **Suggested presenter(s):** Registered dietitian.

### Humor Therapy

The amazing thing about laughter is that it reduces the level of stress hormones in the body and boosts levels of health-promoting hormones. Not to mention that a good belly laugh is a super physical and emotional release that gently massages your internal organs. And who doesn't love a good laugh? Explore how to bring more humor into your life and connect with others who enjoy laughter when you attend this engaging Know & Go session. **Suggested presenter(s):** Comedian, members from an improvisational theater group, or consult with your Employee Assistance provider for additional suggestions in your area.

### Relaxation Isn't Just for Vacation

Finding calm in the midst of chaos is a tried and true stress management strategy. This session gently guides attendees through a series of relaxation techniques including deep breathing, yoga, progressive relaxation, meditation, and tai chi to find inner calm and quiet. **Suggested presenter(s):** Mental health professional, yoga instructor, or tai chi instructor.

### Stressed Out!

We all experience stress in our lives. But how much is too much? And where can you go for help? Join our stress expert in this session and learn more about the toll excess stress is taking on our physical and emotional health, as well as what factors seem to be most responsible for this epidemic of stress in our society. Finish out the session with a brief discussion about current treatment methods that are helping individuals cope with stress in today's world. **Suggested presenter(s):** Mental health professional, Employee Assistance Program provider.



## Wrap-Around Ideas

We couldn't provide you this incentive challenge without also giving you a couple out of the box ideas to ensure participants are engaged!

### Relaxation Survival Kits

Don't just send your employees off to complete the In Tune challenge without equipping them with a relaxation survival kit. Include items such as aromatherapy lotion, handheld massagers, massage gift cards, soothing music CD, meditation CD, sleep masks, or comedy DVD. Package the items together and offer this as a welcome gift for enrolling in the wellness challenge.

### Battle of the Bands

Who won't break out in laughter when employees form kazoo bands and compete against one another for the top spot on the hits chart? Think of the possibilities ... name the band competition, best dressed band awards, and most original musical score designation.

### Boxing Bag

Relieving stress has never seemed easier when employees have an opportunity to work out their frustrations hitting and kicking an oversized boxing bag. Hang it in a break room or place it in the cafeteria along with a martial arts or boxing expert to provide instruction and encouragement. With the Rocky soundtrack playing in the background, this is sure to draw a crowd and engage employees in a great stress relieving activity.

### A Place to Chill

Create an oasis for employees to escape to during breaks or after work when stress levels tend to be high. Provide a variety of relaxation activities in a conference or meeting room that employees can try out over the course of a week. Start by dimming the lights. Next add soothing music, guided imagery downloaded onto MP3 players, yoga mats for stretching and meditation, a comfortable place to lie down, and perhaps even a massage therapist to provide chair massages.

# Tune In and Address Stress

**By employing a variety of methods to get In Tune with what is causing us stress, we can better appreciate life's symphony. Our latest wellness challenge will assist you in identifying the strategies that work best for you!**

**Fitness:** Remaining strong and healthy to weather the stress response.

**Relaxation:** Learning to calm and quiet the body, mind, and spirit.

**Clarity:** Identifying your top priorities and seeing the rest as just 'stuff!'

**Social Harmony:** Building and maintaining relationships that "help cushion the fall of a stressful day."



**We're certain you've never participated in a challenge like this!**

## Sign Up Today!

### IN TUNE Registration

Name: \_\_\_\_\_

Department: \_\_\_\_\_ Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Registration Deadline:

Return Completed Registration To:

# Opening Set

## Week 1: Recognizing & Rating Your Daily Stress

The first step toward effectively managing your daily stress is recognizing where it's coming from. Sounds simple, right? It may, but it takes some thoughtful consideration and honesty with ourselves to truly identify the sources of our stress.

During the first week of the In Tune challenge, identify and record one to three sources of stress each day. In addition, rate your level of stress on a scale of 1 (little stress) to 5 (intense stress). After completing Week One and establishing a baseline of your current stressors and stress level, you will move on to the Tracking Form, which will take you through Weeks 2 through 6.

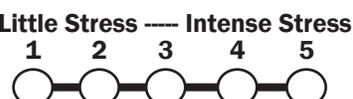
### Sample Entry

Day 1 Stressors: Bills, Sick Child, Disagreement with boss

Rating:  Little Stress ---- Intense Stress  
1 2 3 4 5

### Opening Score: Recognize & Rate

Day 1 Stressors: \_\_\_\_\_

Rating:  Little Stress ---- Intense Stress  
1 2 3 4 5

Day 2 Stressors: \_\_\_\_\_

Rating: 

Day 3 Stressors: \_\_\_\_\_

Rating: 

Day 4 Stressors: \_\_\_\_\_

Rating: 

Day 5 Stressors: \_\_\_\_\_

Rating: 

Day 6 Stressors: \_\_\_\_\_

Rating: 

Day 7 Stressors: \_\_\_\_\_

Rating: 

Your Name: \_\_\_\_\_ Dept.: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_



# Tune One

## Stress Management Category: **Fitness**

**Maintaining a healthy and strong body is a tried and true strategy to help you cope with everyday stress.**

A healthy heart is much better at withstanding the physical response to stress than a not-so-healthy heart.

Stress hormones tax and deplete the immune system. Maintain a healthy immune system to help ward off the ill effects of excess stress.

Blood pressure rises as stress levels increase. Keep your blood pressure out of the dangerous zone by maintaining a healthy resting blood pressure.

### Stress Management Strategies

**Be Physically Active.** It doesn't matter what you choose to do. Walking, biking, bowling, golfing, swimming, or hiking – all forms of physical activity counteract the effects of stress.

**Stretch.** Flexibility exercises stretch tight and taut muscles and release tension.

**Sleep.** Practice good sleep hygiene and aim for 7-8 hours of restful sleep each night. A good night sleep recharges the body and brain and strengthens the immune system.

**Scale Back the Caffeine.** You don't have to give it up but make an attempt to cut back. Caffeine is a stimulant that increases your heart rate, breathing rate, and blood pressure. It can also leave you feeling jittery, edgy, and irritable – not a good combination when trying to cope with stress. Did we mention it also interferes with restful sleep?

**Try Whole Foods.** Think about the often mindless eating pattern of stressed individuals. Gulps of caffeine-laden drinks, bags of fast food, and vending machine snacks often come to mind. Aim for more fruits, vegetables, and whole grains to keep your blood sugar levels constant throughout the day and to fuel your immune system with the nutrients it needs to run optimally.

**Hydrate.** Fluids flush out toxins and leave you feeling refreshed. Shoot for 9-11 cups of fluid daily. While water is the best choice, 100% fruit juices and flavored waters may also be included.

**Watch the Sugar.** Sugar-sweetened foods like cookies and candies can provide that little boost of energy you might feel that you need to get through the day. But beware. A sudden rise in blood sugar is often followed by a quick drop leaving you tired again and craving more sweets. Break the cycle with healthy snacks that contain complex carbohydrates and protein, which fuel you throughout the day.

**Leisure Fun.** Enjoyable leisure activities help counterbalance the stress we feel as a result of other activities, like work or care-giving, in our life. Whether it is joining a bowling league, indulging in a favorite hobby, or participating in a book club, leisure activities can help slow the pace of life, divert attention away from everyday stressors, and relax the mind and body.

**Humor.** A good laugh massages the internal organs and releases feel good endorphins that counteract the ill effects of excess stress.

# Tune One: Fitness

**Be sure to record which strategy from the Physical category you used each day on your Tracking Form. You can use a strategy listed below or one of your own!**

Take a 20-minute walk outside.

**Choose a healthy snack like whole grain crackers with cheese, low fat yogurt, handful of grapes and almonds, peanut butter with whole grain bread, air-popped popcorn, or a glass of low fat milk with carrots.**

Fill up a water bottle and sip on it throughout the day.

**Cut your caffeine intake back by reducing the number of servings of caffeinated beverages.**

Take three mini stretch breaks throughout the day.

**Bicycle around the neighborhood or indoors on a stationary bike.**

Allow yourself seven hours to sleep. You may not sleep the entire time but at least you have given yourself permission to try.

**Participate in a favorite leisure-time activity like reading, knitting, gardening, photography, a card game, or woodworking.**

Attend a group fitness class like kickboxing, spinning, step aerobics, Pilates, or water exercise.

**Shoot baskets for 20 minutes.**

Enjoy a funny movie, television show, or home movie.

**Take part in your favorite hobby activity. This might include scrapbooking, genealogy, sketching, writing, or horseback riding.**

Engage in any form of physical activity for 20 minutes. How about water walking, rollerblading, golfing, swimming, or lifting weights?

**Share a joke, cartoon, or funny moment with someone.**



# Tune Two

Stress Management Category: **Social Harmony**

**Forming strong and meaningful connections with others has a positive impact on psychological, as well as physical health. Learn to lean on those closest to you. Whether it is helping you to put things in perspective or simply listening to you express your thoughts and feelings, members of your social support network can help absorb the blow of a bad day and help you pick yourself back up. Take time this week to nurture these important connections.**

**Be sure to record which strategy from the Social Support category you used each day on your Tracking Form. You can use one of these below or one of your own!**

**Strengthen connections. Call or visit a friend. Be fully present during the conversation and focus on listening to the individual.**

Express gratitude. Do something nice for someone who has helped you out recently. Consider a handwritten thank you note, flowers, or a simple cup of tea.

**Give of yourself. Volunteer for a cause that is important to you. This provides an opportunity to meet like-minded individuals and cultivate new friendships. Keep in mind the idea is not to add more stressors to your plate. Keep it as simple as volunteering to help with a local charity walk or as grand as walking the dogs weekly at the local animal shelter.**

Take stock. Take inventory of your social support network. Jot down a list of individuals that you can count on to weather the storm with you, if needed. Does it look like what you want and need it to look like? Reflect on what might

need to happen to create the best social support network possible for you.

**Seek out connections. Look for opportunity to cultivate new friendships whether it be at your local fitness center, church, art class, civic group meeting or via online social networking.**

Give and you shall receive. Reach out to someone you know is going through a rough time. Send them a quick note to let them know you are thinking of them or pick up the phone and lend a shoulder and ear to them. Whatever you are able to give is likely to come back to you tenfold when you most need it.

**Seek positive energy: Time is a precious commodity. Spend yours with individuals who fill your glass rather than empty it. Seek out individuals who radiate positive energy instead of those that drain you of energy.**

# Tune Three

**Stress Management Category: Relaxation**

## **Relaxation activities can help reduce stress symptoms in a variety of ways:**

Drawing the focus inward and clearing the mind of outside distractions is a central theme of most relaxation techniques. Providing this temporary break offers an opportunity to gain new clarity and regain the ability to fully concentrate.

Calming activities like yoga and meditation lower the heart rate, blood pressure, and breathing rate.

Muscle tension, chronic pain, and anger often dissipate while engaging in quiet relaxation activities.

## **Be sure to record which strategy from the Relaxation category you used each day on your Tracking Form. You can use one of these below or one of your own!**

**Yoga:** Try out a class at the local Y, check out a DVD from the local library, or check your local television listings for an opportunity to try a yoga class.

**Massage:** Once seen as a luxury, massage is a necessity for those dealing with tight, sore, and tense muscles. Find a licensed massage therapist in your area and enjoy the sense of calm and comfort that accompanies a soothing massage.

**Meditation:** Whether it is simply sitting in a quiet room focusing on your breathing or closing your eyes and repeating a word or phrase, meditation trains the brain to relax and be free from worry. Sessions may be as short as five minutes or as long as an hour. Try incorporating one or two sessions into your day.

**Progressive relaxation:** The beauty of this technique is that it can be done anywhere at any anytime. It involves the simple process of tensing and then relaxing the major muscles one at a time. Tense each muscle for five seconds and then relax slowly for 30 seconds. The goal is to enhance awareness about how different it feels to be tense versus relaxed. Try this three to four times daily.

**Deep breathing:** Gently close your eyes and breathe in allowing the air to flow in through the nose. Then release the breath through the

mouth. Repeat this slowly four to five times.

**Visualization:** Find a quiet place, close your eyes, and let your mind wander to a calm, soothing, serene place like a beach. Engage all of your senses throughout. Imagine how the sand feels on your feet, how the air smells, and what the waves sound like coming onto shore. Spend 5-10 minutes enjoying the journey.

**Tai Chi:** A form of moving meditation, this ancient exercise technique emphasizes gentle flowing movements combined with deep breathing to calm the mind. When practiced regularly, Tai Chi promotes a sense of calm and peacefulness that allows individuals to be present in the moment and direct their attention away from outside distractions. Try a class or Tai Chi DVD.

**Nature.** Spend time in nature and reconnect with the rhythm of the natural world. Pay a visit to a local park, hike on area trails, pitch a tent and camp under the stars, visit a botanical center, or try star gazing.

**Music/Art:** Listening to peaceful music or drawing can also be useful relaxation techniques. Spending 10-30 minutes daily engaging in one of these activities can quiet the chaos and allow the mind and body to renew and refresh.



# Tune Four

Stress Management Category: **Clarity**

**An endless to-do list can be the source of stress for many. Not knowing how to get it all done can set off the stress response and leave you feeling like the hamster running on his wheel going in circles at warp speed but getting nowhere.**

Whether it is setting boundaries, establishing priorities, or managing your time, let clarity be your guide. Having a clear vision of what you want for yourself is immensely important in helping to determine which tasks are worthy of your immediate time and energy, which tasks can be completed later, and which tasks do not belong on your list. Ultimately the important things in your life will emerge and you will become clear on what the next steps looks like.

### **Try these techniques to better define your priorities and boundaries:**

**Where does the time go?** Record your activities and the time you spent on them for one day. This will help to identify how you are routinely budgeting your time. From there, identify those activities that do not move you forward toward completing high priority tasks but do suck up a chunk of your time. Commit to eliminating these from your day or minimizing the amount of time you spend on these non-priority activities.

**Prioritize the to-do list.** If you have a to-do list now is the time to rank the items in order of importance. If you don't have a task list already, simply write down the top 2-4 tasks that you would like to complete in the upcoming days. Rank the tasks by importance. Identifying high priority to-do items helps you easily direct your time, effort, and resources so that you avoid flittering from task to task without getting much of anything fully completed.

**Learn how to say no.** If what you really want is a relaxed evening at home reading a good book then why accept an invitation to go out for dinner? Or if work interferes with family time more than you like why volunteer for a committee that meets weekly in the evening? We all say yes to things that later we wish we would have declined. Try graciously declining invitations that don't fall into line with what you really want for yourself right now.

**Clarify expectations.** A great deal of time and frustration can be spent trying to figure out what someone else expects from you. How in-depth does that assigned report need to be? How much extra time does your supervisor expect you to spend on this newly assigned responsibility? How many times will this committee meet outside of normal working hours?

**Establish boundaries.** How much overtime are you willing to work? How many children's after school activities are you willing to juggle? Are you willing to check work e-mail from home or take work calls on your day off? It is not easy to establish boundaries but it is necessary to ensure a healthy balance in life. Be sure to verbalize these boundaries to others so that they can support you in establishing and maintaining them.

# Tune Four: Clarity

**Be sure to record which strategy from the Clarity category you used each day on your Tracking Form. You can use a strategy listed below or one of your own!**

**Rank each item on your to-do list and eliminate those tasks that are not important to you.**

Record your activities for a full day and reflect on where you are spending time on activities that are not a priority.

**Make a conscious effort to minimize the amount of time spent doing an activity that does not move you closer to completing high priority tasks. Think social networking, online shopping, internet surfing, watching television, or playing video games.**

Zoom in and look at the week ahead. Are there commitments or obligations that you have made that are not a good fit for helping you achieve the balance that you desire? If so, decide if you are going to proceed with them or graciously step away from them. Then move forward with this plan.

**Identify the boundaries that you need in place at work in order to maintain a good life balance and minimize unnecessary stressors.**

Begin the day by visualizing what you would like the day to look like for you. What activities are included? How long will it take to complete each activity? Who will support you in these efforts? How do you want to feel?

**Write a personal mission statement. The internet is a great resource and provides many examples and ideas for this.**

A balanced schedule may include a mix of work, family, social activities, solitary pursuits, daily responsibilities, as well as downtime. Reflect on whether or not your typical schedule honors all of your needs and is balanced well for you. If not, identify a change you can make tomorrow to create a better balance for yourself.



# Sorting Out Stressors

Imagine a life free from stress. Does it sound inviting?

The fact is that stress is the force behind our productivity. Without some stress we lack motivation and the desire to do much at all. However, too much stress can disable our thinking and abilities.

Think about it like the tension on a guitar string. The proper tension produces the correct pitches, or sounds, enabling the musician to create beautiful music. Too little tension on the string results in a dull or off-pitch sound. Too much tension and the string snaps or plays out of tune. The

same applies to the stress in our life.

The optimal level of stress for an individual to function varies greatly from person to person. Striking that optimal chord between too much and too little stress is the key to enjoying the symphony of life.

Not all stressors produce distress or negative stress. Planning a wedding or competing in a sport can be a stressor but in a good way. This is referred to as eustress or positive stress. Despite activating the stress response, this type of activity is perceived as enjoyable.

## Take a look at some of the most commonly reported everyday stressors. Do you know yours?

**Health:** Not feeling well or dealing with a chronic health condition.

**Hassles:** Traffic jams, detours, flat tires, long lines at the store.

**Relationships:** Disagreements with a spouse, parent, child, friend, or coworker.

**Financial:** Having debt or not being able to make ends quite meet.

**Environment:** Pollution, violence, and worry over personal safety.

**Life Changes:** Divorce, relocation, changing jobs, disability, or death.

**Occupational:** Deadlines, office politics, high workload, sales goals.

**Obligations/Daily Responsibilities:** Carpool, pets, meal preparation, care-giving.

**Technology:** 24/7 connection, upgrades, outages.



# Stress & Disease: Related?

Did you know that 75-90 percent of all physician office visits are believed to be stress-related? And it is no wonder given the fast pace and chaos of our society today.

Most of us encounter a fair number of stressors on any given day. Traffic delays, work deadlines, daily obligations like grocery shopping and carpools, as well as minor disagreements with others can set off the stress response.

Soon heart rate, breathing rate, and blood pressure elevate. Your palms may even feel sweaty. This is to prepare you to either fight the stressor or flee from the situation - a very appropriate response if a fast moving city bus is heading toward you in the crosswalk and you fear for your safety.

It does not seem nearly as necessary if it is simply a disgruntled client or a dead car battery that triggers the response. Nonetheless, the body responds the same way regardless of the cause.

Repeatedly being bombarded with seemingly minor stressors

constantly throughout the day may also result in chronic stress. And that is cause for concern given that the association between chronic stress and disease is 85%.

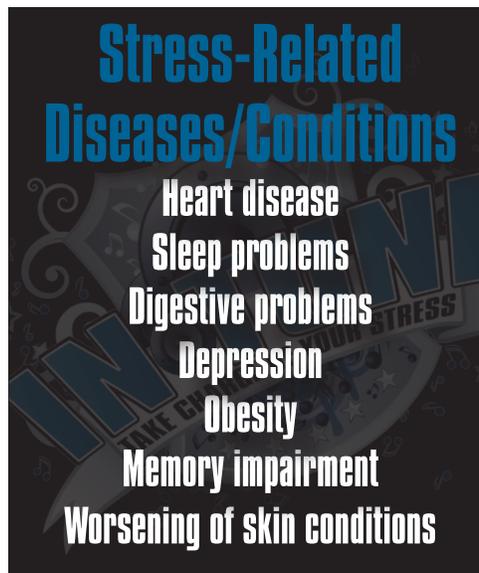
Why the body develops chronic disease in response to long term exposure to stress is still not well understood. However, experts

believe that the constant stream of adrenaline, cortisol, and other stress-related hormones in the body may play a key role in the development of illness and disease.

Finding ways to minimize your exposure to stressors may be one way to prevent your body from experiencing chronic stress but it is often not a realistic strategy. Learning

to change your response to stressful situations may prove more effective and reduce your risk for developing stress-related disease.

Type "stress management" into your favorite search engine and start developing lifelong stress management habits today to help ensure a lifetime of good health and well-being tomorrow.



# STRESSED OUT!!!

**There are usually warning signs when stress overload is near. Do you know what signs and symptoms to look for?**

Being mindful of these signs and symptoms will help you identify the stressors in your life. Once you know the everyday situations in your life that trigger the stress response, make a choice to either change the situation or change your response to it. Either way, the goal is to prevent the following symptoms from occurring and to protect you from the long term consequences of chronic stress overload.

**You might be reaching your limit of stress if you experience one or more of the following common stress overload symptoms.**

**Unexplained aches and pains**

**Diarrhea and constipation**

**Heartburn**

**Upset stomach, nausea, vomiting**

**Frequent colds**

**Feeling overwhelmed.**

**Restless sleeping**

**Irritable with a short fuse**

**Moody**

**Easily agitated**

**Feeling depressed**

**Inability to focus and concentrate**

**Memory problems**

**Anxious**

**Frequent worrying**

**Poor judgement**

**Negative attitude**

**Sleeping too much or too little**

**Excessive procrastination**

**Loss of appetite or eating in excess**

**Relying on alcohol, nicotine, or drugs to relax**

**Neglecting responsibilities**

**Withdrawing from social situations.**

**Fatigue**



# Frequently Asked Questions

**Want a quick overview of our latest wellness incentive challenge? All the information you'll need to be successful is included below.**

## **WHO is the campaign designed for?**

This challenge is designed for those just considering making meaningful lifestyle changes to those who are already practicing healthful habits. The real emphasis of this campaign is on identifying effective strategies for managing daily stressors.

## **WHAT is the campaign goal?**

The goal of every wellness incentive challenge is to provide you with the tools to make meaningful and healthful lifestyle changes. This challenge focuses on putting a variety of strategies in place to manage daily stress. You will work on strategies in different categories each and rate your stress to determine what works best for you.

## **WHEN and WHERE do I need to complete activities?**

Daily stress is all around us, so you will be encouraged to test out your management strategies just about anywhere.

## **WHY is it important that I participate?**

By tuning in to daily stress and finding effective ways to manage it, we can more fully enjoy life. Once we identify strategies that work for us, we are well on our way to thriving instead of simply existing.

## **HOW will my progress be tracked?**

During the first week of the challenge, you will simply rate your level of stress each day and record three areas of your life that are causing you stress. During weeks 2 through 6, you will record which strategies you used daily while you continue to record your stress level. At the end of the challenge, you will return your tracking form to the coordinator.

**For More  
Information:**



# Challenge Evaluation

Our goal is always to provide you with fun and fresh wellness incentive campaigns to assist you in making meaningful lifestyle changes. To ensure we are meeting our goal, we need to hear from you. Please answer the questions below to help us understand how you felt about the just completed program.

1. **Did you successfully complete all 6 weeks of the In Tune challenge? (circle one)**

Yes      No

2. **Was the challenge easy to understand (circle one)?**

Yes      No

3. **I found In Tune to be (circle one):**

- a. Not challenging enough for me.
- b. The right level of challenge for me.
- c. Too challenging for me.



4. **If the challenge was offered again would you recommend it to a coworker? (circle one)**

Yes      No

5. **Are you more aware of your stress management strategies now than you were before participating in the In Tune challenge? (circle one)**

Yes      No

6. **I received these benefits by participating in In Tune (circle all that apply)**

- a. It was fun for me.
- b. I learned new things about how to live a healthy lifestyle.
- c. I'm thinking more about changing one or more of my health habits.
- d. I am continuing to use a stress management strategy that I began during the challenge.
- e. It reinforced that my health habits are good and I should continue them.
- f. I enjoyed participating with coworkers.
- g. Other: (please specify): \_\_\_\_\_

7. **Please rate your overall satisfaction with In Tune (circle one)**

Very satisfied      Somewhat satisfied      Somewhat dissatisfied      Very dissatisfied

8. What did you like most about the In Tune challenge?

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9. What did you like least about the In Tune challenge?

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10. Please share any ideas and suggestions you have for future programs.

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**Please  
return to:**

Name (optional): \_\_\_\_\_

Department (optional): \_\_\_\_\_