2021

Well-being Calendar

EMPLOYER GUIDE
Our well-being calendar can help you plan, promote and implement activities throughout the year. Each month features a different well-being topic, observances and key dates, industry resources and tips for engaging employees. Follow our suggested monthly topics or adjust to align with your program strategy.
Empower and engage your employees

JANUARY | Self-care
Be your best

FEBRUARY | Financial Well-being
Boost your bottom-line health

MARCH | Nutrition
Nourish your body

APRIL | Mental Well-being
Feel your best

MAY | Physical Activity
Get moving

JUNE | Well-being at Work
Pursue what’s most important to you

JULY | Family Well-being
Caring starts with you

AUGUST | Sustainability
Be kind to the planet

SEPTEMBER | Preventive Care
Taking on the world begins with taking care of you

OCTOBER | Healthy Habits
Get after your goals

NOVEMBER | Chronic Illness
Keep your outlook positive

DECEMBER | Social and Community Well-being
Create meaningful relationships
January | Self-care

**Observances**
- Cervical Cancer Awareness Month
- Financial Wellness Month
- National Blood Donor Month

**Key Dates**
- 1/28: Data Privacy Day

**Learn more**
- Practicing self-care with healthy nutrition and exercise habits, rest, hobbies, meditation and positive social connections is an important part of managing stress and building resiliency, which help prevent burnout. Over 50% of employees say they are stressed at work on a daily basis, and 95% of HR leaders indicate burnout is a top reason for leaving an organization. Encouraging self-care both at and away from work can help prevent burnout, improve staff morale and increase retention. *Source: SHRM*

**Engage employees**
- Launch a [wellness assessment campaign](#) to learn more about the health risks of your population.
- Promote [health coaching](#) to encourage a healthy lifestyle and support employees in achieving their goals.

February | Financial Well-being

**Observances**
- American Heart Month
- Black History Month
- National Cancer Prevention Month

**Key Dates**
- 2/4: World Cancer Day
- 2/17: Random Acts of Kindness Day

**Learn more**
- Financial well-being is a critical component of overall well-being. 77% of Americans report anxiety over their financial situation and more than 40% say that financial stress makes it difficult for them to concentrate at work. Financial health is becoming increasingly important to employers as it contributes to greater productivity, improved job satisfaction and employee retention. *Source: Workforce Institute*

**Engage employees**
- Promote tools that can save employees time and money. Remind employees to utilize the [90-day supply benefit](#) for prescription drugs and [lower cost care options](#), rather than the emergency room unless necessary.
- Work with your financial partner to offer financial education on budgeting, retirement planning, emergency savings and debt repayment.
### March | Nutrition

**Observances**
- National Nutrition Month

**Key Dates**
- 3/5: Employee Appreciation Day
- 3/8: International Women’s Day
- 3/18: Global Recycling Day
- 3/20: International Day of Happiness

**Learn more**
- Food influences employees’ energy, sleep, immunity and productivity. Poor nutrition also contributes to conditions like diabetes and heart disease, which can lead to increased absenteeism and higher health care costs. Employees spend a large part of their lives at work, making it a good place to promote and reinforce healthy choices. *Source:* [Anthem](#)

**Engage employees**
- Host a lunch and learn or nutrition-related well-being workshop.
- Offer healthy snack and drink options in the breakroom or implement a healthy food policy for meetings and company-sponsored events.

### April | Mental Well-being

**Observances**
- Stress Awareness Month
- Financial Literacy Month
- Move More Month

**Key Dates**
- 4/7: World Health Day
- 4/22: Earth Day
- 4/28: World Day for Safety and Health at Work

**Learn more**
- 1 in 5 adults experience a mental illness in a given year such as an anxiety disorder, depression, bipolar disorder or attention-deficit/hyperactivity disorder, which has a significant impact on the workplace. 62% of missed work days can be attributed to mental health conditions. Mental health issues in the workplace affect employees’ focus, engagement and morale. *Source:* [Business Group on Health](#)

**Engage employees**
- Promote mental health benefits available through [Providence](#) and your EAP.
- Reduce the stigma around mental health. Ask leaders to lead by example by taking mental health breaks, sharing their stories and showing compassion to normalize mental health conversations in the workplace.
### May | Physical Activity

#### Observances
+ National Physical Fitness and Sports Month
+ Mental Health Month
+ Women’s Health Month
+ National Walking Month

#### Key Dates
+ 5/21: Bike to Work Day

#### Learn more
+ Physical activity is important for a healthy mind and body, yet modern-day lifestyles make it especially challenging to incorporate movement into the day. Just 23% of adults meet federal guidelines for aerobic and muscle-strengthening activity. Employees who are physically active reap benefits in the form of more energy and restful sleep, improved immune function, increased creativity and focus, decreased stress, disease prevention and weight management. *Sources: CDC and Johns Hopkins*

#### Engage employees
+ Encourage physical activity and friendly competition by hosting a fun [wellness challenge](#).
+ Promote [Active&Fit](#) which provides discounted gym memberships at more than 11,000 fitness centers, 2,500 digital workout videos and daily weekday workout classes on Facebook Live and YouTube.

### June | Well-being at Work

#### Observances
+ National Safety Month
+ Men’s Health Month

#### Key Dates
+ 6/6: Cancer Survivor’s Day
+ 6/12: Global Wellness Day
+ 6/14: World Blood Donor Day

#### Learn more
+ Purpose drives job satisfaction and retention. Employees that feel inspired, find meaning and see the impact of their work are more engaged, innovative and productive. Cultivate a sense of purpose among your employees through meaningful organizational values, leadership that embodies your core values and opportunities for training and development. *Source: Workforce*

#### Engage employees
+ Connect employees to valuable resources by hosting a [health fair](#).
+ Launch an incentive campaign – reward employees for completing activities that improve their well-being. To learn more, e-mail the [Providence Workplace Wellness](#) team.
### July | Family Well-being

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<tr>
<th>Observances</th>
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<tr>
<td>UV Safety Month</td>
<td>Many employees care for children, elderly parents or an ill or disabled spouse or family member. Trying to juggle work and caregiving takes a toll. Caregivers are more likely to report emotional, physical and financial challenges and may find it especially difficult to practice self-care, increasing their risk for chronic conditions. Caregivers also report reduced productivity and increased absenteeism in the workplace. <strong>Source:</strong> <a href="#">Corporate Wellness</a></td>
<td>Promote <a href="#">ExpressCare Clinics</a> and <a href="#">ExpressCare Virtual</a> so employees and their families can access convenient, same day care when they need it. Provide back-up childcare or eldercare benefits to help employees find and manage trusted care for their children or parents.</td>
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### Key Dates
- 7/1–7/6: Clean Beaches Week
- 7/19–7/25: National Youth Sports Week
- 7/30: World Friendship Day

### August | Sustainability

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<td>Immunization Awareness Month</td>
<td>Taking actionable steps towards sustainability in the workplace can affect the organization’s bottom line and the employee experience. In addition to reducing the organization’s carbon footprint, a sustainable environment can affect recruiting, company culture and productivity. We all want healthier employees and a healthier planet. <strong>Source:</strong> <a href="#">Virgin Pulse</a></td>
<td>Provide benefits that support active commuting such as transit passes, bicycle parking and on-site showers. Implement policies that support clean air initiatives such as a smoke-free campus and letting employees telecommute on days with an unhealthy AQI.</td>
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<td>Family Fun Month</td>
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<td>National Eye Exam Month</td>
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### Key Dates
- 8/14: National Financial Awareness Day
### September | Preventive Care

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<td>Healthy Aging Month</td>
<td>Americans get preventive services at only half the recommended rate.</td>
<td>Encourage employees to identify a primary care provider and utilize preventive</td>
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<td>Fruit and Veggie – More Matters Month</td>
<td>Preventive benefits help detect potential health concerns early, which can</td>
<td>benefits. Help employees identify and manage health risks by hosting an on-site</td>
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<td>National Preparedness Month</td>
<td>ward off more serious health issues and avoid high medical expenses. And</td>
<td>biometric screening event.</td>
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<td>Key Dates</td>
<td>when employers provide paid time for doctor appointments, it shows</td>
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<td>9/10: World Suicide Prevention Day</td>
<td>employees that the organization values their well-being, which can</td>
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<td>9/26: Family Health and Fitness Day</td>
<td>improve employee retention rates and may help the bottom line over the</td>
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<td></td>
<td>long term. Source: <a href="https://www.cdc.gov">CDC</a></td>
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### October | Healthy Habits

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<td>National Breast Cancer Awareness Month</td>
<td>Employees spend many of their waking hours at work. Supporting them in</td>
<td>Promote tobacco cessation benefits – there are a variety of options from</td>
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<td>Health Literacy Month</td>
<td>pursuing and maintaining healthy habits during their workdays can have a</td>
<td>medications to telephonic counseling or group classes.</td>
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<td>Bullying Prevention Month</td>
<td>significant impact on their overall health and well-being. In addition to</td>
<td>Launch a flu prevention campaign to keep your employees protected and productive</td>
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<tr>
<td>Key Dates</td>
<td>healthier employees, healthy habits like a brisk walk can increase focus</td>
<td>throughout flu season.</td>
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<td>10/5: Child Health Day</td>
<td>and creativity, improve decision-making and manage stress – leading to</td>
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<tr>
<td>10/10: World Mental Health Day</td>
<td>better work outcomes. Source: <a href="https://www.mhfa.org">Mental Health First Aid</a></td>
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# November | Chronic Illness

## Observances
+ National Diabetes Month
+ National Family Caregivers Month

## Key Dates
+ 11/2–11/5: Stress Awareness Week
+ 11/19: Great American Smokeout

## Learn more
+ Chronic conditions including heart disease, diabetes, cancer and musculoskeletal disorders are some of the most costly and preventable health concerns. 6 in 10 adults in the U.S. have a chronic condition and 4 in 10 adults have two or more. Chronic conditions are associated with increased absenteeism, lost productivity and increased health care, disability and workers compensation costs. Source: [CDC](https://www.cdc.gov)

## Engage employees
+ Promote Providence Care Management for employees living with chronic conditions or acute illnesses.
+ Provide ergonomic assessments and interventions to prevent musculoskeletal disorders.

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# December | Social and Community Well-being

## Observances
+ Safe Toys and Gifts Month

## Key Dates
+ 12/1: World AIDS Day
+ 12/1: National Day of Giving [#GivingTuesday]
+ 12/5: International Volunteers Day

## Learn more
+ Features of the modern workplace may contribute to loneliness and isolation, which can lead to decreased productivity and engagement. Combat these feelings by providing employee volunteer opportunities. Volunteering has numerous positive impacts on well-being including improved physical health and self-esteem, fewer symptoms of depression and an increased ability to handle stress. Volunteering also positively impacts the health of your company by improving employee morale and establishing your organization as a community partner. Source: [Anthem](https://www.anthem.com)

## Engage employees
+ Promote LifeBalance for local and national discounts and [Assist America](https://www.assistamerica.com) for ID protection and emergency medical assistance while traveling.
+ Work together towards a good cause! Plan a company-sponsored volunteer event or provide employee volunteer hours.
When you’re healthy, you can feel inspired to do great things for your community and the world at large. We believe healthcare is a human right — everyone has a right to quality healthcare. We’re dedicated to the health and care of every member of our community, no matter where they live or who they work for.

Because everyone’s well-being matters.

**Want support for your employee well-being program?** Contact your Health Management Consultant or Account Manager. Or, email our team at workplacewellness@providence.com

**ProvidenceHealthPlan.com**