

*A division of
Human Resources*



Employee Wellness Spring Semester Guide 2026

Semester Focus: Daily Routines and Habits



This spring, we're focusing on Daily Routines & Habits because small, repeatable actions are what turn good intentions into real consistency. You told us that routines often fall apart when weeks get busy—not because you don't care, but because life happens. This semester is about building habits that flex, so you can keep your footing even when schedules shift. You'll learn practical tools for habit-building, time anchors, ADHD-friendly strategies, and ways to avoid restart fatigue—so consistency feels less exhausting and more empowering. When your days have rhythm, it's easier to feel grounded, capable, and back in control.

January: Setting Goals

Learn the secrets to setting goals that build momentum. Then, develop your personal Vision Board to keep your goals front and center all year long.

February: Building Habits

Goals are achieved by adopting daily habits. Learn how to best build habits using cues, routines, and rewards. Use this information as you work through the Goal Setting workshop.

March: Stage of Change

It is completely normal to fail at something new. The hard part is picking yourself up to try again. Successfully navigating the Stages of Change will ensure your goals and habits transition to everyday routines.

April: Your Environment and Habits

Learn how to best use tools, tricks, and your environment to maximize your efforts. We will focus on creating a sustainable system that works for you.



Wellness in 30 Health Presentations

Employee Wellness Account

www.wellsteps.com/ws-rewards

Presentations are uploaded monthly to your Employee Wellness Account.

January: Goals: Finding, Creating, and Accomplishing

Tired of resolutions that fade by February? Learn how to set goals that stick by using the SMART framework and a confidence scale to ensure you're always set up for success. By uncovering your deepest "Why" and aligning your plan with your personal values, you will learn to turn small daily habits into major life accomplishments.

February: Building Habits

Learn to master your habits by understanding the simple "loop" of cues, routines, and rewards that drive your daily actions. This presentation provides a framework to help you experiment with different rewards and identify the specific triggers behind your behaviors. By creating a clear plan, you can successfully gain power over your routines and reshape almost any habit with time and effort.

March: The Power To Restart

Navigating the stages of change will help you to successfully transition from setting a new goal to maintaining it for the long term. Overcome the fatigue of restarting by recognizing that falling off the "bandwagon" is not a failure and you are welcome to jump back on at any time.

April: Tailoring Habits for Neurodivergent Success

Learn about practical strategies for building lasting habits tailored specifically to the unique needs and strengths of neurodivergent brains. By shifting the focus from willpower to environmental accommodation, you can create a sustainable system that works with your natural tendencies rather than against them.



Wellness Workshops

Perfect Your Skills

Employee Wellness Account

www.wellsteps.com/ws-company-calendar

Learn how to incorporate healthy habits into your daily routine.

Goal Setting

Tired of resolutions that fade by February? Learn how to set goals that stick by using the SMART framework and a confidence scale to ensure you're always set up for success. By uncovering your deepest "Why" and aligning your plan with your personal values, you will learn to turn small daily habits into major life accomplishments.

February 3, 10, 17

Motivation and Willpower

Unlock the secrets to lasting change in our three-session wellness workshop designed to strengthen your motivation and willpower. We'll start by deconstructing the mechanics of the habit loop to understand your triggers, then explore how to leverage personal ability and social support for consistent action. Finally, you'll learn to design an environment and reward system that makes progress feel effortless and sustainable.

March 12, 19, 26





Challenges

2-Week Challenges & Campaigns

Employee Wellness Account

www.wellsteps.com/ws-challenge

Join a group challenge or engage in individual growth.

Habit Builder: Goal Setting Challenge

This challenge will help you focus on the clarity and motivation that comes from setting meaningful goals. Over the next five weeks, you will be encouraged to create a sustainable goal-setting practice.

Throughout the challenge, you will learn how to set achievable, realistic goals, break them down into manageable steps, and track their progress over time.

March 9 - April 12

2-Week Challenges

Looking for ways to improve your wellbeing? Schedule a 2-week challenge at any time. While you may choose to complete any challenge, the following will complement the semester's focus of habits:

- Go for the Goal
- Or make your own 2-week challenge



Spring Semester Resources

Increase Your Knowledge

Employee Wellness Website

www.weber.edu/employeeewellness/semester-learning-path.html

Use the following resources to explore the semester topic in greater detail.

Wellness Related Books


- The Power of Habit *
- Do What Matters Most *
- Tiny Habits
- Goals: The 10 Rules for Achieving Success *
- Atomic Habits
- Better Than Before

*Available through Employee Wellness

Vendor Presentations

- Blomquist Hale: Healthy and Happy Habits
- Blomquist Hale: Making the Decision to Change Your Health
- Blomquist Hale: Don't Sweat the Small Stuff
- PEHP: Develop a Growth Mindset
- TIAA: Build Smart Financial Habits for Success
- URS: Psychology of Money

Wellness Related Podcast/TedTalks

- TEDTalk: How to Set the Right Goals and Stay Motivated
 - Mel Robbins: 5 Ways to Actually Make Your Habits Stick
 - The Mindset Mentor Podcast: The Power of Habit
 - The Psychology Podcast: How to Build Good Habits and Break Bad Ones with James Clear
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Daily Routines and Habits

Use this check sheet to help you fully explore this semester's topic

Spring Semester Learning Path

Increase Your KNOWLEDGE

- ☐ Wellness In 30 January- Goals: Finding, Creating, and Accomplishing
- ☐ Wellness In 30 February- Building Habits
- ☐ Wellness In 30 March- The Power to Restart
- ☐ Wellness In 30 April- Tailoring Habits for Neurodivergent Success
- ☐ Read a Wellness-Related Book
- ☐ View a Vendor Presentation
- ☐ Listen to a Wellness-Related Podcast

Perfect Your SKILLS

- ☐ Wellness in Action: Goal Setting
- ☐ Wellness In Action: Motivation and Will Power

PRACTICE

- ☐ Complete a 2-Week Challenge: Go for the Goal
- ☐ Complete the Habit Building Campaign

This Semester's RESOURCES

Books

- Atomic Habits
- Better Than Before
- Do What Matters Most
- Goals: The 10 Rules for Achieving Success
- The Power of Habit
- Tiny Habits

Podcasts

- 5 Ways to Actually Make Your Habits Stick
- How to Build Good Habits and Break Bad Ones
- How to Set the Right Goals and Stay Motivated
- The Power of Habit

Vendor Presentations

- Blomquist Hale:
 - Don't Sweat the Small Stuff
 - Healthy and Happy Habits
 - Making the Decision to Change Your Health
- PEHP:
 - Develop a Growth Mindset
- TIAA:
 - Build Smart Financial Habits for Success
- URS:
 - Psychology of Money



Cooking Demonstrations

Master Your Cooking Skills

Employee Wellness Account

www.wellsteps.com/ws-company-calendar

Cooking Basics Part 1:

Build a solid foundation in the kitchen with our three-part Cooking Basics series, designed to turn beginners into confident home cooks.

Knife Skills

Master the most important tool in your kitchen by learning the proper grip and safety techniques for various fundamental cuts. You'll put your new skills to immediate use by prepping a vibrant, garden-fresh salad from scratch.

February 12 and March 11

Roasting and Steaming

Discover how to unlock deep flavors and perfect textures through the essential methods of roasting and steaming. We will cover the secrets to achieving perfectly caramelized vegetables and light, fluffy rice every time. These versatile techniques will become your reliable foundations for healthy, delicious weeknight meals.

February 19 and March 18

Saute and Simmer

Take control of your stovetop as you learn the nuances of sautéing for color and simmering for rich, developed flavors. You will practice these techniques by creating a classic homemade marinara sauce while learning how to best utilize your different pots and pans.

February 26 and March 25





Support Groups

Building Wellbeing Through Community

Employee Wellness Account

www.wellsteps.com/ws-company-calendar

Use the power of community to support your wellbeing journey.

Wellbeing Support Group

Employee Wellness's health management support group welcomes people at any stage of their wellness journey. The group is designed to connect, share experiences and learn from one another in a supportive and encouraging environment. This space provides an opportunity to discuss challenges, celebrate progress and explore practical strategies for maintaining a healthy lifestyle.

During this semester, the group will discuss goal setting and nutrition basics in detail. Meeting to occur weekly.

The Confidence Project

The Confidence Project is a body acceptance program run through Employee Wellness to empower participants to engage in body acceptance and promote a positive body image. This four-week program consisting of one 45-minute weekly meeting. During meetings, participants engage in a series of verbal, written and behavioral exercises in which they consider the negative effects of pursuing the appearance ideal.

All participants are expected to willingly contribute during each meeting.

February 21- April 15





Balance Breaks

Refreshing the Mind, Connecting with Others

Employee Wellness Account

www.wellsteps.com/ws-company-calendar

Step away from your screen for a social activity.

We are excited to launch Balance Break, a new monthly series designed to help you hit the pause button and prioritize your wellbeing. Each session offers a fresh way to unwind, revolving around a different theme. This is your regular opportunity to step away from the screen, engage in meaningful conversation, and recharge alongside your colleagues in a relaxed environment.

Vision Boards

Kick off 2026 with a fresh perspective at our January Balance Break, where we'll be crafting personal vision boards to set our intentions for the year ahead. We will provide all the paper, photos, and markers you need to visualize your goals in a creative and low-stress environment.

January 22

Heart Health Snacks

Celebrate Heart Health Day by wearing red and joining us for a selection of delicious, heart-healthy snacks. It's a wonderful opportunity to step away from your desk and enjoy a refreshing break with great conversation among colleagues from across campus.

February 6

Color and Sip

Take this time to tap into your creativity and recharge. We'll provide coloring sheets, markers, and a variety of refreshing fruit-flavored waters to enjoy.

April 15





Coaching and Training

One-on-One Guidance

Employee Wellness Website

<https://www.weber.edu/employeehealth/coaching.html>

Personalized coaching to help you reach your goals faster.

Wellness Coaching


Wellness coaching is intended to be used as a goal-setting tool to help you adjust to your current work situation. Participants can meet with a coach to explore ways to improve in the areas of exercise, nutrition, sleep and time management. Each week you will meet with your coach online to review how your week went, if you accomplished your goal and to develop a new goal.

Nutritional Coaching

Nutritional Coaching is a six-week coaching program designed to help employees make small, sustainable dietary changes that align with MyPlate.gov guidelines. Through weekly online sessions, participants will work one-on-one with a coach to set achievable nutrition goals, track progress and adjust strategies to fit their unique work and lifestyle demands.

Personal Training

Personal training through Employee Wellness is intended to provide you with detailed instruction and hands-on practice with an exercise program. Over the next six sessions, you will meet with your trainer and execute your exercise program based on your training goals.





Fitness Classes

Fitness for All Abilities

Employee Wellness Account

www.wellsteps.com/ws-company-calendar

Total Body Conditioning:

Join us each week for a Total Body Conditioning class. Each class will work the whole body using a variety of strength training equipment. Great for beginners and those with an advanced fitness background. Classes will be held in a hybrid format.

-Taught by Tami Clark: Tuesdays & Fridays, 9:15 - 10:15 am

Yoga:*

Due to its holistic nature, this class works as a stand-alone exercise regimen for those who are super busy or as a complement to a more diverse exercise program including other modes of activity.

-Taught by Bobbi Bowman: Mon/Wed, 12:30 pm - 1:20 pm

Pilates:*

This mode of exercise is a great low-impact way to strengthen and tone muscles, improve posture and flexibility, increase circulation and cardiovascular strength, and unite body and mind. It will help you on your way to a stronger and healthier body.

-Taught by Claudette Halverson: Tues/Thurs, 1:30 pm - 2:20 pm

**A class fee applies to these classes. Participation in one format is \$25 per semester, or participation in both formats is \$45 per semester. Learn More Here: <https://www.weber.edu/employeehealth/group-exercise-classes.html>*

Employee Wellness Team



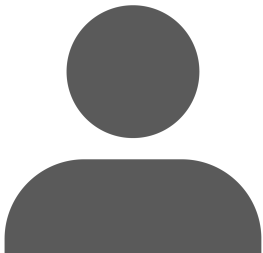
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