

Staff Engagement Calendar

Month:	Activity:
January	Find Someone Who... Staff Scavenger Hunt (See Handout) Staff will receive a worksheet and are encouraged to learn fun facts about their coworkers by finding people with unique skills, experiences, or interests.
February	High 5 Test- Discovering Staff Strengths The High5 Test is a strengths-based assessment that identifies a person's top five natural strengths.
March	Beyond the Role: Staff Show and Tell Encourages team members to share a favorite item, hobby, or story and learn something new about coworkers in a relaxed, engaging way.
April	Start Strong, End Easy: Staff Stretching Guides (See Handout) Supports comfort and mobility throughout the day while promoting relaxation and recovery after shifts.
May	PowerPoint Palooza Challenge Invite staff to share creative, fun presentations on any topic, encouraging laughter, connection, and stronger workplace connections.
June	Secret Pal Month Create a culture of appreciation by pairing coworkers for a month of thoughtful gestures and support.
July	Getting to Know you Bingo (See Handout) Staff will receive a bingo card and are encouraged to engage in meaningful discussions and activities with fellow team members.
August	Wellness Passport Passport to self-care including activities such as breathing techniques, step challenges, hydration, etc.
September	Beyond the Role: Staff Show and Tell Encourages team members to share a favorite item, hobby, or story and learn something new about coworkers in a relaxed, engaging way.
October	Mission Possible: Teambuilding Activities (See Handout) Staff participate in interactive team challenges (ex. Minute to Win it Games and/or other problem-solving games)
November	Guess that Staff Member Staff will provide a series of photos and/or facts about themselves to allow coworkers to match the team member to the correct facts/photos.
December	Staff Appreciation Party Bring staff together to recognize participation, connection, and teamwork.

Find Someone Who...

Directions: Learn fun facts about your team members by completing the worksheet provided

- Your goal is to fill all 25 lines by finding coworkers who match each unique fact, skill or interest
- When you find a match, write that coworker's name or initials on the corresponding line
- Each team member can only be used twice
- Turn in your completed worksheet by the end of the month for a chance to win

1. Loves to read _____
2. Has a birthday in the Spring _____
3. Can speak more than one language _____
4. Has two or more daughters _____
5. Has gone on a cruise _____
6. Was in the military _____
7. Has an upcoming vacation planned _____
8. Has traveled by train _____
9. Can play an instrument _____
10. Likes the color purple _____
11. Has a name that starts with “V” _____
12. Has three or more siblings _____
13. Has been with the company 5+ years _____
14. Has lived in two or more states _____
15. Loves to cook or bake _____
16. Has been to another country _____
17. Is an only child _____

18. Has a surprising hobby _____

19. Was born in the same month as you _____

20. Their favorite season is winter _____

21. Enjoys making crafts _____

22. Prefers night over morning _____

23. Does not like coffee _____

24. Has a name with at least 7 letters _____

25. Loves their job! _____

Getting to Know You Staff Bingo!

Directions: Engage in meaningful discussions and activities with your fellow team members by completing the bingo card provided

- Earn a bingo by completing a full line of squares vertically (|), horizontally (—), or diagonally (\)
- Record your progress by writing the initials of the team member you completed each discussion or activity with in the corresponding square
- You may partner with the same team member for up to two squares on your card
- Each completed bingo earns you one raffle ticket for the prize drawing (*Complete the entire card and earn five bonus tickets!*)
- Turn in your finished bingo card by the end of the month to be entered to win

Ask a coworker: Tell me a funny work related experience you have had at some point in your career	Share one of your favorite songs with a coworker	Introduce yourself to a new coworker or one you have never met	Ask a coworker: If you could have any super power, what would it be and why?	Ask a coworker: What is a hobby or activity that brings you joy?
Eat lunch with a new coworker or one you have not eaten with before	Ask a coworker: What is your dream destination?	Ask a coworker: what city were you born in?	Do something unexpected and kind for a coworker	Leave an anonymous post-it quote or message of encouragement somewhere your coworkers will see it
Ask a coworker: What is something that motivates you?	Share your favorite restaurant with a coworker	Free	Take a few moments to thank a coworker	Ask a coworker: What was your first job?
Go for a walk with a coworker during a break	Grab a coworker and go outside for some fresh air and a few deep breaths	Share a photo that makes you smile with a coworker	Ask a coworker: Tell me about one of your favorite ways to relax	Share what is most surprising about you to a coworker
Ask a coworker to stretch with you for 5-minutes	Ask a coworker: What is one of your favorite aspects of your job?	Ask a coworker: Tell me something you are proud of	Ask a coworker: What is your favorite genre of music?	Ask a coworker: What is your favorite dish to prepare?

Mission Possible: Team-Building Activity Guide

A High-Energy Set of Challenges Designed to Increase Collaboration, Creativity & Fun in the Workplace

Welcome, Agents!

Your mission—should you choose to accept it—is to complete a series of fast-paced, team-building challenges that test communication, creativity, and teamwork. These activities include Minute-to-Win-It style games as well as a collaborative construction challenge.

How the Event Works:

- Break up your staff members into teams of 3–6 players
- Each challenge has a time limit
- Teams earn points based on:
 - Completion
 - Creativity
 - Teamwork
 - Speed (when applicable)
- Highest-scoring team at the end becomes the Mission Masters!

Challenge Activity Options

1. **Minute-to-Win-It Challenge Circuit:** Choose 3–5 mini-challenges or rotate through all. Each game lasts 60 seconds.
 - **Stack Attack**
 - **Objective:** Stack 36 plastic cups into a pyramid, then deconstruct back into a single stack.
 - **Teamwork Twist:** Each teammate may only use *one* hand.
 - **Defy Gravity**
 - **Objective:** Keep three balloons in the air for 60 seconds.
 - **Teamwork Twist:** Only one person may touch a balloon at a time—players must communicate and rotate touches.
 - **Penny Relay**
 - **Objective:** Move pennies from one end of the table to the other—using only a spoon held in your mouth.

- **Teamwork Twist:** Relay-style handoff; coordination is key.
- **Cookie Face**
 - **Objective:** Move a cookie from your forehead to your mouth without using your hands.
 - **Teamwork Twist:** Teammates coach each other with verbal strategies.
- **Paper Plane Precision**
 - **Objective:** Teams design and throw a paper airplane to land in a target zone.
 - **Teamwork Twist:** Each team member contributes to a *different step* of creating the plane.

2. The Spaghetti Marshmallow Tower Challenge

- **Objective:** Build the tallest free-standing structure possible using:
 - Uncooked spaghetti
 - Marshmallows
 - One yard of tape
 - One yard of string
- **Time Limit:** 15–18 minutes
- **Rules:**
 1. Structure must be free-standing (no walls, furniture, or people supporting it).
 2. Marshmallow must be at the top.
 3. Teams must plan, build, test, and adapt.
- **Points Awarded For:**
 - Height of tower
 - Team communication
 - Creativity in design
 - Stability
- **Bonus Mission:**

Award extra points to the team that can explain *why their tower stands*—what principles of balance and tension they used.

3. Communication Puzzle Race

- **Objective:** Assemble a puzzle *as a team*—but with a twist.
Give each team:
 - A 50–100 piece puzzle
 - 5–8 “incorrect” pieces mixed in from another puzzle
- **Rules:**
 - Teams must identify which pieces do *not* belong.
 - First team to successfully assemble their puzzle wins.
- **Teamwork Element:**
Members must divide responsibilities—edges, color zones, piece sorting.

4. Blindfold Build & Guide

- **Objective:** One blindfolded builder assembles a simple block or LEGO structure using only verbal instructions from teammates.
- **Time Limit:** 5 minutes
- **Variations:**
 - Switch roles so each person tries being the builder.
 - For more difficulty: teammates may not say direction words like *left/right*.

Scoring System (Customize as Needed)

Category	Points
Challenge Completion	10
Teamwork & Communication	10
Creativity	5
Speed (when applicable)	5
Bonus Mission Achievements	5

Debrief Questions (Optional)

Use these prompts to reinforce learning and reflection:

1. What communication strategies worked best for your team?
2. How did time pressure affect your decision-making?
3. What roles naturally emerged during the challenges?
4. How did your team adapt when something didn't work as planned?

Mission Accomplished

Thank you, Agents, for completing your mission.

Teamwork is your greatest superpower—use it wisely!

Pre- and Post-Shift Stretching Guide for Senior Living Healthcare Professionals

Stretching before and after work helps warm up and loosen tight muscles, reducing the risk of strains and on-the-job injuries. It also improves circulation and flexibility, helping your body recover more comfortably after a long shift. Additionally, taking a few minutes to stretch can boost your overall well-being by reducing stress and increasing your sense of energy and focus.

Our EnerG pre- and post-shift stretching guide is designed to make it simple to incorporate quick, effective movement into your daily routine. These easy stretches support flexibility, reduce stiffness, and help you feel more energized throughout the day. To get started, you can use the **printable guide** below or check out the **step-by-step video tutorial** on the **Aegis Therapies YouTube channel**.

Give them a try and see how just a few minutes of stretching can make a noticeable difference before, during, and after your shift.

Sit comfortably in a chair or stand with awareness to your posture:

- crown of the head lifting toward the ceiling
- shoulders are relaxed
- core/abdominal area is engaged
- bodyweight is distributed evenly across both feet (if standing) or hips (if seated)

Movement	Description	Images
Head Turn Neck	<ul style="list-style-type: none">- Look straight ahead.- Turn head to look over one shoulder.- Hold 3 seconds.- Return to front.- Repeat on other side.<ul style="list-style-type: none">▪ Complete 3-5 sets/side	

Head Tilt Neck	<ul style="list-style-type: none"> - Look straight ahead. - Tilt head gently sideways toward shoulder without raising shoulder toward ear. - Hold 3 seconds. - Repeat on other side. <ul style="list-style-type: none"> ▪ Complete 3-5 sets/side 	
Shoulder Backward Circle Shoulders	<ul style="list-style-type: none"> - Sit at edge of chair or stand with good posture. - Move shoulders slowly up, back and around in a circular motion. <ul style="list-style-type: none"> ▪ Complete 10-15 circles, focusing on full range of motion <p>NOTE: only perform backward circles to promote good posture</p>	
Shoulder Blade Pinch (retraction) Shoulders, chest, upper back	<ul style="list-style-type: none"> - Sit at the edge of your chair or stand with good posture. - Place arms in a "W" position with shoulders relaxed. (or with hands on lap for less pressure on the shoulder). 	<p>Front View:</p> 

	<ul style="list-style-type: none"> - Bring elbows back, pinching shoulder blades together. - Hold 6 seconds. - Relax. <ul style="list-style-type: none"> ▪ Complete 5-10 shoulder blade pinches 	<p>Back View:</p> 
<p>Arm Swing Shoulders, upper back, elbows</p>	<ul style="list-style-type: none"> - Begin seated or standing with your left arm straight out to the left and parallel with the floor. Right arm is bent at the elbow and resting across the abdomen. - Switch to the other side, bringing the right arm out to the right and parallel to the floor with your left arm bent at the elbow and resting across the abdomen. ▪ Complete 10 on each side, adding a gentle sway shifting bodyweight in the feet if standing or on the hips if seated. 	

<p><i>Wrist Stretch</i> Wrists, elbows, upper back</p>	<p>-Sit or stand with palms together and arms straight out in front. -Keeping your palms together, pull hands in toward the chest and point hands upward toward the ceiling. (Allow elbows to come out to the side.) -Point fingertips forward after a pause and extend arms back out in front.</p>	
<p><i>Hip Turn</i> Hips</p>	<p>-Seated or standing, extend one leg out in front of you with the heel touching the floor, toes lifted. -Turn the straightened leg left and right, pivoting on the heel, allowing for a gentle hip stretch.</p>	
<p><i>Clam Shell</i></p>	<p>-Sitting or standing tall, lift one knee up to a comfortable height. -Pivot the bend and lifted leg out to the side, away from your body, keeping the toes pointing in the direction you are moving. -Bring the knee back toward the front of your body, lower the leg down to the floor.</p>	

<i>Heel Toe Lifts</i> Ankles	<ul style="list-style-type: none"> -Sitting or standing, make sure your feet are flat on the floor about hip-width apart. -Lift heels, keeping toes on floor and rise as high as you can comfortably. -Lower back to flat. -Lift toes, keeping heels on the floor as high as you can comfortably. -Return to flat. 	
<i>Ankle Circle</i> Ankles	<ul style="list-style-type: none"> -Sit or stand with good posture. Extend one leg out in front. Move your foot in a slow, circular pattern or draw your name one letter at a time. -Change Directions. -Repeat on opposite foot. 	