



HertSquad
Active Staff



**BIG
TEAM
CHALLENGE**

Impact Report

Challenge at a glance

- 580 active participants (23% of UH staff)
- 122 teams competing
- 78 teams (64%) completed the challenge total distance of 870km
- We covered 124,658 km– that's 3 times round the world
- 180,107,813 steps

Reasons for joining the challenge

Physical health

- Lose weight
- Health reasons
- Increase fitness / physical activity levels



Connectedness

- Connect with colleagues
- Teamwork



Motivations

- Accountability
- Motivation
- Distraction from work / other things



What our participants think...

"I really enjoyed the challenge - I was way more active than I ever was before. I also think it was really good for team morale and brought out a competitive edge in everyone. Very enjoyable!"



"Friendly competition, encourages people to get active and sparks conversations and sense of camaraderie"

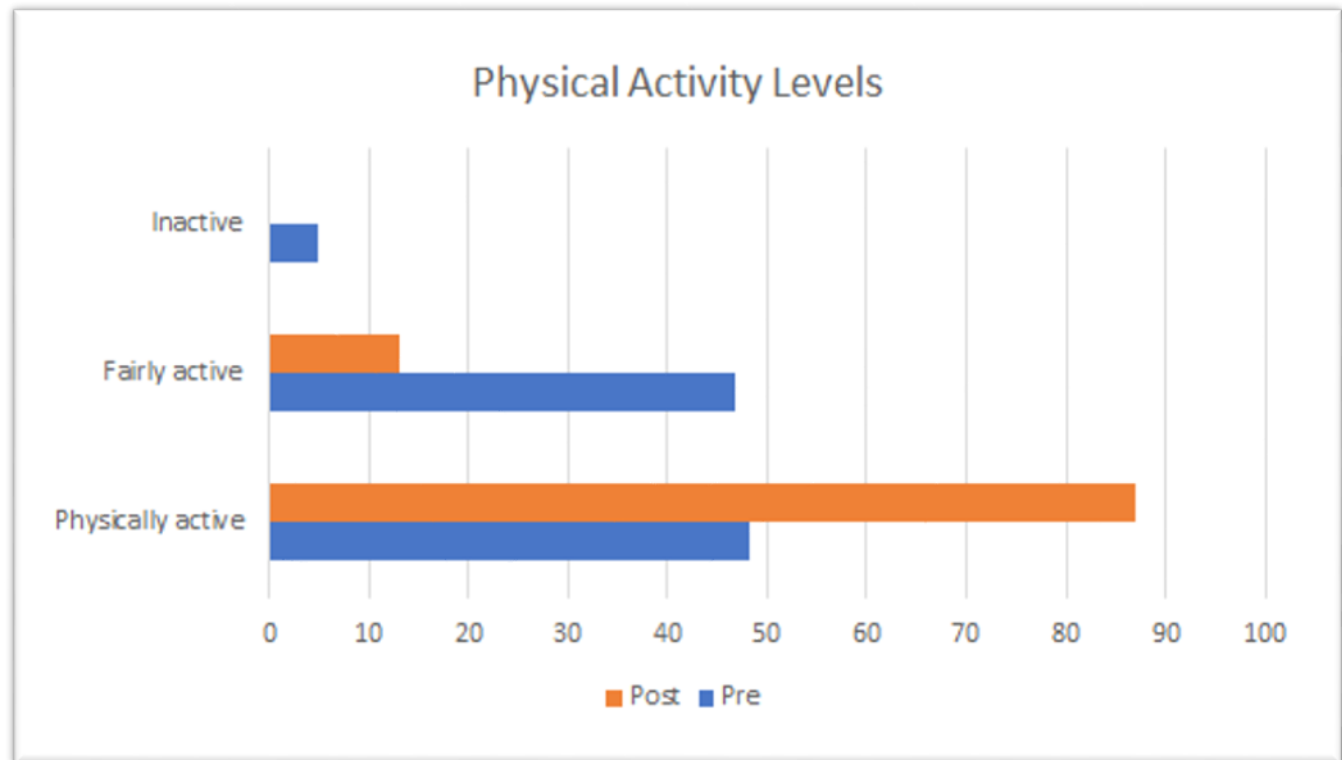
"I've found loads more local walking spots which has been a fab addition to lockdown!"

"It has been an amazing challenge, and we are already signing up for the next."

Impact on physical activity levels

- Nearly 90% of all staff are physically active as a result of the challenge

- Physically active is defined as an individual exercising 5 days+ a week, CMO guidelines 2020)



Physical Activity Levels

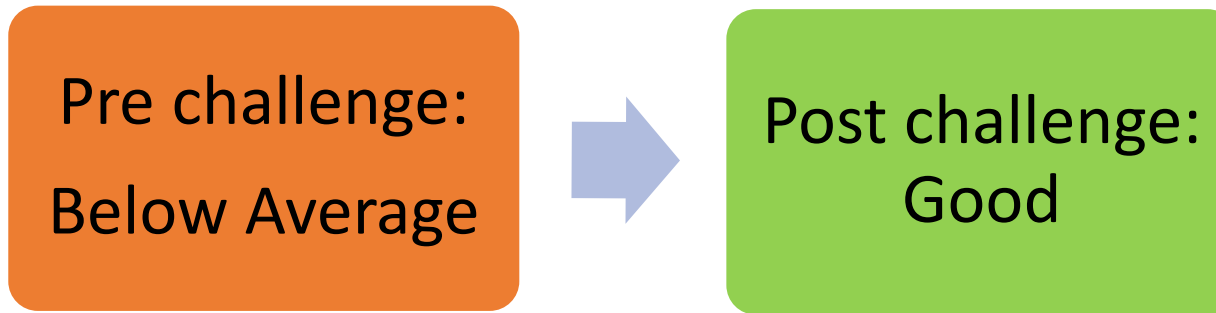
"I've really enjoyed the challenge and it has made me leave the house for a walk every day, even on days that I wouldn't have. I've walked in the rain, snow and wind and feel it has had a positive impact on me to get outside every day and make time."

"Thank you! Loved the challenge and loved the team work and motivation to get active everyday."

"Really enjoyed the challenge - it spurred me to do more physical activity and get outside more (especially in February!), and it was great to be part of both my team and the wider Big Team community."

"I would not describe myself as particularly competitive but this challenge has changed that somewhat! ... Sometimes during the semester I would only do a quick walk around the block just so I can say "I got out for some fresh air today", but this challenge and the accountability to my team (two of whom are very competitive!) has challenged me to walk further for longer :) It's also very satisfying to add the steps and to see my total increase so much."

Impact on wellbeing levels



- Measures are compared to national averages for wellbeing
- This is a very positive increase in staff wellbeing levels, and is especially significant given the short timescales of the challenge (4 weeks).
- Wellbeing levels were measured using SWEMWBS (Short Warwick-Edinburgh Mental Health Wellbeing Scale)



Wellbeing Levels

“It has definitely got me out the house more walking, even if you don't feel like it. You don't want to let your team down or see your group fall further down the leader board!”

“Kept up with the team, we posted ups and downs of the days, made me more aware of how much exercise I do.”

“Fun, enjoyable, cleared the mind, improved my fitness, lost a bit of weight (bonus!) and felt accomplished.”

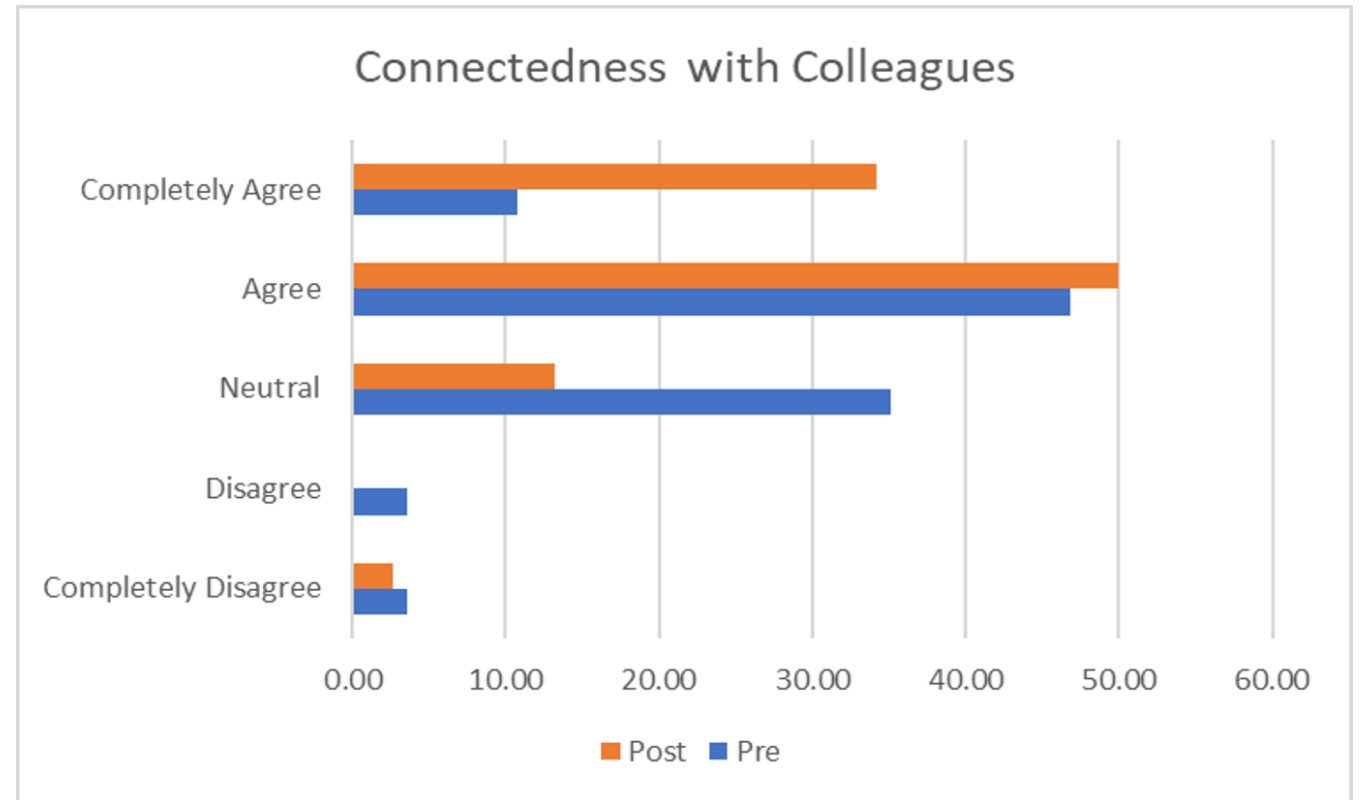
“It has been an extremely good way to get people active in a way most people can do. The competitiveness has been fun but has also encouraged me when not really wanting to go for a walk to go for a walk (and being really pleased that I did).”

Impact on connectedness with colleagues

- Staff were asked to rate their response to the following statement pre and post challenge

“I felt well connected / in touch with my colleagues”

- Results show a positive pattern in colleagues feeling more connected as a result of the challenge.



Connectedness

“It gave a shared experience that broke the ice at the start of meetings. With lots of friendly 'banter' and chat between teams members at other teams.”

“Enjoyed the challenge and made me want to support and do my bit for my team...”

“It was interesting to see how active colleagues were and also build a team spirit.”

“I loved the challenge, I made a new friend from someone in my team I didn't know before which has been really nice. We had a really active Whatsapp group which helped me get out and about and made me connect with my team too. The challenge encouraged me to do 10,000 steps a day and this made me plan activity to do this and also encouraged me to get some extra walks and exercise in.”

