

2025 Engagement Calendar

Boost health and wellbeing across your organization with 12 months of easy and fun ideas to help your people feel and perform their best.



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| January 3/4 of employees want financial guidance from their employers. | February 41% of global employees experience daily stress. | March 68% of employees either have or think about leaving due to a 'bad manager'. | April Relax your muscles for up to 45 minutes by simply laughing. | May Flexible working is the top reason for a good work-life balance. | June Only 1/3 of LGBTQ+ employees are comfortable being open about their sexuality or gender identity at work. | July 68% of job seekers are more likely to choose a company that is environmentally sustainable. | August 72% of working parents are stressed about the mix of work life and childcare. | September Dancing has been proven to decrease anxiety and increase self-esteem. | October 40% of employees say they would leave their company for a more inclusive one. | November 41% of employees say their workplace is where they feel the greatest sense of belonging, second to their home. | December 82% of global employees feel lonely at work. |
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| Dry January Ditch the booze and opt for more nutritional drinks this month, like fruit-infused water. Top tip: Put any money aside that you would've spent on nights outs. | LGBT History Month Take time to talk about the achievements and history of the gay rights movement. Embrace diversity in your workplace! | | 1 April Fool's Day Start the new month with a friendly joke to celebrate. | 3 World Maternal Mental Health Day Can you be doing any more to support the working parents in your workforce? | LGBTQ+ Pride Month Celebrate your LGBTQ+ employees and the community by learning about the challenges they face and how you can make your workplace more inclusive. | Plastic Free Month | 31-day challenge Be kind to yourself, a loved one, or a stranger every day throughout the month. | Self-Improvement Month | Global Diversity Awareness Month | 41% National Gratitude Month What are you grateful for? Extend this to the workplace and make a "Gratitude activity" so everyone can get involved. | World AIDS Day |
| 1 Happy New Year! What are your 2025 goals? Write them down and review them monthly to stay accountable. | 4 World Cancer Day | 1 World Compliment Day | 20 International HR Day The unsung workplace Heroes! Take the day to reflect on your achievements and all the good you're doing. | 20 International HR Day The unsung workplace Heroes! Take the day to reflect on your achievements and all the good you're doing. | | 2 You're halfway through 2025! It's time to revisit personal goals, reflect on achievements, and celebrate all your wins. | 5 Mindfulness Monday Start the day with a 5-minute breathing exercise to help calm your mind, body, and soul. | 5 International Day of Charity | | 13 World Kindness Day Ask someone how their day is, give a compliment, or lend a helping hand. | 5 International Volunteer Day If you can, organise a company-wide volunteer day. You could visit a local care home and share festive joy! |
| 19 World Religion Day | 6 Time to Talk Day Listen, share stories, and organize an event to tackle stigma around mental health. | 14 International Women's Day Today's a chance to celebrate the women in your life and the achievements made by women globally. | 7 World Health Day | 21 International Cultural Diversity Day | 1 The seasons are changing... Rain or shine, you should always protect your skin from the sun and keep on top of your vitamin intake. | 8-12 Join a 9-week workplace well-being challenge Enroll your workforce in your fun, healthy habit-building challenge to make the world greener, and your employees happier. | 19 World Humanitarian Day | | 4 Improve Your Office Day No matter where your work, there are plenty of ways to spruce up your workspace! | | 17 2 weeks to go until 2026... Spend the day celebrating all your achievements and reflecting on everything you've experienced in 2024. Be proud of yourself. |
| 20 Blue Monday The "most depressing day of the year". Reject this idea. Have fun, make jokes, and connect with loved ones. | | 14 World Sleep Day Help your employees feel safe and improve their sleep with our 2025 Mental Wellbeing Toolkit . | 22 Earth Day Take part in direct action to help clean up our world. Remember to recycle, reuse, and reduce! | | 5 World Environment Day | 24 International Self-Care Day | | 8 World Physical Therapy Day Pop your favourite music on and make some time for a dance break! | 10 World Mental Health Day | 14 World Diabetes Day | 25-26 Happy Holidays! |
| 29 Lunar New Year 2025 is the year of the Wood Snake. It's time for deep thinking and personal growth. | 14 Valentine's Day | 20 International Day of Happiness | 28 World Day for Safety & Health at Work | 21 World Meditation Day Take a moment to focus on your breath. Close your eyes, inhale, hold, and exhale. | 22 World Rainforest Day Help offset CO2 by donating to special organizations or planting your own trees! | 30 World Friendship Day | 26 International Dog Day | 21 World Gratitude Day List 3 things you're grateful for today. It's a great way to ground yourself in a busy world. | 11 National Coming Out Day | 19 International Men's Day Raise awareness about gender disparities and the importance of supporting men's mental and physical health. | |
| | 20 World Day of Social Justice Reflect on how you can make the world a better place—no matter big or small. | 17-23 Neurodiversity Celebration Week Connect with your teams by promoting awareness of neurodiversity and share ways everyone can support one another. | | 31 World No Tobacco Day | 24-30 World Wellbeing Week Focus each working day on a different wellbeing topic. Start the week with a peer-to-peer activity like a steps challenge. | | 26 Stressed? Breathe in for 4 seconds, hold for 4 seconds, exhale for 4 seconds. Repeat 4 times. | 29 World Heart Day | 18 World Menopause Day Talk openly about the impact of menopause and ask how your employees can be more supported. | 28 #FunFriday Dedicate the last Friday in November to having fun in the office, or virtually. | 31 New Year's Eve What are your 2026 plans? Write them down and plan ways of how you're going to make 2026 the year of sticking to goals. |