



Work Life Challenge



Info pack

Raising money for



the
theatrical
guild



Welcome!

We're excited to invite you to participate in the **ABTT Work Life Challenge!**

The aim is to encourage you to consider and promote a better attitude towards obtaining a healthy balance between work and other "life" activities that help us to unwind and get away from the pressures of our working world. Start a walking group, get together with others that run, start a weekly yoga practice before shows, baking, crafting anything you like but make sure it's fun and makes you smile.

For those up for the challenge we invite you to commit to a longer term goal and raise money for our much loved industry charities; Backup, The Theatrical Guild & Stage Hand.

Choose your challenge...

There are lots of ways to boost your mental health. Choose the **Endorphin Challenge** to get physically active, or the **Mindfulness Challenge** to have a go at something creative.

Join our
Endorphin Challenge
Get moving!



5k walk
5k run
10k run
Cycle ride
Climbing, pole dancing, anything that helps you break out a sweat!

Join our
Mindfulness Challenge
Get creative!



Bake Off contest
Yoga / Pilates
Arts & crafts
Gaming
Reading, writing, anything that calms your mind and makes you smile!

...Make a change

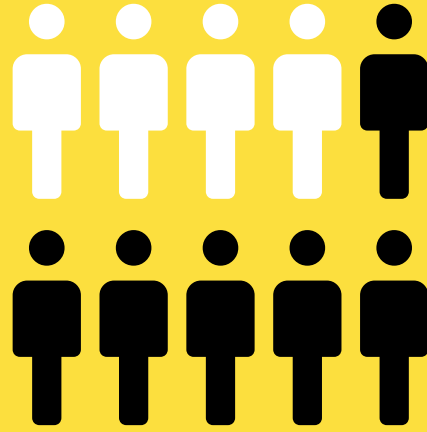
We encourage you and your theatres, businesses and organisations to commit to a longer term goal. A weekly walking club that ends with completing a Park Run, an arts and crafts club that runs every week for 6 months, weekly yoga that ends with a 1 hour yoga challenge on stage! Whatever your challenge, make it a part of a lifestyle change and commitment to prioritising that precious work life balance, and at the same time raise money for the charities that help others in our industry. The challenge is being launched at the ABTT theatre show 2023, and you have until the day before the Theatre show 2024 to complete it. You have 1 year to complete your challenge, so plenty of time to conjure up a great idea, get people signed up and start focusing on addressing that work life balance!

The 2021 UK Backstage Wellbeing Survey results showed that

40%

of those surveyed identify as having a mental health issue.

Why is that number so high?



Could our working environment be contributing to this? Long hours, no natural daylight, ambitious production schedules creating high-stress environments? Maybe it's because many of us have a very poor work-life balance? This challenge is an effort to change that, to encourage those working backstage to opt for a healthier approach to preserving that precious time we need to do things that we like, that calm us down and make us smile. By engaging in activities which promote mindfulness or the release of endorphins we can improve our mental health. So our challenge to you is to try an activity which does this, and to raise money for charity as a bonus!

Who are we raising money for?

Any money you raise from your activities will be split between three industry charities.



Backup Tech (The Technical Entertainment Charity) is the UK's registered charity that provides financial support to industry technical professionals, crew/production personnel and people working in the technical supply chain across the UK entertainment industry including those from live events, theatre, TV and film. This includes financial support, access to wellbeing aid and helping to promote awareness around mental health.



The Theatrical Guild is the UK charity supporting Backstage and Front of House staff experiencing personal or professional difficulties. They provide financial grants, counselling services, mid-career training, welfare advice and long term support for those retired due to illness or injury. Applications via www.ttg.org.uk or advice line 020 7240 6062.



Founded in 1998 by Production Services Association members, Stagehand is the original live production welfare and benevolent fund. Their team of volunteer trustees oversee fundraising and grant awards.

How to pick an activity

Here are a couple of tips to help you think about what you might do to participate. The event you organise can be pretty much whatever you want as long as it encourages those who participate to engage in activities which produce endorphins and encourage mindfulness. When coming up with ideas for your event, maybe start with the following questions:

What is an activity which I enjoy and/or the people I work with enjoy?

Finding an activity might be as simple as looking at what your hobbies are and thinking about how you can share that with your team. Enjoy running? Organise a team run! Love arts and crafts? Have an origami workshop! If someone on your team is really into a hobby you have never heard of, maybe this is a good chance to find out. People feel valued when you take an interest in their interests, so in addition to having an activity idea you might also be making someone feel great!

The activity should be something which releases endorphins or encourages mindfulness but even having a nice meal as a team is a way to encourage mindfulness. If you don't have much time and want to keep it simple, there are activities you can easily organise.

Dopamine

The rewarding chemical

- Completing a task
- Doing self-care activities
- Eating food
- Celebrating little wins

Oxytocin

The love hormone

- Hugging your loved ones
- Playing with a dog
- Playing with a baby
- Holding hands

Serotonin

The mood stabilizer

- Sun exposure (be sun safe)
- Meditating
- Running
- Being in nature

Endorphin

The pain killer

- Laughing
- Exercising
- Dark chocolate
- Essential oils



What do I need to achieve this event?

If it is a group activity, try not to put all the responsibility for organising on one person. Maybe make a list of what needs to be done and assign tasks. If you are joining as an individual, maybe think about joining another group (which you can do via our website) or, if you want to stay an individual, check in with yourself to make sure what you want to do is manageable. If there is too much or it would cost too much, maybe think of a different activity. The point is to help people take care of their mental health so if someone is becoming really stressed by organising the event then maybe that's not really in the spirit of the challenge. Try to think about what you need and plan a way to achieve it as a team.

Is this activity inclusive?

Think about the people you want to participate in this event and take a moment to think about potential barriers which might prevent them from joining in. If there are barriers, is there any way you can remove them? Or ways you can adapt your activity so everyone can take part? Maybe some of your employees are new or shy and might not feel comfortable participating, why not open it up to friends and family? Creating an activity which allows people to bring someone might be a good way to make them feel a bit more at ease and get to know them better. Remember that we each have our own frame of reference, what we love and like isn't what others might enjoy. Remember to be respectful of everyone's opinions, and kind in our responses if we ourselves don't like certain things.



Continued ►



Can I raise money for charity?

Take a minute to think about if you can add a little extra to your event by raising money for charity. If you're organising a run, maybe ask people to sponsor you? Having a baking competition? Maybe sell the cakes afterwards.

Where can I get more inspiration?

We have put together some inspiration for activities you might want to take part in at the back of this info pack. You can also find inspiration in the activities others are taking part in which you can see on the Raisely page or social media, but really it just has to be an activity which makes you feel good and gets you engaging with a hobby outside of work. If you want to come up with your own idea, that's great!



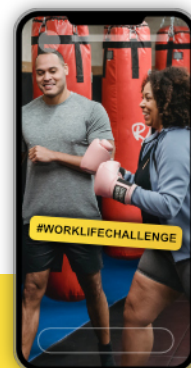
How do I sign up?

Create your own bespoke challenge, either on your own but even better as part of a group or team. When you know what it is sign up your team to the ABTT Work Life Challenge fundraising Raisely page: <https://abtt-work-life-challenge.raisely.com> Click on 'Take the Challenge'. From there, you can either sign up as an individual or as a group, pick an activity, set a fundraising goal, and start collecting sponsorships! You can sign up for the Endorphin Challenge or the Mindfulness Challenge. The challenge is being launched at the ABTT Theatre Show 2023, and you have until the day before the Theatre Show 2024 to complete it.

How would you like to participate?

Fundraise as an individual
Fundraise on your own, or join a team/organisation

Start a team
Get your squad together and fundraise as your own team or for your organisation



Download and get involved

You can download custom posters and a full set of social media graphics from the fundraising page. Use the **#WorkLifeChallenge** and share what you're doing to take part in the challenge.

Do I need to fundraise?

There is no pressure to fundraise! If you don't have the right circumstances to raise money, no worries! You can still take part by posting about your activity on social media using the **#WorkLifeChallenge**.

Inspiration for the

Endorphin

Challenge



The Endorphin Challenge can be anything that raises your heart rate and gets you out of your seat! Below is an example of an Endorphin Challenge you could take on.

Running Club

Running is a great, easy, and cost-effective way to work out and get moving. It's also an activity which can be done as a team and can be done in a short or long period of time. It's also a great project if you want to raise money for charity with your event.



- 1** Decide on a place to run. This could be a local park or maybe there is path alongside a river. Picking somewhere which is outside and 'natural' can help boost morale and be a nice change from being in a black box, however do account for the weather.
- 2** Decide on a goal: is this going to be a one-time run to raise money? Is it going to involve a weekly running session working towards running a certain distance? It's important to keep your goals realistic as aiming too high could put people off joining and demoralise them if it's too hard. Maybe it's multiple goals to suit different people in the team?
- 3** Think about how you are going to achieve your goal. If you want to train to run a 5k run for charity, think about how many training sessions you might want and what the goals are for each one. Couch to 5k is an app which maps out how to train to run 5k and there are other apps and websites which do similar things for different distances, maybe use one of them to plan?
- 4** Schedule the event and/or a weekly time if the idea is to train before the main run. It's important to think about a time which can work for as many people as possible. Think about the lifestyles of your team: if they live very far away, a morning run might not work for them, however if they have responsibilities after work then maybe it is better to do it in the morning. Maybe change the time weekly to make it more inclusive. No time will work for everyone every week, but try to think how you can make adaptations so everyone can be included.
- 5** Maybe think about group warm ups you can do before running. If someone in your group is a very confident runner, maybe they could lead this before every session? Or maybe taking turns is better so the pressure isn't all on one person?
- 6** If you want to use this activity to raise money, pop over to our website <https://abtt-work-life-challenge.raisely.com> and sign up! This way we can all be inspired by your fundraising progress!
- 7** Start working towards your goal! On the day of the sponsored run, maybe think about inviting people to cheer you on and providing drinks and snacks.

Inspiration for the Mindfulness Challenge

The Mindfulness Challenge can be anything that calms your mind and makes you smile. Below is an example of an Endorphin Challenge you could take on.



Bake Off or Cooking Contest

Baking and cooking is a great activity to promote mindfulness! It's a wonderful way for your employees to share their backgrounds and cultures as we all have recipes from our childhoods which reflect where we are from and sharing them with others can be a way to offer our colleagues a little window into ourselves. It can offer us time to think or reflect as we cook, or to chat and catch up as we cook together. It also results in tasty food which is often found to boost morale!



- 1 Decide what you are baking for; would you like a *Bake Off* style competition? Are you aiming to sell what you make in a bake sale? Or are you cooking for each other and will be bringing your tasty treats to a group afternoon tea? Or maybe you're just baking for yourself and are setting goals to learn how to bake or to bake on a regular basis to give you a regular time to be mindful?
- 2 Next, think about whether you want to bake as a group or if everyone is baking individually and then bringing their baked goods in. If you want to bake together, where is a good place to do this? Maybe there is a kitchen you can use where you work? Maybe you can make most of it in a meeting room and then someone does the oven bit at home? Or maybe someone is willing to host you?
- 3 If you are baking at home, take a minute to think about how inclusive this is. Does everyone have the right facilities at home to take part in this?
- 4 Take a moment to consider that ingredients cost money and baking costs time. Not everyone will have time and money to spare so consider how you could overcome this barrier. If you're selling what you make, maybe you can recuperate your costs from there? If someone in your team wants to take part in the bake sale/afternoon tea but don't have time to cook, there is no shame in buying something from a supermarket! As long as they can still take part in an element of this activity which allows them to spend time with you then it will still be a good event for them.
- 5 Consider that not everyone knows how to bake and might need a bit of guidance. Is one of you a master chef? Maybe they could teach the rest of the team to bake or maybe you could find YouTube videos which could help. If you're doing a competition, maybe schedule some practice sessions beforehand. A regular baking class together could be really fun!
- 6 Pick a location for your event. If it's a bake sale, think about who you could sell to. If it's a team afternoon tea, maybe find a location you don't usually work in (and maybe one with windows).
- 7 Set a date for your event and any practice sessions beforehand. Try to be mindful of when your team is available. Remember that you want your event to be as inclusive as possible!