

2026 Well-Being Resource Calendar

Empower Your Planning This guide can be utilized as a framework to inspire purposeful action by aligning with themes that matter most to your organization

Monthly Themes & Health Observances

Highlights relevant topics to raise awareness on well-being dimensions that fuel vitality

Supporting Communications & Digital Resources

Provides reputable resources to support employees across their well-being journey

Actionable Tips

Discover campaigns, tips, and actions employers can take to foster a thriving culture and workforce vitality

*eCards will be sent monthly, including supporting attachments



Workforce Vitality

Vitality is the ability to pursue life with health, strength, and energy which can be measured, influenced, and improved.¹ In today's competitive business environment, workforce vitality plays a pivotal role in an organization's success. [Learn more.](#)

Well-Being Dimensions

Emotional	Understand, manage, and express emotions
Environment	Access to inspiring outdoor spaces
Financial	Security for financial situations within means
Intellectual	Purpose, passion, and pursuit of new skills
Occupational	Enrichment through work and meaningful activities
Physical	Optimal functioning, energy, health, and habits
Social	Healthy relationships and community connection
Spiritual	Self-reflection, values, and sense of inner peace



2026 Calendar At-A-Glance

Jan	Intellectual: Purposeful Habits
Feb	Physical/Spiritual: Love Yourself
Mar	Physical: Gut Strong
Apr	Financial: Financial Fitness
May	Emotional: Mental Wealth
Jun	Physical: Men's Health
Jul	Environmental: Summer
Aug	Occupational: Work-Life Balance
Sep	Physical: Vitality for Life
Oct	Physical: Women's Health
Nov	Social: Gather Gratefully
Dec	Spiritual: Reflect & Connect



1. The Cigna Group, Vitality in America 2024 report.

Well-Being Resource Calendar: Q1 2026



Did You Know? A healthier workforce is a more resilient and adaptive workforce, better capable of navigating the uncertainties and challenges of a rapidly changing world.¹

Theme	Health Observances	Supporting Communications	Digital Resources	Actionable Tips
January Purposeful Habits <i>Intellectual</i>	Cervical Cancer Awareness National Healthy Weight Week Mind-Body Wellness Day	<ul style="list-style-type: none"> • Healthy New Year Worksheets • Making Healthy Habits • My Personal Action Plan 	<ul style="list-style-type: none"> • Change a Habit by Setting Goals • Weight Management • Cervical Cancer Screening (2min) 	<ul style="list-style-type: none"> • Host weekly micro-sessions focused on sleep, movement, nutrition and mindset • Share tips to help employees set SMART goals and outline clear steps • Begin meetings/shifts with a brief stretch, mindfulness moment, or wellness tips
February Love Yourself <i>Spiritual/Physical</i>	Heart Health Random Acts of Kindness National Wear Red Day	<ul style="list-style-type: none"> • Heart Healthy Eating Plan • Self-Care Tips • Looking for Good 	<ul style="list-style-type: none"> • Walking for a Healthy Heart • Heart Disease #1 Killer of Women (30min) • Random Acts of Kindness Foundation 	<ul style="list-style-type: none"> • Go/Wear Red Day on February 6th to raise heart health awareness • Launch a wellbeing challenge to celebrate the 2026 Olympics • Feature employee-created artwork on internal channels to celebrate Black artists
March Gut Strong <i>Physical</i>	Colorectal Cancer Awareness National Nutrition Save Your Vision	<ul style="list-style-type: none"> • Colon Cancer Awareness • Eye Health Tips • Fruit and Veggies Challenge Activity Card 	<ul style="list-style-type: none"> • Strangers with Colons (2min) • Eat Right for Life • Guide to Healthy Eating (3min) 	<ul style="list-style-type: none"> • Offer Quest at-home InSure ONE kits to promote colon cancer screening (contact your Cigna account team for more information) • Draft a healthy eating policy for your organization • Promote ideas for Nutrition Month, such as seminars or cooking demos with a dietitian focused on gut health

1. McKinsey Health Institute, “Thriving workplaces: How employers can improve productivity and change lives”, January 16, 2025



Well-Being Resource Calendar: Q2 2026



Vitality Insight: Sleep quality is highly connected to vitality. Sleep is a critical element of overall health, as sleep disturbances and deprivation are linked to depression, anxiety, and other mental health conditions, and may exacerbate stress and the ability to regulate emotions. In 2024, only 45% say they wake up feeling rested often or always, a significant decline from 53% in 2022.¹

Theme	Health Observances	Supporting Communications	Digital Resources	Actionable Tips
April Financial Fitness <i>Financial</i>	Financial Literacy Neurodiversity Awareness Earth Day	<ul style="list-style-type: none"> Keys for Financial Success Autism Toolkit Neurodiversity at Work 	<ul style="list-style-type: none"> How to Create a Budget (4min) Autism Awareness Balancing Debt and Saving Guide 	<ul style="list-style-type: none"> How Money Smart Are You? Engage employees with interactive financial education games Promote resources on HSAs, FSAs, and 401(k) plans Encourage colleagues to share pictures of eco-friendly habits and recognize 'Green Champions'
May Mental Health <i>Emotional</i>	Mental Health Better Sleep Women's Health Week	<ul style="list-style-type: none"> Beginner's Guide to Mindfulness Dreaming of a Good Night's Sleep Stress Management 	<ul style="list-style-type: none"> Stress Management Toolkit Mental Health and Sleep Mental Health Awareness (2min) 	<ul style="list-style-type: none"> Develop mental health champion network Mindful May: Block calendars for 5-10 minutes each Monday to meditate or self-reflect Leverage a senior leader willing to share a personal story around mental health to help foster open discussion and remove stigma
June Men's Health <i>Physical</i>	Loneliness Awareness Men's Health Week PTSD Awareness Day	<ul style="list-style-type: none"> Get Health Screenings Men's Cancer Awareness Wellness Checklist for Men 	<ul style="list-style-type: none"> Post-Traumatic Stress Disorder Men's Health (2min) Guide to Loneliness 	<ul style="list-style-type: none"> Offer onsite preventative screenings Encourage employees to check out local farmer's markets for seasonal produce Raise awareness for men's health on June 19th with Wear Blue Day

1. The Cigna Group, Vitality in America 2024 report.



Well-Being Resource Calendar: Q3 2026



Vitality Insight: There is a positive boomerang effect between vitality and work, and although there are generational and gender differences, workers with high vitality have higher job satisfaction and better job performance.¹ 95% of workers said it's important to work for an organization that respects boundaries between work and nonwork time.²

Theme	Health Observances	Supporting Communications	Digital Resources	Actionable Tips
July Summer <i>Environmental</i>	UV Safety Alcohol Awareness Week Disability Independence Day	<ul style="list-style-type: none"> Be Sun Safe Quiz Know the Facts About Alcohol It's Great to Hydrate 	<ul style="list-style-type: none"> 12 Summer Health Risks to Watch Out for How Much Sun is Too Much Sun? (38min) What is Alcohol Use Disorder? (2min) 	<ul style="list-style-type: none"> Share sun protection tips and offer free sunscreen samples Create a family wellness toolkit for summer Promote "Drink Less, Be your Best" campaign plus any available EAP resources
August Work/Life Balance <i>Occupational</i>	Immunization Awareness World Breastfeeding Week	<ul style="list-style-type: none"> What Are and How to Develop Boundaries Self-Care Tips Preventative Care Guide 	<ul style="list-style-type: none"> Immunization Resources Setting Healthy Boundaries (3min) Burnout: Signs, Causes, and Recover 	<ul style="list-style-type: none"> Educate on the importance of sleep and building healthy habits to support families with school-age children Consider preventative care time off policies Offer extra breastfeeding supplies in lactation rooms (milk storage bags, nursing pads, etc.)
September Vitality for Life <i>Physical</i>	National Newborn Screening Self-Care Awareness Suicide Prevention Day	<ul style="list-style-type: none"> Healthy Aging Through Life Tips to Boost your Health Suicide Awareness and Risk 	<ul style="list-style-type: none"> Cigna Healthcare presents Magic Sounds Keys to Healthy Aging (3min) Strategies for the Sandwich Generation 	<ul style="list-style-type: none"> Offer in-depth mental health trainings for HR professionals and people managers Leverage employee resource groups to share wellness tips tailored to different life stages Review age discrimination prevention policies and explore policies to support employees in every life stage

1. The Cigna Group, Vitality in America 2024 report.

2. American Psychological Association, 2023 Work in America™ Survey



Well-Being Resource Calendar: Q4 2026



Did You Know? 100% of surveyed employers include mental health in their well-being strategy, with widespread offerings such as stress management, mindfulness, and resiliency programs.¹

Employers are prioritizing mental health and stress management across their global workforce—an essential strategy during high-pressure seasons like the holidays.

Theme	Health Observances	Supporting Communications	Digital Resources	Actionable Tips
October Women's Health <i>Physical</i>	Breast Cancer Awareness World Mental Health Week World Menopause Day	<ul style="list-style-type: none"> Embrace Optimism and Build Resilience Menopause and Mental Health Navigating Menopause Resource Guide 	<ul style="list-style-type: none"> Breast Self Exam Tips Video (2 min) Know Your Lemons The Menopause Movement (35min) 	<ul style="list-style-type: none"> Create a "Women's Health Passport": A checklist of screenings and self-care goals Review mental health policies and explore mental health first aid training opportunities Promote virtual care as option to support women's health needs
November Gather Gratefully <i>Social</i>	Movember National Gratitude World Diabetes Day	<ul style="list-style-type: none"> Managing and Understanding Diabetes Working Out in the Winter Creating a Gratitude Practice 	<ul style="list-style-type: none"> Colorectal Cancer Video Collection Gratitude is Good for You (2min) Diabetes Health Literacy 	<ul style="list-style-type: none"> Launch a Random Acts of Kindness challenge Create campaign to promote men's physical and mental health Leverage employee resource groups to offer diabetes education to diverse employee populations
December Reflect & Connect <i>Spiritual</i>	Seasonal Affective Disorder Flu Vaccination Week International Volunteer Day	<ul style="list-style-type: none"> Journaling for Self-Reflection Recipe for Connection Handwashing Poster 	<ul style="list-style-type: none"> Volunteering and its Surprising Benefits Managing Seasonal Affective Disorder Flu Immunization 101 	<ul style="list-style-type: none"> Create a multicultural "Healthy Holidays" toolkit including mindfulness exercises, budget tips, fire safety, loneliness, and more Review volunteer policies and promote volunteer time off or company giving policies Share community support resources like FindHelp.org with employees

1. Business Group on Health, 2025 Employer Well-being Strategy Survey

