

OCTOBER 2026 MONTHLY CHALLENGE

YOUR MIND MATTERS

CHECK IN. PAUSE. THINK AHEAD. REACH OUT.

Everyday mental wellness & everyday safety

Fabiano Brothers

ESTABLISHED 1885



ready, set, go!

starts on or after 10/7/26

In recognition of World Mental Health Day on October 10, this month's challenge is about taking small daily actions that support mental well-being, focus, and safer choices. Seasonal changes can affect energy, mood, and concentration. By checking in with yourself, slowing down, and thinking ahead, you can support both your wellness and your safety.



THE CHALLENGE

For 25 days out of the next 30 days, complete at least one Your Mind Matters action. Choose a habit that helps you check in with yourself, pause before reacting, think ahead, connect with someone, or reset your focus. One intentional action counts for the day.



AT WORK OR ON THE ROAD

- Pause before reacting or rushing through a task.
- Ask yourself: "What could happen next?"
- Take a few slow breaths when stress starts building.
- Stay focused and avoid distractions.
- Speak up when something does not feel right.
- Reach out for support when you need it.



AT HOME OR ANYWHERE

- Step outside or get some natural light.
- Take five quiet minutes to reset.
- Check in with a friend, coworker, or family member.
- Take a short break from your phone or screen.
- Do one thing that supports your energy or sleep.
- Keep Ulliance contact information where you can find it.



WHY THIS MATTERS

Mental wellness and safety go hand in hand. When we are tired, stressed, distracted, or overwhelmed, it can be harder to focus and easier to take shortcuts. A brief pause, a quick reset, or one thoughtful decision can help prevent mistakes before they happen.

CHALLENGE AT A GLANCE



25
DAYS

Complete the challenge
on 25 of 30 days.



150
MINUTES

Optional exercise in
addition to the challenge.



SUBMIT

Send to HR within
5 days of completion.



\$10
HIP REWARDS

\$10 HIP Challenge •
\$10 HIP Exercise

Employees can complete one challenge every 30 days.

Questions? Email hr4u@fabianobrothers.com or use Paycom's Ask Here.

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Mark each day you complete one Your Mind Matters action. Submit to HR within five days of completion.

Use the large boxes below to make your marks easy to see and easy to write.



MONTHLY PLANNER

MONTH: _____

SUN	MON	TUE	WED	THU	FRI	SAT



Number of DAYS you completed the challenge



Number of MINUTES you exercised



EMPLOYEE COMPLETION

PRINTED NAME: _____

SIGNATURE: _____ DATE: _____

