NOVEMBER 2026 MONTHLY CHALLENGE

GIVE THANKS. SPREAD KINDNESS.

PRACTICE GRATITUDE. SHARE KINDNESS. MAKE A DIFFERENCE.

Everyday mental wellness & everyday safety

Fabiano Brothers
ESTABLISHED 1885



ready, set, go! | starts on or after 11/1/26

In the spirit of Thanksgiving, this month's challenge is about noticing the good around us and sharing kindness with others. Taking time to be thankful and showing appreciation can improve your outlook, strengthen relationships, and support a more positive workday and home life. Small acts of gratitude and kindness can make a big difference.

THE CHALLENGE

For 25 days out of the next 30 days, complete at least one Give Thanks. Spread Kindness. action. Choose a habit that helps you practice gratitude, show appreciation, or do something kind for someone else. One intentional action counts for the day.

AT WORK OR ON THE ROAD

- Thank a coworker for something they do.
- Recognize someone who helped you.
- Offer a kind word or encouragement.
- Help a teammate with a small task.
- Show patience and respect in a stressful moment.
- Let someone know they are appreciated.

AT HOME OR ANYWHERE

- Write down three things you are thankful for.
- Call or text someone to say thank you.
- Do a small act of kindness for a friend, neighbor, or family member.
- Spend a few minutes reflecting on what went well today.
- Offer help without being asked.
- Share a positive message or encouragement with someone.

WHY THIS MATTERS

Gratitude and kindness can support emotional wellness, improve relationships, and help create a more positive environment at work and at home. Taking a moment to appreciate others and focus on what matters can help reduce stress and strengthen connection.

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 **Give Thanks. Spread Kindness.** 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: _____