Start wellbeing walks at work next week.

A short walk outside is one of the simplest things a people team can offer. This toolkit covers what you need to start: who to invite, when to go and for how long, options for people who cannot walk far, a four-week plan, an invitation to paste into Slack or email, and a light way to see whether it helped.

Published November 21, 2026. The latest version and a recording to try are at rewyld.earth/wellbeing-programs/walk-toolkit

What the research supports, and what it does not.

Fifteen minutes at lunch

In two trials with Finnish office workers, 15-minute park walks at lunch over ten working days brought modest recovery benefits. The effects were short-lived and varied by season.[1]

Enjoying it matters

On days with a 15-minute lunchtime park walk, employees reported better concentration and less fatigue in the afternoon, through how much they enjoyed the walk. So let people choose their pace, their route and their company.[2]

Ten minutes is a start

City residents who spent ten minutes or more in a place that felt like contact with nature had lower levels of a stress hormone afterward. The benefit per minute was greatest between 20 and 30 minutes.[3]

A view counts too

Students who looked at a green roof for 40 seconds, midway through a monotonous task, made fewer attention errors than students shown a concrete roof. A window can be part of the break for anyone who cannot get outside.[4]

These are independent studies, not results from Rewyld. They make a short break outside worth trying. They do not show that a walking program will improve health, productivity or absence in your workplace, so do not promise that it will.

Five decisions, made once.

Who	Invite everyone and make it clearly optional. Ask one person in each team or site to host: they turn up at the meeting point, set off on time and keep the pace easy. A host does not need to be in HR or a manager.
When	Pick one time and keep it for four weeks. Just after lunch or mid-afternoon both work. Put it in shared calendars as a recurring hold, and ask managers to protect it rather than book over it.

How long	Fifteen minutes, door to door. That is the length the lunchtime trials used, and it fits most breaks. Anyone can turn back early or keep going.
Where	A loop that starts and ends at the same door, with something green on it: a park, a tree-lined street, a courtyard. Walk it yourself first and note the steps, surfaces, crossings, seating, lighting and the nearest restroom.
Together or alone	Some people want company and some want quiet. Say that both are welcome. Walking alone at the same time still counts, and nobody needs to talk about work.

Options that keep everyone in.

If walking far is hard	Offer a short loop, a few minutes out and back, with a bench along the way. Describe each route as it is, such as step-free, steep in places or uneven paving, and let people decide for themselves.
If someone cannot walk	Sitting outside counts. So does a chair by a window with a view of trees or sky. Say so in the invitation, so nobody has to ask.
In bad weather	Keep the time and change the plan: a covered route, a slow lap of a building with good windows, or a few minutes at a window. Say plainly that skipping a wet day is fine.
For remote staff	Keep the same time so remote colleagues step out at the same moment, wherever they are. Post a short note in the team channel when the walk starts. Some pairs like to walk while on a call, with no video.
For shift and frontline teams	A walk only works if there is cover. Agree break arrangements with team leads first, and offer a slot at shift handover or a second time later in the day.

When a walking meeting works.

- Two or three people. A bigger group ends up walking in single file.
- A conversation that needs no screen: a one-to-one, a check-in, thinking a problem through.
- Agree the route and the end time before you set off, and finish at the door you started from.
- Offer it as a choice. Anyone can say they would rather sit, with no reason needed.
- Write down actions afterward, not while you walk.

A simple plan to start and review.

Print this page for the people who host the walks, and tick each step as you go.

Week 1

Invite and go

- [ ] Walk the route yourself and choose the bad-weather plan.
- [ ] Send the invitation early in the week.
- [ ] Hold the first walk at the time you named, even if only two people come.
- [ ] Count nothing this week.

Week 2

Make it regular

- [ ] Keep the same time and meeting point.
- [ ] Add a second time if one does not suit everyone, such as one for remote staff.
- [ ] Ask a second person to host, so the walk does not depend on one person.
- [ ] Share the short loop and the seated option again.

Week 3

Let people shape it

- [ ] Try one quieter walk: no talking for the first few minutes, or a short recording.
- [ ] Ask the group to suggest a different route.
- [ ] Invite people who have not joined to say, privately, what would make it easier.

Week 4

Ask and decide

- [ ] Send the four-question check-in.
- [ ] Note how many walks went ahead and roughly how many people came, without names.
- [ ] Share what you heard with everyone, then decide to keep, change or stop.

The invitation

Replace the parts in brackets. Keep it short and keep it optional.

For Slack or Teams

A short walk outside, every [Tuesday and Thursday] at [12:45]

From [date] we are keeping 15 minutes free for a walk. Meet at [the main entrance], or step out wherever you are working that day.

Come when you can and skip when you cannot, no need to say why. There is a shorter loop with a bench, and sitting outside or by a window counts too.

Questions? Ask [name].

For email

Subject: A 15-minute walk, starting [date]

Hi everyone,

From [date] we are setting aside 15 minutes on [days] at [time] for a short walk outside. It is open to everyone and it is optional.

Where: meet at [meeting point]. The route is a loop that ends back at the same door. There is also a shorter loop with a bench, and sitting outside or by a window counts too.

Working remotely? Step out at the same time, wherever you are.

If the weather is bad: [the covered route, or a few minutes at the windows on the second floor].

There is nothing to sign up for or track, and nobody needs to talk about work. Come when it suits you.

[Your name]

Try a recording

Rewyld makes short audio for breaks like this. This one is written to be heard just outside the office door. Press play, put the phone away and walk. Anyone can listen here, with no app and no account. Find it at rewyld.earth/wellbeing-programs/walk-toolkit

Four questions, and no health data.

After four weeks, send an anonymous form with these four questions and nothing else.

1. **How often did you join a walk, or step out on your own at that time?**
   Most weeks · Once or twice · Not yet
2. **On days you walked, how was the rest of your afternoon?**
   Easier · About the same · Harder · I did not walk
3. **What made it easier or harder to join?**
   A short answer in their own words
4. **Should we keep it?**
   Keep it as it is · Keep it, with changes · Stop

Leave out

- Names, teams or anything that identifies a person.
- Step counts, fitness tracker data or distances.
- Health conditions, symptoms or mood scores.
- Results for a group so small that people could be recognized.

What the answers can tell you

Whether people value the break and what gets in the way. They cannot show a change in health, productivity or absence. That needs a proper evaluation, planned with whoever is responsible for data protection.

Sources

1. de Bloom et al., 2017. Journal of Environmental Psychology. https://doi.org/10.1016/j.jenvp.2017.03.006
2. Sianoja et al., 2018. Journal of Occupational Health Psychology. https://doi.org/10.1037/ocp0000083
3. Hunter, Gillespie & Chen, 2019. Frontiers in Psychology. https://doi.org/10.3389/fpsyg.2019.00722
4. Lee et al., 2015. Journal of Environmental Psychology. https://doi.org/10.1016/j.jenvp.2015.04.003

Each study’s design and limits are summarized at rewyld.earth/wellbeing-programs/research.

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