**Wellness Challenge Awards and Prizes**

Providing awards, prizes, and other incentives is a great way to positively recognize first responder and civilian employees for taking steps to optimize their wellness. We encourage you to consider the following low-cost suggestions and use them as inspiration for your agency’s participation in the 2024 WASPC Wellness Challenge. As always, please be sure to abide by all of your agency’s policies as well as any applicable local, state, and/or federal laws when designing and distributing wellness challenge or wellness program incentives. Feel welcome to reach out to your health insurance liaison, local Chamber of Commerce, local Rotary Club, etc. for additional funding/support to secure awards/prizes/incentives.

**Example Wellness Challenge Award Categories**

* **Example Awards Categories for Individuals**
  + Overall High Score Awards   
    (e.g., an award and/or prize for individuals who reach the highest *total* scores in the Wellness Challenge)
  + Wellness Leadership Award   
    (e.g., a certificate/challenge coin/etc. for those who actively promote the Wellness Challenge at Shift Briefs, trainings, meetings, etc. at their agency and encourage participation)
  + Wellness Inspiration Award   
    (e.g., a prize provided to someone who submitted a very compelling testimony of how they used the Wellness Challenge to improve/optimize their own wellness and/or the wellness of their coworkers
  + Super Snack Award   
    (e.g., a prize drawing that everyone can enter if they share their healthiest and best-tasting snack idea)
  + Tactical Fitness Awards  
    (e.g., an award and/or prize drawing for those who log the highest number of minutes of exercise completed)
  + Resilience Award  
    (e.g., an award for the those who got a perfect score in all five categories of the Wellness Challenge every week)
* **Example Award Categories for Teams**   
  Encouraging agency members to form Wellness Challenge teams can energize participation and make it more fun (and easier) to reach wellness goals. Consider encouraging agency members to form a “Wellness Challenge Team” of up to five people with one “Team Captain.” The Team Captain can be a formal or informal leader of any rank. Here are some examples of awards that you can give to Wellness Challenge Teams:   
  + Top 5 Highest Scoring Teams   
    (e.g., awards for the teams that achieve the top five highest Team scores when all team member’s scores are combined)
  + Best Team Photo  
    (e.g., all teams are asked to submit a photo of the team practicing a healthy habit, and every team that submits a photo is entered into a drawing to win prizes)

**Example Budget-Friendly Wellness Challenge Prizes/Incentives**

1. **Positive Recognition**Examples: Command Staff can positively recognize Wellness Challenge winners at Swearing In ceremonies, Annual Department Award Ceremonies, and in department newsletters (with permission from the winners). This can be a source of pride and motivation for the winner and other participants.
2. **Challenge Coins**Example: Invite agency members to design a Wellness Challenge Coin that can only be earned by participating in the Wellness Challenge (and cannot be purchased)
3. **Gift Cards and Gift Baskets**   
   Example: Donations from local businesses can form excellent gift basket prizes. Inviting local businesses to donate could also be a good opportunity to educate the public about the importance of wellness in law enforcement.
4. **Time Off**   
   Example: Provide everyone who achieves a minimum score of 3,000 points will earn one day off
5. **On-Duty Workout Policy**Example: If at least 51% of the agency participates in the Wellness Challenge, the agency will implement a new policy that allows employees to exercise on-duty (details to be determined by Command Staff at each agency)
6. **Professional Development Opportunities**   
   Example: Offer winners the chance to attend a conference (such as the International Association of Chiefs of Police Officer and Organizational Wellness Conference or the National Strength and Conditioning Association’s Tactical Annual Conference), seminar, or workshop related to their job or personal interests. The department might already have funds set aside for training and development, so this wouldn't necessarily require additional spending.
7. **Mentorship**Example:A high-ranking, highly-respected officer or someone with significant experience could offer mentorship sessions as a prize. This could be particularly appealing for younger officers or those looking to advance in their careers.
8. **Wellness Equipment**Examples: Small pieces of equipment (like stretching mats, foam rollers, quality headphones, gym towels, gym bags, and gift cards for sneakers/fitness attire)
9. **Cooking/Kitchen/Meal Prep Equipment**Examples: Air fryer, crock pot, Yeti lunch cooler (or tumbler), Tupper wear, cast iron pans, Traeger grill
10. **Wellness Books or Subscriptions**   
    Example: Provide winners with books / audiobooks that promote wellness. These can often be secured at discounted rates or even free, depending on the publisher.
11. **Wellness Corner Design**Dedicate a space in the department for wellness. The winners could be granted the privilege of helping design it and also have their names inscribed on a "wall of fame.” The space can also be used for relaxation, stretching, etc.
12. **Trophy or Plaque**   
    Although it might not be very expensive, a physical symbol of achievement like a trophy, medal, or plaque can be a great incentive. It gives the winner something tangible to remember their achievement by.