

## The WOW Challenge Team Exercise

In the shortcut about POWs, you spent time focusing on the challenges in your area. This team exercise focuses on the WOWs! The WOW Challenge is a contest that rewards individuals who uncover team WOWs on a regular basis.

At the end of this challenge, team members will be able to:

- ◆ List common Team WOWs they experience.
- ◆ Describe ways to grow more WOWs.

**Materials:** Inexpensive poker chips (like the kind you find at the dollar store); nine small prizes (\$1-\$3 each); three larger prizes (\$5-\$10 each). You can find inexpensive prizes at the dollar store or go to [www.VickiHess.com](http://www.VickiHess.com) and view the Products tab for prize ideas, such as WOW buttons, Professional Paradise pads, *28-Day Professional Paradise Diaries*, etc.).

### List common Team WOWs they experience.

- ◆ Announce to the team that you are going to have a “WOW Challenge.” Ask team members to be on the lookout for team WOWs, such as working together to meet a shared deadline or solve a problem.
- ◆ Everyone who brings you a list of five team WOWs will receive a chip (be liberal with your definition of a team WOW – the goal here is to get everyone focused on the positive aspects of work).
- ◆ At the end of a week, give prizes to the three people with the most chips.

### Describe ways to grow more WOWs.

- ◆ Give a chip to anyone who comes up with a great idea on how to grow team WOWs, such as adding a moment for gratitude at a team huddle.
- ◆ Continue the contest for three weeks and, at the end, recognize the three people with the most overall chips. Provide a bigger prize (gift card, coupon to cafeteria, etc.) to reward and recognize these individuals as Chief Paradise Officers! If your team is made up of salaried employees, a great prize can be an extended break or extra time off. (Check with your supervisor or the HR department to make sure this is okay.)

### Summarize

- ◆ Reinforce that the biggest rewards come for each person as they become more aware of the daily WOWs they experience.

This practice is a great way to grow internal and external WOWs.