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# 5 WAYS TO HELP YOUR EMPLOYEES CATCH SOME ZZZ'S

When it comes to your organization's culture, "always on" is the opposite of "always productive." It doesn't increase output. It increases burnout and sleep deficiencies. About 40% of people get less than the recommended amount of sleep every night,<sup>1</sup> which can lead to poor work performance and lower overall well-being. So, give your team some rest.

**INSOMNIA COSTS U.S.  
BUSINESSES MORE  
THAN \$63 BILLION IN  
LOST PRODUCTIVITY.<sup>2</sup>**

## 1. LIMIT WORK HOURS

Employees want to do their best work — so they often stay connected outside typical operating hours, which comes at the expense of sufficient sleep. Set policies that prohibit working after a certain time — especially for people whose jobs impact public safety, like medical personnel, truck drivers and airline pilots.

## 2. START WALKING

A 30-minute walk in the morning is one of the best ways to get a good night's sleep. The light helps regulate the body clock and releases mood-boosting serotonin, making for happier, well-rested employees. Start a morning walking group, and schedule walking meetings. Encourage shift workers to stay active during their breaks even when the sun's down.



### 3. CREATE AN INTENTIONAL ENVIRONMENT

Help employees stay alert during the day by adding features to the workplace designed to elevate their energy. Think paint colors, cozy furniture, uplifting posters and even office lighting. Research shows that blue-enhanced white lights can improve alertness, performance and well-being.<sup>3</sup>

**MORE THAN HALF OF ALL ORGANIZATIONS CREATE SHIFTS THAT ENCOURAGE SLEEP DEFICIENCIES.**

### 4. ENCOURAGE FLEXIBILITY

A survey shows 53 percent of organizations create shifts that encourage sleep deficiencies.<sup>4</sup> If possible, allow your employees to work from home or on a flexible schedule so they can avoid long commutes, balance daily duties and sleep on their own terms.

### 5. PROMOTE SLEEP CHALLENGES

Who doesn't love a little friendly competition? Employees can use an app or device to track sleep activity or self-report the number of hours they're logging each night. Ask them to report on quality of sleep — and share “best practices” for getting a good snooze.

<sup>1</sup>[Gallup](#) | <sup>2</sup>[SLEEP](#) | <sup>3</sup>[PLoS One](#) | <sup>4</sup>[Ceridian](#)