

How to help your employees get more sleep

In our always-connected, hyper-busy world, sleep is often given less priority. Yet the time we appear to gain by sleeping less, in the long term can influence the quality of our health, relationships, and work performance.

For example, studies show that tired employees are less productive, less innovative, and less focused. According to a July 2016 article by Hult International Research Business School called “Does It Matter If We Are Tired at Work,” the effects of fatigue can cost a business an average of \$2,280 a year per sleep-deprived employee in lost productivity.



Additionally, employees who fail to get enough sleep over time are at greater risk of serious health issues such as obesity, diabetes and cardiovascular disease.

So how can companies encourage their workers to grab a bit more shut-eye?

- Create a culture where employees feel comfortable about disconnecting from their digital devices when their work day ends. Evaluating how your company rewards work behavior and sets performance expectations can shed light on how its culture is impacting employees' sleep health.
- Offer employees a place where they can rest. A 20-minute nap can help workers wake up feeling refreshed and recharged.
- Communicate positive messages about the importance of getting enough sleep through your wellness program by hosting events like





“Sleep Awareness Month.” Emphasize that it is the “third pillar of health,” along with exercise and nutrition.

- Stage walking meetings. Exposure to sunlight helps the human body readjust its circadian sleep cycle, and the physical exercise also helps create a higher-quality of sleep at the end of the day.