



## Newton South Wellness Newsletter



The Global Wellness Institute defines wellness as **the active pursuit of activities, choices and lifestyles that lead to a state of holistic health.**

Welcome to *Volume 6, Issue #4* of the Newton South Wellness Newsletter! The goal of this periodic publication is to educate, motivate and communicate the values of living a wellness lifestyle. Our department is dedicated to helping students, faculty/staff, and community members understand the effects of daily decisions and their impact on overall health and well-being. The newsletter is divided into four sections: Wellness Dimension Focus, Message from the Editor, What's New(it's new!!), Wellness in the News, and Tips for Living. Let's get started!

**Wellness Dimension Focus – Occupational Wellness** – *Preparing and making use of your gifts, skills and talents in order to gain purpose, happiness, and enrichment in your life. Occupational wellness means successfully integrating a commitment to your occupation into a satisfying and rewarding lifestyle. The development of occupational satisfaction and wellness is strongly related to your attitude about your work.* ([https://www.ndsu.edu/wellness/about\\_us/seven\\_dimensions\\_of\\_wellness/](https://www.ndsu.edu/wellness/about_us/seven_dimensions_of_wellness/))

**Message from the Editor (Mr. Rotatori, Wellness Department Head)** - “Choose a job you love, and you will never have to work a day in your life.” (Confucius) When your alarm goes off in the morning is this what you are thinking about? Do you say to yourself “I **get** to go to work today” or “I **have** to go to work today”. If it's the latter then you are probably not occupationally well and unfortunately, if you don't make some changes you will be unsatisfied at work for approximately 90,000 hours, the average hours we spend at work in a lifetime according to [Andrew Naber](#) an industrial-organizational psychologist and data scientist. Most of us will not find our true purpose right away. As for most things, it takes time and effort to finally find a home occupationally(I became a certified teacher at age 33!). The average person changes careers 3-7 times in a lifetime according to the [U.S Department of Labor](#). BUT, DON'T GIVE UP! Keep yourself focused on your skills and talents and let them direct you to your final stop, HAPPINESS!

**What's New!** - CPR/AED Certification for students is back!! Starting in the fall of 2023, the wellness department will once again offer a CPR/AED certification course as part of the Well U and Healthy Heart curriculums. This course is designed to prepare students to effectively administer CPR, including the use of AEDs to adults and children. Upon successful completion of the course, students will receive a course completion card from American Heart Association, valid for two years(there is a nominal fee for processing the certification card).

**Wellness in the News – 4-Day Workweeks: Here's Why Some Companies Hope Permanent Long Weekends Will Boost Bottom Lines** Emily WashburnForbes Staff

Shifting to a four-day, 32-hour workweek can boost employees' mental and physical health without tanking revenues, a U.K.-based trial of dozens of employers [found](#) Tuesday, bolstering a push to shorten workweeks in the U.S.



People work at computers in Berlin on July 14, 2016 (Photo by Sean Gallup/Getty Images)

### KEY FACTS

The trial—led by Boston College, the University of Cambridge and British-based research institution Autonomy—[followed](#) 61 U.K. businesses that switched their workers from 40- to 32-hour workweeks. After the six-month survey ended, some 92% of participating companies chose to keep their employees on four-day workweeks, and 18 companies said the change would be permanent.

Participating employers reported a slight increase in revenue and a 57% drop in employee turnover during the trial—though the organizers note that external factors like the economy could have impacted the results.

#### PROMOTED

Of the roughly 2,900 employees surveyed as part of the trial, 71% reported reduced levels of burnout, and 39% reported reduced stress after implementing four-day workweeks.

Most employees reported four-day workweeks made it easier to balance work with household jobs (54%) and social lives (62%)

### Key Background

The idea of a four-day workweek [gained popularity](#) after the Covid-19 [pandemic](#) led many people to push for more flexible work arrangements. Proponents say four-day workweeks increase employee well-being without

sacrificing productivity. Director and co-founder of the Work Time Reduction Center Of Excellence Joe O'Connor tells [PBS](#) companies can cut work hours and maintain productivity by fixing time-wasters like overlong meetings, inefficient processes and other workplace distractions. O'Connor also argues that incentivizing workers with longer weekends increases the quality of efficiency of their work. The evidence, supporters say, is borne out in countries around the world. [Iceland](#) conducted multiple tests reducing work hours to 35 or 36 a week between 2015 and 2019, and found productivity stayed constant or improved in the majority of participating companies. Now, 86% of Iceland's employees work fewer hours for the same pay. In [Japan](#), Microsoft reported a 40% increase in productivity after giving employees five consecutive Fridays off in 2019. Four-day workweeks haven't been widely adopted by U.S. employers, but a handful in the United States and abroad have tried offering employees fewer hours. Some of the most well-known include e-commerce company [Bolt](#), real-world scavenger hunt creator [GooseChase](#), fundraising platform [Kickstarter](#) and tech giant [Panasonic](#). Other companies implement a modified version of a four-day workweek—cyber startup [DNSFilter](#) has 32-hour weeks every other week.

#### Contra

Not all trial results are uniform. Daniel Hamermash, a professor emeritus at University of Texas at Austin, tells [PBS](#) that a four-day workweek is only feasible for some industries. Others, like auto manufacturing, won't be able to reduce hours without also reducing output. In 2016, Sweden found that some smaller companies benefited from reduced work, while other, bigger businesses faced [higher expenses](#). Another private trial at [Formstack](#) found that any changes in company policy will increase employees' stress in the short term.

#### Tangent

Companies participating in the [U.K. trial](#) typically used four alternate methods to reduce work hours if they didn't want to eliminate Fridays. In a staggered model, employees alternate days off to maintain a Monday-Friday schedule. A decentralized model puts different departments on different work schedules depending on their needs. An annualized system requires workers' annual average be 32 hours of work a week, but doesn't specify a day off. A conditional model allows for a 32-hour workweek as long as performance targets are met.

#### Surprising Fact

The 40-hour workweek was [enshrined in U.S. law](#) in 1940, requiring employers to pay overtime to any staff who work additional hours. But calls for reduced work hours are about as old as the concept of work itself: Labor unions [lobbied](#) for eight-hour work days in the 19th century, Henry Ford reduced Ford Motor's hours from 60 to 40 a week in 1926 and Kellogg's cereal company [instituted](#) a six-hour workday in 1946 that was phased out by 1985. During the Great Depression, the Senate passed a bill limiting the workweek to 30 hours to combat unemployment. Though the bill was initially supported by President Franklin Delano Roosevelt, it was ultimately abandoned in favor of New Deal legislation.

### What We Don't Know

No legislation to try out four-day workweeks has been implemented in the United States. A California [assembly bill](#) proposed a 32-hour workweek in March 2021, but it died in committee late that year. [A 2021 bill](#) in the U.S. House also proposed limiting the workweek to 32 hours, but it's been relegated to the House Committee on Education and Labor for more than a year. A bill introduced in the Maryland legislature in January would establish a state-sponsored program to research how U.S. businesses fare when switching to 32-hour work weeks, offering participating businesses state tax credit for reducing work hours without reducing pay. Maryland's bill, which would [cap](#) tax-credits paid to businesses at \$750,000 over five years, is in committee hearings. University of Baltimore management professor Lisa Stickney [told](#) CNBC the bill has a lot of support from delegates and the Maryland community, giving it a good chance to pass.

**Tips for Living – “It’s not the days in your life, but the life in your days that counts.”**  
**(Brian White) A Newton South Alumni!**

*Choose*  *Kindness!*