

# Wake up...

sleepy employees need help

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# Agenda



**Let's talk Sleep**

**Health benefits of sleep**

**The impact of sleep problems at work**

**Which professions report the least amount of sleep?**

**What can employers do to help?**

**Resources**





# Is Sleep really a problem in the U.S?

From the American Sleep Association:

- **50 to 70 Million U.S. Adults have a sleep disorder**
- **4.7% report nodding off or falling asleep while driving at least once in the past month**
- **Drowsy driving is responsible for 1,550 fatalities and 40,000 nonfatal injuries annually in the U.S.**
- **Insomnia is the most common sleep disorder – chronic insomnia reported by 10% of all adults**
- **37% of 20 to 39 year olds report short sleep duration**
- **40% of 40 to 59 year olds report short sleep duration**

# Sleep...Who Needs It?



<u>AGE</u>	<u># of hours</u>
14 to 17	8 to 10 hours
18 to 25	7 to 9 hours
26 to 64	7 to 9 hours
65 +	7 to 8 hours

**According to the National Safety Council 'more than 43% of workers are sleep-deprived'**



National Sleep Foundation - Recommendations are a result of multiple rounds of consensus voting after a comprehensive review of published scientific studies on sleep & health. The expert panel included 6 sleep experts and experts from 12 stakeholder organizations.

# Healing Sleep



According to the National Institute of Health there are 4 stages of sleep all of which provide different benefits



- **Sleep lets you disengage from the world**
- **Blood pressure drops**
- **Muscles relax**
- **Blood supply to muscles increases**

# Healing Sleep



- **Tissue growth & repairs occur**
- **Energy is restored**
- **Hormones are released**
- **Levels of cortisol dip at bed time and increase over the night to promote alertness in the morning**
- **Contributes to a healthy immune system**
- **Help to balance our appetites**



# Who is sleeping the most; the least?

According to a 2017 CDC report that analyzed sleep duration by occupation...

Professions where people reported the longest duration of sleep: Farming, Fishing and Forestry, teachers, librarians, archivists and curators, social workers, counselors, religious workers

**People who sleep less than 6 hours a night work more than 1.5 additional hours on weekdays; 2 hours on weekends and holidays. They start work earlier and end their workdays later**



# Professions where sleep duration is low

- **Plant and production workers**
- **Healthcare workers**
- **Food preparation and food service workers**
- **First Responders; emergency personnel, law enforcement**
- **Workers who telecommute**
- **Self-employed workers**
- **Multiple job holders**
- **Shift workers**
- **People who earn a lot of \$\$**
- **New parents; unpaid caregivers**







# Employees who don't get enough sleep...

- **Productivity goes down** – 2011 American Insomnia Survey – poor sleep costs the average employer 8 days in productivity – that is the equivalent of losing an average of \$2,280 in salary per person...or \$2.3 million for a company of 1,000 workers
- **Increases absenteeism**
- **Dampens creative, innovative thinking and problem-solving**
- **Increases irritability**





# Employees who don't get enough sleep...



**Increases chances for mistakes and accidents** - 13% of workplace injuries can be attributed to fatigue

**Remembering information or details is often difficult**

**Attentiveness disappears**

**Increases the risk for many health problems**

–according to research from the National Institute of Health people who are chronically sleep deprived are more likely to be overweight, have strokes and cardiovascular disease, infections, diabetes and some types of cancer. More research is needed about sleep deprivation and sleep disorders and health



# Possible solutions for employers

- Encourage employees who are having sleep problems to seek help
- Educate employees about health related problems associated with sleep problems or deprivation
- Five companies that have purchased 'pods – energy pods' for short naps for employees: Google, Huffington Post, White and Case (law firm), Mercedes-Benz Financial Services, National Aeronautics and Space Administration (NASA)



# Possible solutions for employers

- **Support employees taking breaks to relax, recharge and refresh.**
- **Create spaces inside offices or outside where employees can sit and breathe – close their eyes and get a few minutes of downtime. Encourage employees to do this.**
- **Natural light helps...If a work space is not near natural light, encourage employees to take walks where there is light.**
- **Set boundaries around work hours...no emails after hours; no phone calls -- with full support (and modeling) by all levels of management**
- **Provide support for Shift Workers**

# Supporting Shift Workers



- **Provide schedules that are predictable as possible**
- **Limit the number of nights worked consecutively**
- **Avoid scheduling 'doubles' or 'overtime' whenever possible**
- **Allow long or frequent breaks**
- **Install work-area lighting that is optimal for night-shift workers**

# Supporting Shift Workers



- **Have designated ‘nap’ or rest areas and encourage their usage**
- **Educate supervisors on how to identify chronically tired employees and when to intervene**
- **Provide health and wellness programs that are available at night and on weekends**
- **Educate and provide screenings for sleep apnea and other sleep related disorders**
- **Offer transportation to off site or remote worksites**



# Promote good sleeping habits



- **Stick to a sleep schedule - same time to bed and to wake up, even on days off**
- **Create a relaxing bedtime ritual**
- **Avoid afternoon naps if sleeping at night is a problem**
- **Exercise daily but not right before bedtime**



# Promote good sleeping habits



- **Sleep environment - should be between 60 and 67 degrees; no lights, reduce noise and/or create 'white noise'**
- **Comfortable mattress & pillows and room**
- **Avoid bright lights at night**
- **Avoid alcohol, caffeine, smoking, heavy meals at night**
- **If you can't fall asleep, get up, do something relaxing until you feel tired**



# Training and Resources



- **Train supervisors how to talk with employees who often seem tired, sleepy or fall asleep on the job**



- **Don't assume you know the reasons for this problem...be open, listen and clear about expectations around job performance and when appropriate, offer resources for help**

# Summary



- **How much sleep do you need?**
- **The healing power of sleep?**
- **How the lack of sleep impacts employees**
- **Professions who get the most sleep; those that do not**
- **Solutions for Employers**
- **Supporting Shift Workers**
- **Promoting good sleeping habits**

# Resources



<https://www.psychologytoday.com/us/tests/health/sleep-hygiene-test>

Free sleep assessment test

<https://www.youtube.com/watch?v=WpkfMuXJnWI>

What a Good Night's Sleep Does for the Brain

<https://www.sleepfoundation.org/articles/do-dreams-affect-how-well-you-sleep>

Do Dreams Affect How Well you Sleep?

<https://www.psychologytoday.com/us/blog/your-brain-food/201102/sleep-and-dreams>

Sleep and dreams

[https://www.cdc.gov/sleep/pdf/states508/FS\\_ShortSleepByState\\_AZ\\_508tagged.pdf](https://www.cdc.gov/sleep/pdf/states508/FS_ShortSleepByState_AZ_508tagged.pdf)

Data and infographics about Sleep and Health in Arizona

<https://www.usatoday.com/story/news/nation-now/2017/03/22/what-happens-when-you-dont-sleep-24-hours-youre-basically-drunk/99488356/>

A short video that goes over the impact of not sleeping for 24 hours

# Resources



<https://www.shrm.org/hr-today/news/hr-magazine/1116/pages/how-hr-can-help-sleepy-shift-workers.aspx>

An article that provides information and concerns for shift workers and how HR can help them to stay healthy

<https://www.optisom.com/en/learn-about-sleep/the-working-dead-is-sleep-deprivation-turning-your-employees-into-zombies>

Infographic about the prevalence of sleep deprivation

<https://www.sleepfoundation.org/articles/healthy-sleep-tips>

Healthy sleep tips

<https://www.concentra.com/resource-center/articles/5-ways-to-help-your-employees-get-more-sleep/>

5 ways that may help employees to get more sleep

<https://www.sleep.org/articles/5-companies-encourage-power-napping/>

5 big companies that encourage 'power naps' by providing 'energy pods'

<https://www.sleepfoundation.org/articles/six-tips-design-ideal-bedroom-sleep>

Tips for making your bedroom an ideal environment for sleep

# Resources



- <https://www.sleepassociation.org/about-sleep/calming-rituals-help-fall-asleep/>  
Some calming rituals to help you fall asleep
- <https://my.clevelandclinic.org/health/articles/11429-common-sleep-disorders>  
Information about common sleep disorders and how they are diagnosed
- <https://www.ninds.nih.gov/Disorders/Patient-Caregiver-Education/Understanding-Sleep#2>  
Basic information about sleep and the brain
- <https://www.sleepapnea.org/learn/sleep-apnea/do-i-have-sleep-apnea/four-sleep-apnea-tests-you-can-take-right-now/>  
Four screening options for Sleep Apnea
- <https://www.npr.org/templates/transcript/transcript.php?storyId=705224980>  
Think your way out of Insomnia

