

Total Worker Health® Discussion: Sleep



- Both the organization and individual have a responsibility to prioritize good sleep.
- Most adults need **7 to 8 hours** of quality sleep in each 24 hour period.
- Try to **go to bed and wake up at the same time** every day.

To learn more about sleep hygiene visit our study website at <https://www.activestudy.org>

Meeting Guide:

Sleep

INSTRUCTIONS: Hold the guide with this side facing you and the other side facing your employees. Then share the information on this page.

Today's discussion is about sleep hygiene, which is the promotion of good sleep habits and regular sleep. This is important because poor sleep can contribute to health problems such as obesity, diabetes, high blood pressure, and depression, as well as decreases in productivity, worker safety, and quality of life.

The amount of sleep a person needs varies. On average, adults need 7 to 8 hours of quality sleep in each 24 hour period. Quality sleep refers to sleep with limited interruptions and consistent bed and wake times.

An individual's sleep hygiene can be improved by implementing behaviors, such as:

- Establish a regular and relaxing bedtime routine.
- Go to bed and wake up at the same time every day.
- Exercise regularly.
- Avoid large meals, stressful conversations, exercising, or ingesting caffeine, nicotine, or alcohol too close to bedtime as these can prevent or disturb sleep.

The organization of work can influence employee sleep hygiene in many ways, including rotating shifts and job stress. We are now going to begin a discussion about ways the organization can support good sleep hygiene among employees.

**** Supervisors, think about ways your company can change the work organization or environment to help employees get the sleep they need. For example: change shift or overtime requirements, increase job flexibility, let employees know what resources are available to help with any work schedule issues.*

ASK: "Does anyone have ideas or comments to share?"

Pause for discussion. Then see if there are ways to take action.

END WITH AN ACTION PLAN (see ideas below of what to ask or say).

- What work-related factors influence your sleep behaviors?
- Are there ways supervisors could alter the work organization or environment to increase good sleep hygiene among employees?