

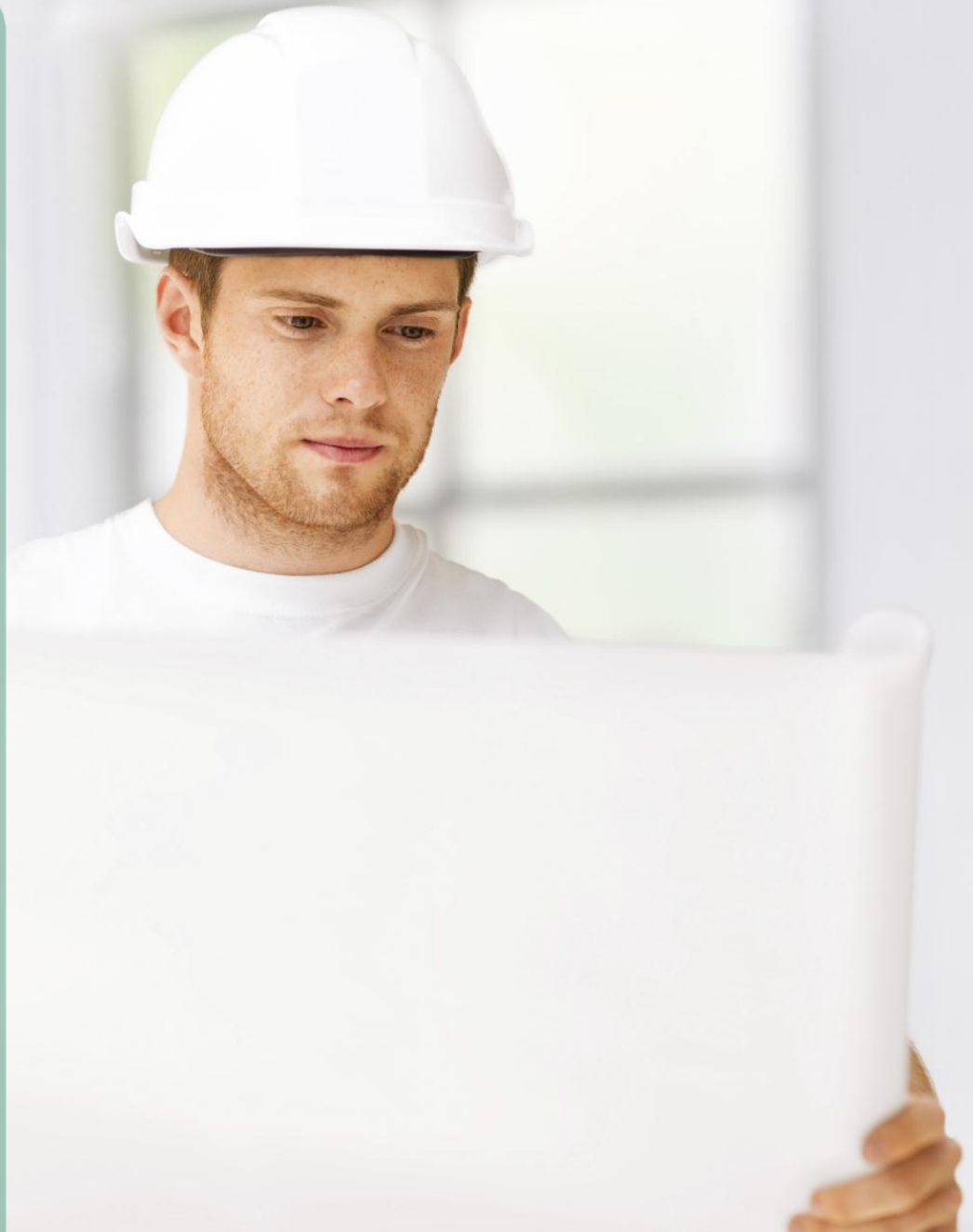
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Today's presentation will begin shortly.

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- If you'd like to ask a question, please use the **Q&A area** of the console.
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The Price of Lost Sleep

How sleep affects productivity and how to address it



Poor Sleep in America



60% of Americans suffer from insomnia



Sleep issues generate \$16 billion in health care expenditures



And \$50 billion in lost productivity annually



Why should you care?

- Strong association between employee fatigue, rising healthcare costs, increased safety risks and decreased productivity
- Of those who sleep poorly:
 - 54% experience job stress
 - 93% have “workplace fatigue” which can increase the risk of accidents, injuries and absenteeism
 - 2x as likely to die in work-related accidents
 - 1.4 x as likely to report lower than average productivity
- Insomnia-related workplace accidents cost \$31.1 billion a year



Sleep & Employee Health

Long term effects increase the risk of chronic conditions like:

- Obesity
- Diabetes
- High blood pressure
- Heart disease
- Mood disorders
- Weak immune system
- Shorter life expectancy
- Increase risk of prostate and colorectal cancer, and more aggressive breast cancers

Short term impacts:

- impaired reaction time
- ability to learn new tasks
- problem solving



Factors that impact sleep

- 50% of all insomnia is stress-related
- Shift work throws off internal clocks
- Sleep apnea - often undiagnosed, one of the leading causes of excessive daytime sleepiness. Carries increased risk of high blood pressure, heart attack, heart failure, arrhythmias, stroke, diabetes, impaired thinking.
- Medication side effects/ jet lag/ noisy sleep partners
- Mental health- depression, anxiety



Cartoon by Bob Mankoff

Factors that impact sleep

Technology

- 24/7 on-demand accessibility
- People check their emails 37x per hour each day
- New screen addiction diagnosis
- Social networking, video gaming, and non-stop tweets and texts appear to rewire the brain for stress
- Blue light from cell phones, tablets, TVs keep you alert and delay the release of melatonin which signals body to sleep.



Suggestions for Employees

- Set boundaries with screen technology- establish media curfew
- Maintain consistent sleep schedule
- Environment: Tech-free bedroom, dark, relax before bed, cold room
- Daily Exercise can add up to 1.25 hrs. of quality sleep per night.
- Mindfulness/ meditation practice – helps combat sensory overload and stress



Suggestions for Employers

- Limit emails afterhours and on vacation
- Encourage mental breaks from work
- Create awareness so employees are motivated to take responsibility for their sleep
- Educate on stress reduction techniques
- Offering vending machines with healthy foods
- Provide access to exercise
- Prohibit forced or coercive overtime, working longer shifts reduces productivity
- Limit allowable work hours for those whose jobs impact public safety



New trend: Naps at work

Encourage nap breaks in a designated area

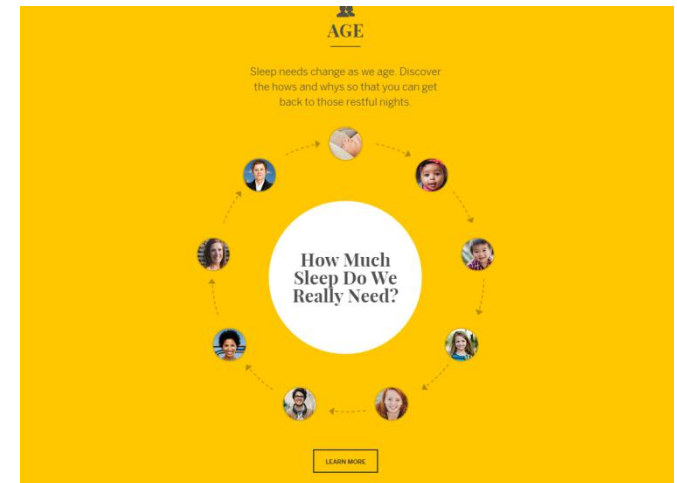
Research proves a power nap (10-30 mins)

- 10% decrease in daytime sleepiness
- 11% increase in mood
- 11% increase in alertness and stamina
- 14% decreased time to fall asleep at night
- 12% increase in ability to stay asleep
- 20 min increase in night time sleep
- More effective than coffee because caffeine can decrease memory performance causing mistakes



Resources for you

- Workplace materials on sleep and stress www.timewellspenthome.com
- Interactive sleep infographic and quiz www.sleep.org
- Sleep disorder information, tips and tools <http://sleepfoundation.org/>
- Sleep research and articles <http://www.cdc.gov/sleep/resources.html>
- Relaxation/ meditation videos & white noise website <https://medical.mit.edu/community/sleep/resources>
- Health & sleep topics <http://www.sparkpeople.com/resource/healthy-sleep-center.asp>



Are you getting enough sleep?

According to the American Academy of Sleep Medicine, more than 10 million Americans have a sleep disorder, and most are completely unaware that they could be getting better sleep.¹ Inadequate sleep can cause impaired memory and thought processes, depression, increased perception of pain and decreased immune response.²

Sleep also seems to affect weight, as your body responds to a lack of sleep by cranking more fat, particularly foods high in fat and carbohydrates.³ A 2004 study showed that people who slept less than six hours per night were almost 30% more likely to become obese than those who slept more.³

While the necessary amount of sleep varies from person to person, most adults need seven to eight hours a day. However, some people may need as few as five or as many as 10, and pregnant women in their first trimester often need several more hours of sleep each day than they did before getting pregnant.⁴ If you feel drowsy during the day, even when you are bored, you haven't had enough sleep.⁴

Sleep and work

While many of us wear our sleep deprivation as a badge of honor, the lack of importance our society places on sleep is having serious effects. A study published in the January 2009 issue of the *Journal of Occupational and Environmental Medicine* found that annual fatigue-related productivity costs came to about \$1.561 per employee. Those who weren't getting enough sleep were significantly less productive, performed worse and had more accidents on the job than workers who were getting adequate rest.⁵

Common treatments

If you aren't getting enough sleep, speak with your doctor. There are many treatments available to help you, including⁶

- **Bright light therapy.** Spending even a short amount of time each day in front of very bright lights can help to reset your internal clock. The time of day and type of light therapy depends on the sleep problem you have.
- **Cognitive behavioral therapy (CBT).** Relaxation training and biofeedback, stimulus control, sleep restriction, cognitive control and psychotherapy are treatments typically used for insomnia. These therapies address the underlying cause of your sleep problem.
- **Continuous positive airway pressure (CPAP).** This treatment for obstructive sleep apnea involves wearing a mask that blows air into the back of your throat while you sleep to keep the airway open.
- **Oral appliances.** Mouth guards like those worn for sports can protect your teeth if you grind them in your sleep. They can also help with snoring and obstructive sleep apnea.
- **Medications or nutritional supplements.** Medications are available to treat many sleep problems, and certain nutritional supplements may offer some benefit as well.
- **Surgery.** Some sleep problems, such as obstructive sleep apnea, may require surgery.



2015 “Wellness on the Run” Webinars

Employer Events

- August 19: When they’re down and out – strategies to help employees work through stress and depression
- September 23: Building a culture of health – putting together a plan and reaping the rewards

Register for these events or listen to past events at

www.timewellspenthome.com/webinar

Q&A

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