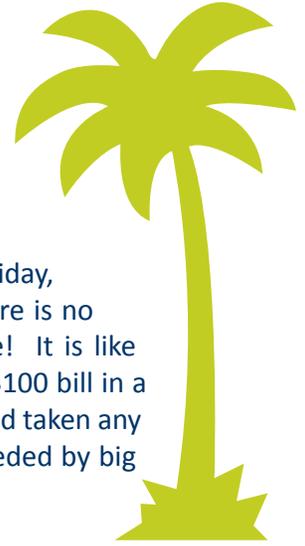


JULY 2015

SUMMER PAID TIME OFF (PTO)



Our firm recently instituted a Summer PTO Policy. Every other Friday, we are encouraged to take the afternoon off. Yes, it's true. There is no charge to our regular PTO, no making up for it. It is awesome! It is like having a snow day without the inclement weather, or finding a \$100 bill in a jacket pocket. It is a gift. I asked some of my colleagues if they had taken any summer PTO. If they had, their responses were unfailingly preceded by big smiles. They then reported how they had spent their time:



I went to the beach with my work BFF without having to hire a babysitter!

I took a nap. It was delicious.

I played a round of golf in the rain - it was one of the best rounds ever.

I had my nails done, a massage, and a haircut. I made it to happy hour looking and feeling fabulous!

I went to the movies. I haven't been to a matinee in years!

I cleaned my house so that my weekend was free to spend time with my family.

I paid some bills and did nothing. It was fantastic!

I hit a big July 4th sale and saved hundreds on a new washer and dryer. What a relief!



Probably one of the healthiest and smartest business decisions I have ever seen. The research demonstrates clearly that when solving difficult problems or looking for creative solutions, the unconscious brain is far better than the conscious one at simultaneously processing large chunks of information. Guess what happens when people take time off? The unconscious brain has a chance to work its magic. Sometimes what appears to the outside world as slacking off is actually the path to smarter decisions and more innovative ideas.

In the United States, we often equate hours at work with productivity—and this is true on an assembly line. But the vast majority of us don't work on the factory floor anymore. In today's knowledge-based economy, the quality of our thinking matters more than its quantity. Quality thinking is directly tied to energy level. And energy level requires renewal. We can and need to renew our energy level consistently --whether we are on the factory floor or behind a desk. We all buy into the fact that we can't get stronger without recovering from a weight lifting workout, yet we can't seem to wrap our brains around the need for periods of rest and recovery to renew our energy.



the supplement
FACILITATING VITALITY

AROUND THE WORLD - STATUTORY MINIMUM ANNUAL PAID VACATION AND HOLIDAYS



Adapted from "No-Vacation Nation Revisited." CEPR, May 2013

Our bodies are designed for periods of rest **every 90-120 minutes**, every day with **6+ hours of sleep**, and for longer periods for recreation. Savvy employers honor all of the body's needs for renewal by encouraging breaks, play, social gatherings, paid holidays and taking vacations. Some industries, such as banking, mandate contiguous two-week vacations as a safeguard against fraud. It is one of their primary rules of internal control. It not only creates checks and balances for the enterprise, but it assures that their employees avert the health risks and costly mistakes caused by stress. One company, FullContact, a Denver software company, implemented a program that pays employees \$7,500 to take a family vacation if they agree to three strict provisions:

1. **You have to go on vacation, or you don't get the money.**
2. **You must disconnect.**
3. **You can't work on vacation.**

When the CEO was queried about this generous policy, he responded:

"We will be a better company if employees disconnect."

RESOURCES



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Patricia M. Fuller has dedicated the last 17 years to designing and delivering wellness programs as a project manager and contractor for PricewaterhouseCoopers, LLP. Her training events earn consistently excellent ratings for her holistic approach and her real world application.

Prior to concentrating in wellness, Pat taught accounting and auditing as an adjunct professor at the University of Tampa. She earned her CPA designation in 1992 as a senior associate for Coopers & Lybrand. She has a Masters in Business Administration from the University of Utah.

Pat has a PhD in holistic nutrition. In 2010, she was board certified by the Holistic Nutrition Credentialing Board. Her areas of research include stress management and eating habits. She is a Certified Wellcoach and a member of the Institute of Coaching. She is an annual attendee to The Harvard Medical School Conference, Coaching In Leadership & Healthcare.

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This newsletter is for informational purposes only and is not intended as medical advice. For further information, please consult a medical professional.