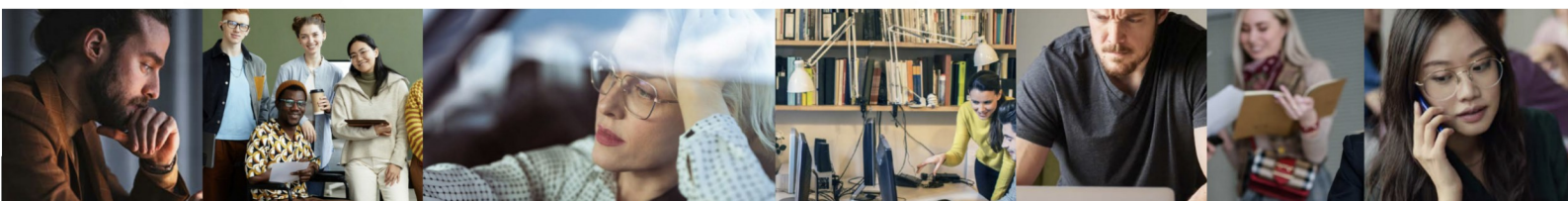


Measuring the Impact of Micro Breaks on Employee Performance and Wellbeing

SOLUTION STUDY

**How evidence-based practices can create
positive impacts on workplace culture
that attract employees
and enhance overall productivity.**



Measuring the Impact of Micro Breaks on Employee Performance and Wellbeing

“ We wanted to understand how micro breaks might affect our employees performance and wellbeing. ”

PROBLEM

Our client wanted to test the impact of 10-minute micro breaks on their employees' wellbeing and performance. The client aimed to quantify if implementing and

encouraging micro breaks would be a cost-effective strategy to improve employee cognitive performance, productivity, and wellbeing, utilizing evidence-based workplace science.

Current and potential **risks**:

- Many **employees do not feel empowered** to take breaks and feel required to be seen at their desks at all times. Back-to-back meetings and **high workload** are the predominant reasons for not taking breaks.
- Studies show that those who take **fewer breaks** are likely to be more **stressed** than employees who do. Stress and **burnout** are key concerns for many employees. Surveys show that **34% of people consider their jobs “very stressful”**, with younger employees the most affected.

METHODOLOGY

To address this question, we gathered employee experience, wellbeing, and performance data from over 50 employees, emphasizing our people-centric approach.

We collected a variety of data sources over a two-week sprint period,

observing employees' wellbeing and performance in the office. Employees were measured under three conditions: no break, active break, and mindfulness break. The benefit of running sprint-style research is that it is a cost-effective way to gather

insights into specific areas, allowing for quick wins to inform change faster than traditional projects, thereby

supporting workplace transformation and innovation.

FINDINGS

A number of positive findings were noted, principally:

- Employees' cognitive performance, specifically decision-making, significantly improved after active (5% improvement) and mindful breaks (6% improvement).
- Employees reported a 7% reduction in stress after taking a mindful break.
- 88% of employees stated that having an active break reduced their level of fatigue.

ACTIONS

- Work with the HR team to create educational content surrounding scheduled meeting duration, 'screen fatigue,' and how to best support cognitive recovery between online interactions, enhancing workplace experience and culture.
- Support the internal wellbeing team to increase the quantity of physical and mental wellbeing events both in person and remotely, fostering a hybrid approach
- Provide insights to support management teams on how to lead by example in promoting regular breaks, emphasizing the importance of workplace strategy and effective leadership.

“ 88% of employees reported feeling less fatigued after an active break.”

VALUE

- By creating focused educational content, employees are equipped with the right tools to **prioritise their own wellbeing**. Based on industry statistics, **burnout** often leads to **disengaged employees** and, in turn, **poorer performance**. This could cost employers up to **34% of their annual salary** as a result (Forbes). This demonstrates the impact and value of workplace consultancy and innovative solutions.
- By supporting and executing mini wellbeing events that can be run over **micro-breaks**, targeting stress and burnout, employers could significantly **reduce employee turnover**. Current research shows that between 20% and **50% of employee turnover is linked to burnout** (Forbes). This aligns with our commitment to employee retention and creating a supportive workspace.

KEY TAKEAWAYS

The findings and actions delivered through this project allowed the client to understand the impact of micro breaks and introduce ways of

working to better promote their employees to take regular breaks. This initiative led to a workforce that is:

- Higher performing
- Less stressed
- Less fatigued

“By integrating workplace science and technology, this project exemplifies how evidence-based practices can create a positive impact on workplace culture and performance. The insights gained can guide decision-makers in corporate real estate and workplace design to implement effective solutions that attract employees and enhance overall productivity.”

Explore our solutions series and discover how our **unique experience** across **elite sport, academic research** and the **corporate landscape**, combined with our scientific and data-driven approach, puts us in a unique position to identify opportunities that can **drive increased productivity**, performance and **positively impact workplace wellbeing**.



How integrating workplace science and a people-centric approach, provides effective, impactful solutions that transform hybrid working.



How workplace science can produce impactful strategies to transform office environment and workplace culture.



How integrating workplace science and a data-driven approach, provides effective, impactful solutions that enhance employee experience & organisational performance.



Strategies and Tools to effectively measure the impact of workplace design and workplace experience, leading to higher-performing workspaces.



How evidence-based practices can create positive impacts on workplace culture that attract employees and enhance overall productivity.



Integrating technology and strategies, to develop efficient hybrid workspaces that promote high performance and employee wellbeing.



Integrating technology and strategies, to develop workspaces that attract employees and enhance productivity.



How workplace science can produce impactful strategies to transform office environment and workplace culture.

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