

The background is a vibrant, abstract composition of geometric shapes. It features a mix of purple, teal, and black tones. The shapes are layered and overlapping, creating a sense of depth and movement. Some shapes resemble stylized buildings or architectural elements, while others are more organic and flowing. The overall style is modern and graphic.

The impact of the 4 day week at THRYVE

Why we made the change to the 4DW?

Research, after hearing about the 4 Day Week and researching the benefits and impacts to Companies and their teams, we would have been silly to not trial the 4DW. Majority of companies were finding the same results - Increased productivity and an overall happier team that now have a better work/life balance and improvement in wellbeing across the board. For THRYVE, our teams wellness is so important and we believed the 4DW could be a game changer.

Burnout, a huge issue is the typical way of working, it has a huge impact on your employees even if they don't realise they are burnt out.

Common signs that your team are suffering from burnout is:

- High sickness / illness rates
- Coming in dreading Monday mornings
- Mentioning tiredness
- Visible stress and overwhelm within the role

Here what our leaders, who were involved in the implementation of the 4 Day Week have to say -

https://youtu.be/vJk5DGW_h_E



Prior to implementation

Around 3 months before announcing the 4DW to our team, as a management team we made sure to implement positive changes to the way our team worked, to mitigate the effects of the 20% decrease in time as drastically.

We did this by -

- We began to cut long and unnecessary meetings out of our weeks.
- We had all of our team have a 1-2-1 organisational meeting with our Team Executive to ensure everyone was being as efficient as possible with their admin tasks such as emails, creating folders etc.
- We're a big advocate of Slack, a messaging platform for professionals, which really changed the way we work. It allows us to be a lot more collaborative internally as well as with our clients, so no long email chains and wasting time trying to catch up on emails. This has improved our efficiency dramatically.
- We then surveyed our team to check that this would be something they would want!

When we implemented

We communicated to the team we were officially changing to the 4 Day Week, issued new contracts with the updated working hours and then arranged a team day out for first Friday, so the change didn't feel so drastic and harsh.

A lot of our team decided to still work that first friday morning!

The general logistics at THRYVE -

- Here at THRYVE we operate as a Monday - Thursday business
- Monthly Lunch clubs are now Dinner clubs on Thursday evenings
- Team days out are now held on Fridays
- Mondays mornings are used for planning → this has probably been one of the biggest game changers for us, our team know exactly what they need to achieve for the week so there is no need for constant check ins / redoing plans for the week as this is clearly laid out on Monday mornings

Why no Fridays? And how does that work?

This is by far the biggest question we get around our 4DW

- We decided this was the best move for our team to have that long weekend to visit family, go on city breaks, an extra day to the weekend for the team to use how they please.
- Looking into the research, a lot of businesses already switch off on Fridays, with half days, early finishes, and on average greater annual leave is taken on Fridays! Most importantly in our industry communication for the week would round up on the Thursday evening with our clients!
 - So getting rid of Fridays meant we only lost 0.5 days out of the week, as Friday afternoons were naturally quieter for us as a business!
- We have an outsourced phone answering company who pass over any missed calls on Fridays either directly to our Consultants emails or to our shared email, so the correct person can handle.
- Our team all share the same mindset of if something is urgent it will be dealt with.
 - For example, if we have an urgent call needed to be made on a Friday, all of our team share the same drive that they will go on the call .

What our team had to say ... - 1st month

We conduct regular surveys and reviews, here's what our team said after 1 month of working the 4 Day Week.

How productive do you feel scale of 1-10	4DW affected your work/life balance	Impact on your stress levels	Impact on pressure levels	Do you believe you can achieve more in less time?	Most productive day in now?	Do you feel more or less productive than before?
8.8	92% said improved	60% less stressed 10% more stressed 30% the same	46% feel more pressure	80% said yes	65% said Monday	80% more productive 20% the same

"The 4-day week is going really well for me. I can definitely see the difference with the extra day off. I feel like i haven't seen a dip in my productivity at work, I do feel like i work harder as i know i have to get my work done in a shorter period of time."

"Felt like it was stressful & gave me anxiety at first, but now i feel like it's working really well!"

"Going well! For me, I feel firstly a lot more productive in work and getting more done. Also, feel a lot more refreshed every week and my mental state is very good as less stress and more time on Friday with friends and family but also can use that to do a but of work if needed"

What our team had to say ... - across the quarter

We conduct regular surveys and reviews, here's what our team said after 3 months of working the 4 Day Week.

How productive do you feel scale of 1-10	4DW affected your work/life balance	Impact on your stress levels	Impact on pressure levels	Do you believe you can achieve more in less time?	Most productive day in now?	Do you feel more or less productive than before?
9.2	97% said improved	83% less stressed 0% more stressed 17% the same	30% feel more pressure	90% said yes	70% said Monday	86% more productive 14% the same

"Amazingly well, after a tough start adjusting to it now feels really good. Can manage my time a lot better and producing the same results if not better most of the time. Friday can tidy up any admin I need to do and set myself up for the next week."

"Never want to work another Friday in my life. Game changer, feel used to it now, working more productively/being smarter with my time management and getting a lot more out of my own time during my 3 day weekend for personal development and proper rest."

"The 4 day week is going great, it's genuinely made more organised as a person as I know each day what I need to achieve. It's also given me the opportunity to see my family more (as they live further away) and come back on Monday ready for the week, rather than feeling knackered."

To be cautious of...

How you advertise the 4DW.

- As a company, you do not want the wrong type of candidate, who will think the 4DW is easier. Make sure on the initial call you clearly lay the reality of the 4DW and what it will entail.

Mindset.

- For the 4DW to truly be effective, your team need to believe this is possible otherwise they won't be onboard. Make sure to get them involved in the decision and keep them updated on how the progress is going.

Business Expectations.

- Do not feel like you have to reduce the businesses expectations of it's team because you are now working 1 less day. A true representation of the 4DW working, is that businesses are achieving the same results if not better, so don't ease your expectations.



THRYVE's biggest wins since the 4 Day Week

Our teams approach to Monday mornings.

Not one person in the company comes in dreading Mondays and I think that is such a big achievement as a business.

This is due to the fact our teams actually have the time to relax over the weekend.

Their weekends are no longer spent trying to cram in family, friends going out, housework, relaxing, hobbies etc, they now have 3 days to spread this over!

83% of
our team
feeling
LESS
stressed.

A 61% drop in sickness.

The drop in absenteeism is something we definitely didn't expect to be so dramatic.

This is due to the fact that our team aren't suffering from burnout and falling sick as often!

Don't just look at the data ... here's what our team think

 4DW Culture | Brandon Share

#4DWculture



Our 4 Day Week Experts



John Lennon
Founder



Eavie Mickley
Operations Manager
4 Day Week Mentor
eavie@thryvetalent.com



Sonny Ford
Managing Director

