

Mandatory Vacation: 1 week every 7

☹️ Lose 1 week of pay if you reply to a work msg



WHOLISTIC LIVING

Research: Taking a sabbatical can reduce burnout

Extended time off

Stress ↓ wellbeing ↑

especially: detach from job & leave home country
Return with better appreciation for work/life balance

Designer shut of his company every 7 years for a year

Frequency > **Duration**

2 weeks vac. > 1 week

Research: 2 weeks vac. is not more restorative 1 week

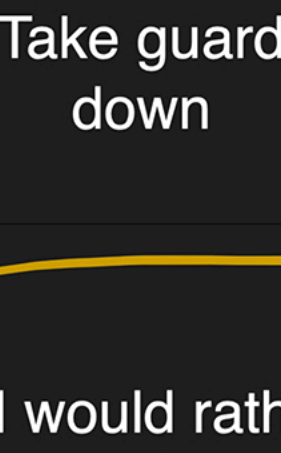


- a week every 8 > 1 every 7
- No back to back on the same team
- No more than week

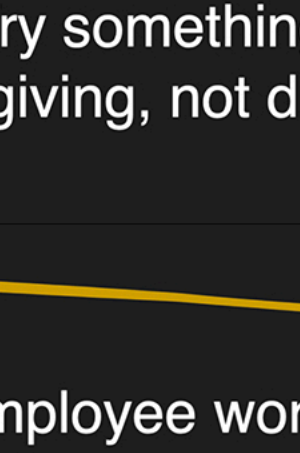
The value of experiments!

cultures	Time off	purpose
Toxic	reward to burn out	recovery recharge
Healthy	right to everyone	rejuvenate rejoice

How to spend time off



Take guard down



Try something new
i.e. Energy giving, not draining, activities

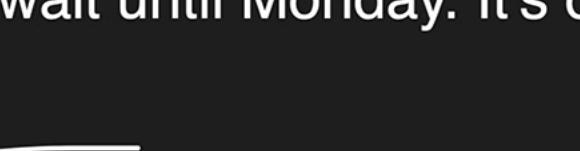
I would rather have a happy employee working on a task that is slightly delayed than a completely exhausted employee delivering on time

Stat Analysis

Productivity ↑ **Creativity** ↑ **Happiness** ↑

people give ideas in meetings

Time off is for other people too



OFF ☹️ Notifications

"It can wait until Monday. It's only a week."

Ad: "Color is a sense away from not being essential."

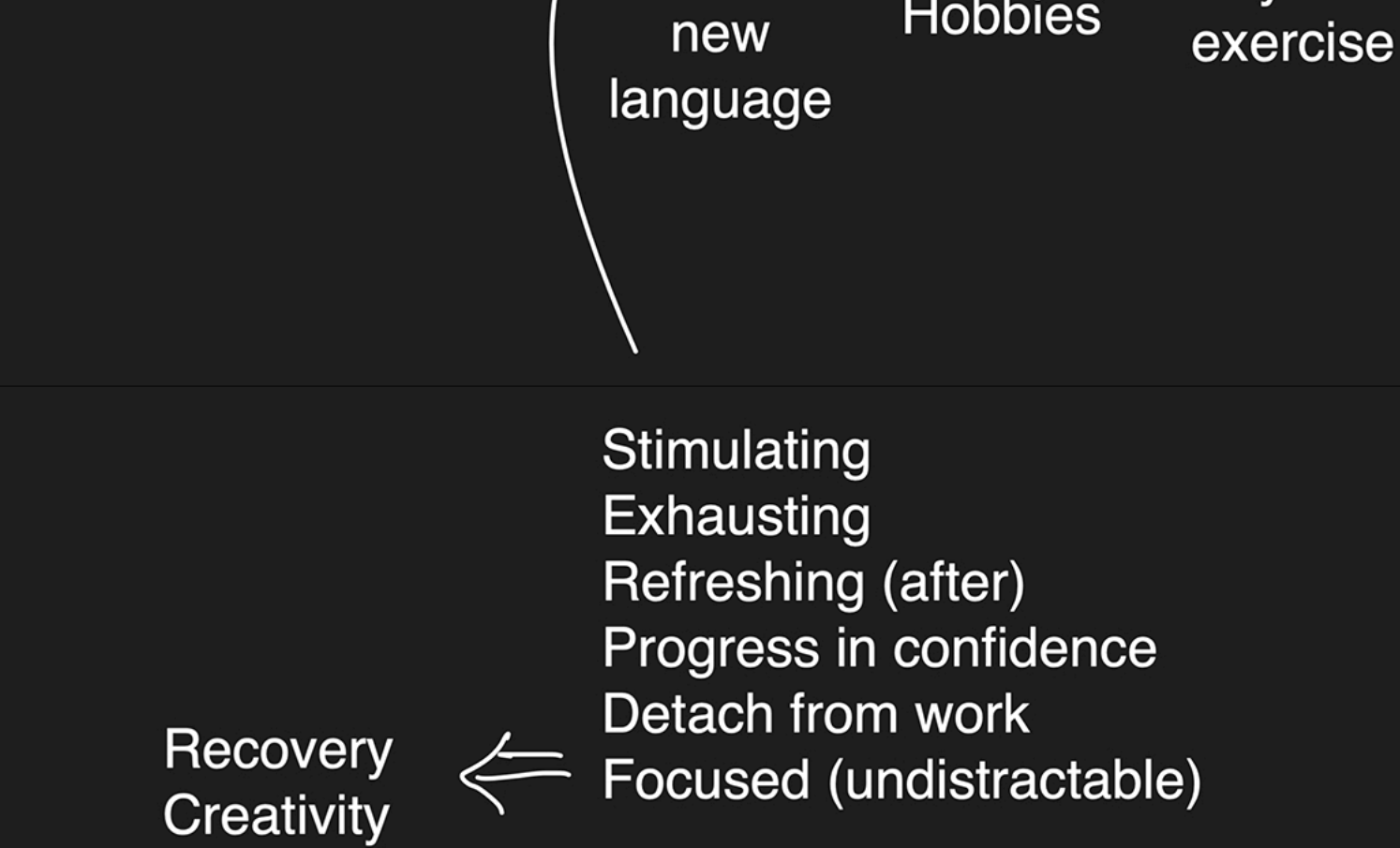
How to spend time off

Benefits fade out in 2 weeks



Bandaid

Recovery Activities



Stimulating
Exhausting
Refreshing (after)
Progress in confidence
Detach from work
Focused (undistractable)

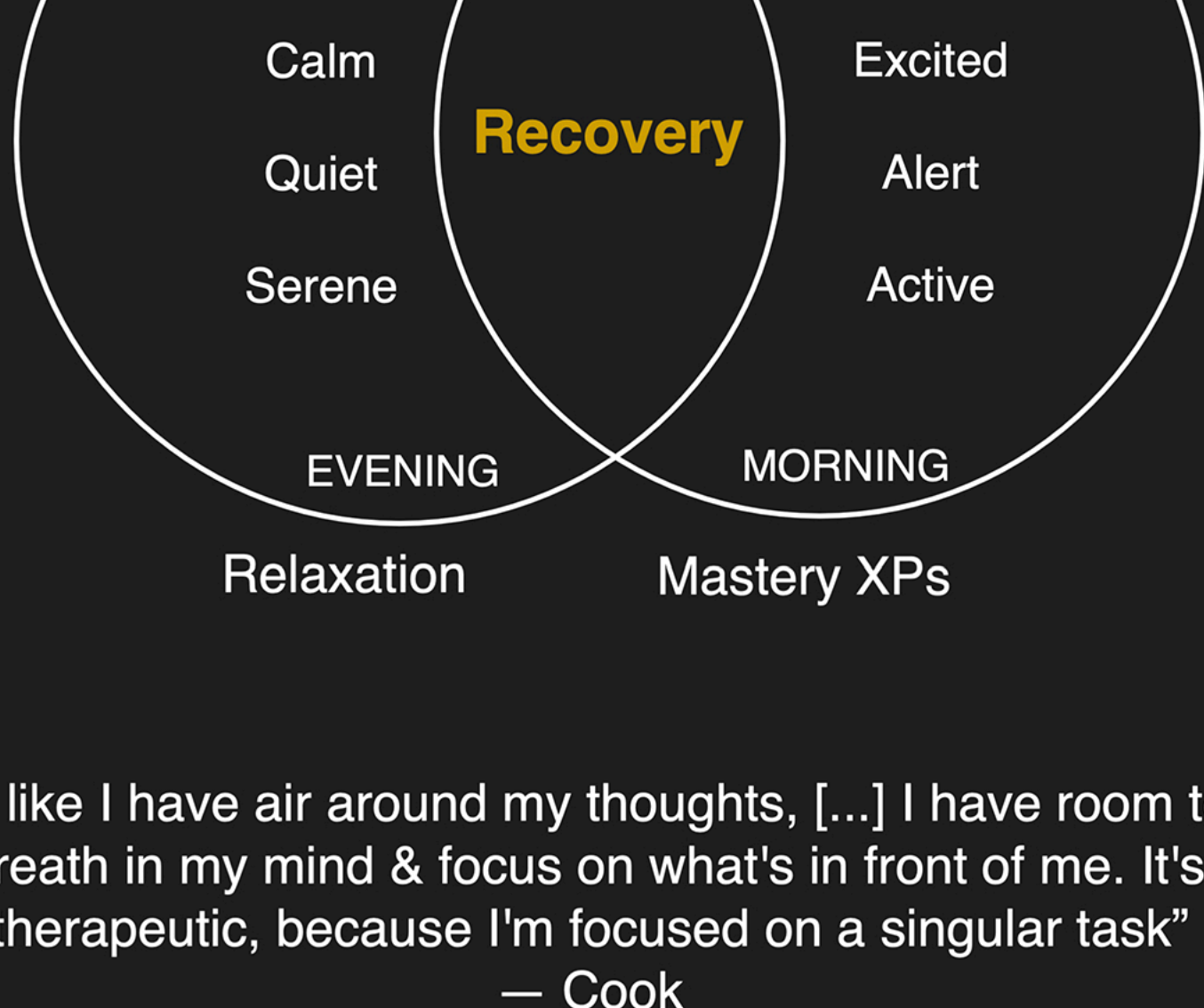
Recovery Creativity

Exhaustion ⇒ **Relaxation**
(Joyfully exhausted)

"Wins are easy for me & it's never about the results."
- Cook

Q Choose relaxation or mastery XP?
A Follow the need or explore

Consequences



"It feel like I have air around my thoughts, [...] I have room to sort of breath in my mind & focus on what's in front of me. It's so therapeutic, because I'm focused on a singular task"
- Cook

Hobbies

"Good organizations don't leave ppl drained"

Bosses

