

# 4-day workweek trial

Can fewer workdays lead to greater productivity?

## About the Study

In collaboration with our clients, we trialed a compressed 4-day workweek program over a period of 3 months ending November 2024. During the trial, some of our consultants worked four 10-hour days instead of five 8-hour days a week. We surveyed staff and clients, and these are the results...

## Client & Staff Experience

**100%** of participants experienced better work-life balance, decreased stress levels, improved general wellbeing, increased job satisfaction, and felt more focussed on their work.

**100%** of participants found 10-hour days manageable

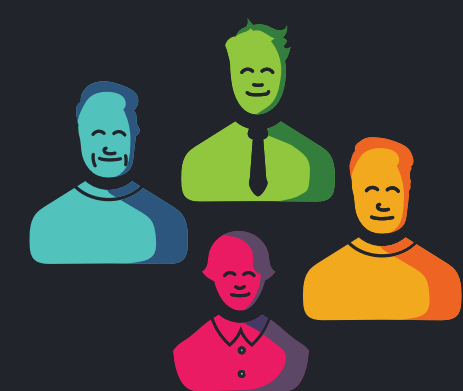
There was no noticeable impact on team collaboration



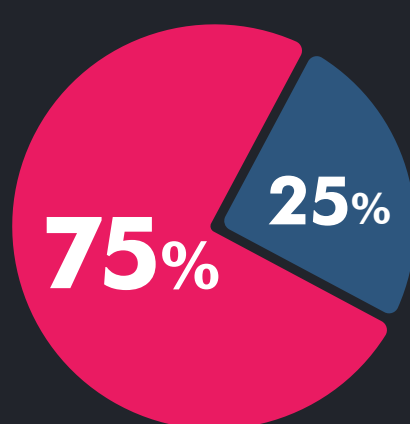
No clients expressed concern over response times



Half of the participants would only consider a 5-day job somewhere else for 40-50% more money, while the other half wanted 20-30% more.

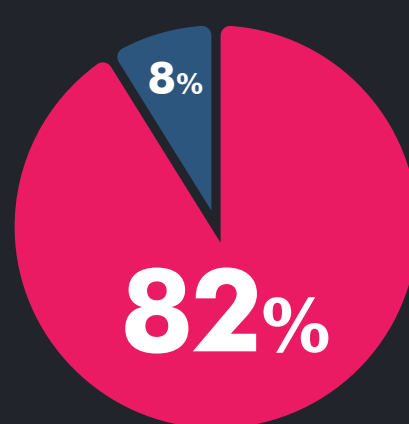


Everyone felt that it was a positive experience and wanted it to continue



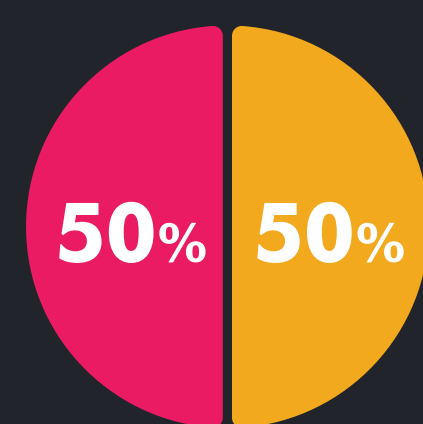
Higher Motivation  
Same Motivation

75% of participants felt more motivated, while 25% felt the same



Consistent Service  
Improved Service

8% of clients said service quality improved while, while 82% said it remained consistent



Higher Productivity  
Same Productivity

50% of participants felt an increase in productivity and 50% felt the same

## Conclusion

Our 3-month trial of the compressed 4-day workweek was overwhelmingly positive for both staff and clients. Participants experienced better work-life balance, reduced stress, and improved wellbeing, with manageable work hours. Client satisfaction remained high, with the majority reporting consistent or improved service quality. Increased motivation, reduced burnout and increased loyalty among staff further highlight the benefits of the program. With 92% of clients open to continuing the 4-day workweek permanently, it's clear that this innovative approach has the potential to enhance productivity and satisfaction across the board.

