

Sleep Health Introduction

Employer Discussion Guide

Learning Objectives:

- Understand the performance implications of inadequate sleep
- Understand the health consequences of poor sleep
- Know the benefits of optimising sleep

Using the Discussion Guide

Before Facilitating:

1. Watch video module yourself.
2. Familiarise yourself with the background information (on this page).
3. Familiarise yourself with the group questions (over page) and consider how you might respond to these questions yourself.
4. Allow 10-15 minutes for watching the video module plus exploring the group questions.

When Facilitating:

1. Inform the group of the purpose of the module and learning objectives. It can help to list the learning objectives on a whiteboard.
2. Have group watch the video module.
3. Ask group “comprehension” questions (over page) to ensure transfer of important information.
4. Ask group “deep learning” questions (over page) to generate group discussion.
5. Close the session by referring to the Closing Points (over page).



Background Information

Most adults need 7-9 hours of sleep each day to function optimally and stay healthy. Sleeping problems are common however, with one third of adults typically not obtaining a sufficient quantity or quality of sleep several nights a week or more.

Short-Term Lack of Sleep can Lead to:

- irritability,
- impaired memory,
- slow response time, and
- poor decision making.

Sleep deprivation also poses a significant safety risk at work when employees are required to perform tasks that have significant safety implications (e.g. when driving a vehicle).

Long-Term Lack of Sleep can Increase the Risk of:

- cardiovascular disease,
- type 2 diabetes,
- obesity, and
- mental disorders like depression.

Regular sleeping problems can also affect the wellbeing of individuals by reducing their energy and motivation to engage in health-promoting activities such as exercise and spending time with family and friends.



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Optimising Sleep Can Help:

- improve mood at home and at work,
- improve quality of relationships,
- make it easier to maintain a healthy body weight,
- think clearly and quickly, and
- generally be of better physical and mental health.

Group Questions

Comprehension

How much sleep do most adults need each day?

What are some consequences of inadequate sleep? (look for short term and long term consequences).

Deep Learning

Can anyone give me an example of a time you were really sleep deprived?

Follow up questions:

- How did you come to be sleep deprived?
- What were the signs of sleep deprivation you remember experiencing?
- What happened as a result of being sleep deprived?

Has anyone recently taken steps to improve their sleep and noticed other improvements?

Follow up questions:

- How were you sleeping before you made the change(s)?
- What did you do to improve your sleep?
- What are some benefits you have noticed from sleeping better?

Closing Points

Getting a good quantity and quality of sleep is vital you're your health and wellbeing as well as your alertness and safety. Optimising our sleep has many benefits, including our physical and mental health, as well as our energy levels at work and at home.

If you regularly have sleeping problems there are services that can help. Speak to your doctor or contact your EAP for more information and support.

For More Information

Visit www.flourishdx.com for more information including 40+ additional modules for supporting better mental health and sleep health.

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