

# NEW WORK

## MANIFESTO

*Modern work is frying our brains. We're working longer and the way we're working is taking more of a toll on us. We believe we can make work more enjoyable, more rewarding and less taxing. By committing to this simple manifesto we believe we can improve work and our lives.*

### **PRESUME PERMISSION**

The New Work Manifesto is grounded in trust. We've all accepted all of the ways that we've added to work in the last ten years but most of all have been scared to ask for any flexibility in return. The New Work Manifesto assumes permission for flexibility. Trust is given - and we all work to sustain and earn it with our actions. People find they do their best work in different ways. Leaders' roles are to support workers achieving results in the way best suited to them.

### **RECLAIM YOUR LUNCH**

Stepping away from our desks - and our emails - is one of the most important parts of achieving more at work. Let's discourage people from eating at desks and urge everyone to use lunch breaks to refresh themselves.

### **GIVE US SOME ROOM**

Open plan offices are bad for concentration. While most of us are able to get emails and discussions done in open plan environments, there should be no embarrassment in stepping away from our desks - or arriving later to them. To achieve deeper level of thinking.

### **GOT TO BE ME**

Work should celebrate our true selves and allow us to be them. There's simple proven ways to make this happen. We commit to letting this happen.

### **40 HOURS IS ENOUGH**

We have this idea that the more we work the more we accomplish. There is simply no evidence to support this. The idea that working longer achieves more has proven to be untrue. Let's respect 40 hours as a solid weeks' work - and let people find the right time to complete it.

### **DIGITAL SABBATH**

An escape from digital enslavement. No one should be forced to answer work emails at the weekend. There's no action as simple as turning off phone notifications that has anywhere near the impact.

### **THE ONLY WAY IS ETHICS**

Great working environments start with strong moral codes. It shouldn't take pay gap revelations and toxic culture stories to draw attention to problems. We should assert our convictions and be held accountable for them. Let's wear our ethics with pride.

### **LAUGH**

Laughing with our colleagues is really important. Not only do teams who laugh together collaborate better but laughing reduces our stress levels. At the end of the day if we're all going to spend 50+ years working, we shouldn't be ashamed of wanting to enjoy it.