

Korrekturhinweise

Four-day week

0	1	2	3	4	5	6	7
C	B	C	A	B	D	B	D

Begründungen

0

Andrew Barnes says: “[...] I think one of the things that we do as leaders sometimes is that we tell people. And we tell them we’re going to do this and we tell them how we’re going to do this.” According to Andrew, company bosses therefore tend to give orders.

1

Andrew Barnes says: “Look frankly, I have no idea how we’re going to do this. So you tell me! You have a month to think about how you’re going to deliver five days of productivity in four.” Andrew’s employees were therefore encouraged to make a plan to present to him.

2

Andrew Barnes says: “Some people had this thing that they put a little flag in a pot by their computer that said: ‘If my flag is in my pot, I’m having to concentrate on something at the moment. Don’t disrupt me! When I take the flag out, you can come and have a chat about an issue.’” A few staff members therefore used a specific object to stop others from interrupting their work flow.

3

Andrew Barnes says: “We found that there was about a 30% drop in the time spent on the internet. Now we’d have expected 20% because 20% of the people were out of the office but actually what we got was a 30% drop.” Online activity in the office therefore decreased disproportionately.

4

Andrew Barnes says: “And he had to go back to her and say ‘Look, I’m sorry. I just can’t look at these houses you keep sending me over the internet in work hours. If I do, I might let down my teammates.’” One employee therefore had to cut back on his private life because he wanted to avoid disappointing his group.

5

Andrew Barnes says: “So, suddenly, it’s a bit of a different dynamic because you as an individual therefore now have a responsibility and accountability not to me [...], but you have a responsibility and accountability to your colleagues and it’s them that you’re letting down. [...] I think that’s the difference between this model and a lot of the other models that have been tried around the world.” Andrew’s four-day scheme is therefore special in the way it focuses on team spirit.

6

Andrew Barnes says: “[...] the two offices got together and said ‘Right, okay. We’re going to stagger our days off across the two offices.’” The company’s small locations therefore chose to cooperate.

7

Andrew Barnes says: “I think the reality is we’ll probably run this on an annualised basis, because I think one of the things we have to do is keep the research going.” The four-day week scheme will therefore be reviewed every year.