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A HOLISTIC WELL-BEING NEWSLETTER

Invest in Your Wellness with Wellness Works®

Welcome to the UBA Partner Firm exclusive newsletter focusing on your biggest and most personal asset – wellness.

August 2026

Sleep: The Workplace Performance Multiplier

Quality sleep is becoming a business issue, not just a personal one.

It starts innocently enough. An employee stays up a little later than planned to finish a project, answer a few emails, or simply unwind after a busy day. The next morning, they make it through work with an extra cup of coffee and assume they'll catch up on sleep later in the week.

For many people, this routine becomes the norm rather than the exception. While an occasional late night may seem harmless, consistently missing out on quality sleep can gradually affect how people think, feel, and perform. Concentration slips, patience wears thin, creativity declines, and even routine decisions require more effort.

As organizations continue to prioritize employee wellbeing, sleep is emerging as one of the most important, and often overlooked, drivers of workplace health and performance. Recent guidance from the CDC's National Institute for Occupational Safety and Health (NIOSH) emphasizes that [fatigue is a workplace health and safety issue](#) that can impair alertness, reaction time, and decision-making, increasing the risk of errors and injuries.

Why Sleep Matters at Work

Quality sleep does much more than help people feel rested. It allows the brain and body to recover, supports memory and learning, strengthens emotional regulation, and helps people approach challenges with greater resilience. Employees who consistently sleep well are often better equipped to solve problems, communicate effectively, collaborate with colleagues, and adapt to changing priorities.

Conversely, inadequate sleep can quietly undermine workplace performance. The American Academy of Sleep Medicine's recent [position statement on the clinical significance of sleepiness](#) notes that excessive daytime sleepiness is associated with reduced productivity, poorer quality of life, and increased health and safety risks.

While many people think they can compensate for poor sleep with caffeine or by sleeping in on weekends, experts agree that healthy sleep is built through consistent habits over time. Like regular exercise or balanced nutrition, sleep is a foundational component of overall wellbeing.

Sleep Supports Better Leadership

Sleep doesn't just influence individual performance; it also affects leadership. Managers and supervisors make countless decisions each day, from setting priorities and solving problems to coaching employees and resolving conflicts. These responsibilities require focus, sound judgment, patience, and emotional intelligence.

When leaders are well rested, they are better positioned to think strategically, communicate clearly, and respond thoughtfully under pressure. A [2025 study](#) published in *Occupational Health Science* found that leaders who experienced better sleep quantity and quality demonstrated more supportive leadership behaviors, with positive effects recognized by both the leaders and their direct reports.

Creating a Culture That Supports Healthy Sleep

Organizations cannot control how much sleep employees get each night, but they can create environments that make healthy habits easier to maintain.

Simple workplace practices, such as encouraging employees to use vacation time, respecting personal time outside of work, promoting realistic workloads, and offering flexibility when appropriate, can help reduce unnecessary fatigue and support overall wellbeing.

The CDC/NIOSH also recommends considering workplace factors that contribute to fatigue, including demanding schedules, long work hours, and insufficient opportunities for recovery. Addressing these factors can improve employee health while also supporting workplace safety and performance.

Small Habits, Meaningful Results

Improving sleep doesn't require a complete lifestyle overhaul. Often, the most effective changes are also the simplest.

Consistency is one of the most important factors in healthy sleep. A recent systematic review published in *Sleep Medicine Reviews* found that [maintaining regular sleep and wake times](#) is independently associated with better sleep health, as well as improved cognitive, mental, and cardiovascular outcomes.

Many of the habits commonly referred to as "[sleep hygiene](#)" are also supported by the Harvard Medical School. Maintaining a consistent sleep schedule, creating a cool, dark, and quiet sleep environment, limiting caffeine later in the day, reducing distractions from phones and other electronic devices before bedtime, and getting regular physical activity can all help support healthier sleep patterns.

These habits may seem small individually, but together they can improve sleep quality, increase daytime energy, enhance concentration, and strengthen resilience. Better sleep not only helps employees feel healthier, but it also enables them to bring their best selves to work.

The Bottom Line

Sleep is one of the few wellness habits that influence nearly every aspect of our lives, from physical and mental health to workplace performance and safety. As employers continue to invest in employee wellbeing, recognizing the importance of healthy sleep is a natural next step.

Organizations don't need elaborate wellness programs to make a difference. By encouraging healthy work habits, supporting work-life balance, and fostering a culture that values recovery alongside productivity, employers can help employees thrive both inside and outside the workplace.

When employees sleep better, everyone benefits.

Book Review | Building a Foundation for Wellness with Quality Sleep

Sleep is often the first thing we sacrifice when life gets busy, yet it influences nearly every aspect of how we think, feel, and perform. In [*Sleep First: Feel Better, Think Sharper, Sleep Smarter*](#), behavioral scientist and sleep researcher Dr. Gemma King explains why prioritizing sleep is one of the most effective investments we can make in our health, productivity, and overall quality of life. Drawing on the latest sleep science and her experience working with elite athletes, military personnel, and business leaders, Dr. King offers practical strategies for improving sleep without overwhelming readers with technical jargon.

Rather than presenting a one-size-fits-all solution, the book encourages readers to develop a personalized approach to better sleep. From understanding how caffeine, stress, technology, and daily routines affect sleep quality to navigating challenges such as shift work, travel, and demanding schedules, Dr. King provides realistic guidance that can be incorporated into everyday life.

Book Highlights

Dr. King explains the science of sleep in an engaging, accessible way, making complex concepts easy for readers without a scientific background to understand. She helps readers recognize the everyday habits that may be interfering with restorative sleep and offers practical strategies for improving sleep despite busy work schedules, stress, travel, or family responsibilities. The book also explores how quality sleep supports focus, decision-making, emotional wellbeing, and peak performance, while including self-assessments and practical exercises to help readers develop their own personalized "Sleep First Formula."

A Key Takeaway

One of the book's central messages is that sleep should not be treated as the reward for finishing everything else. Instead, it should be viewed as the foundation that makes everything else possible. By making sleep a priority and adopting small, sustainable habits, readers can improve their energy, mental clarity, resilience, and overall wellbeing.

Employees looking to improve their health and performance will appreciate the book's practical, evidence-based advice, while HR professionals and organizational leaders will find valuable insights into why healthy sleep supports engagement, productivity, decision-making, and long-term workforce wellbeing. *Sleep First* is an excellent reminder that when we invest in better sleep, we also invest in performing at our best, both at work and in our personal lives.

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