#7: We Discourage Long Working Days

Historically IT professionals have been expected to consistently work long and odd hours. We know that end of year holidays are key times for IT projects to go live. While everyone else is out having a good time, the IT folks are working hard behind the scenes so we can all enjoy the benefits of the digital age.

Whilst we still ask that from time to time our team will go that extra mile to "get the job done", this is not the rule. We do not expect our highly skilled digital team to work for long hours in return for a symbolic gift voucher or an occasional pat on the back. We know this is not a sustainable approach in the long run.

Balance is what we seek.

Questions for Discussion:

- What components of this declaration do you strongly agree or disagree?

- What are the most important aspects of the declaration?

- What stories comes to mind in terms of wins or challenges relate to this?

- What aspects of your organisation/team are you most proud of in relation to this topic?

- What initiatives related to this topic have your team/organisation implemented?

- In average, are long working days a rule or an exception in your team?

- How do you maintain a balanced sustainable approach to managing workload and stakeholders' expectations?

- How do you balance the health and wellbeing of your staff with workload expectations?

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