

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 us have been scared to ask for any flexibility in return. The New Work Manifesto assume 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.

40 Hours is enough

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

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 *al desko* 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 levels of thinking.

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.

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.

Laugh

Laughing with our colleagues is really important. Not only do teams who laugh together collaborate better but laughing reduces our stress level. 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.