

# 4-DAY WORK WEEK METRICS\*

Recently, VIA took part in an international trial of the 4-day workweek through 4 Day Week Global ([www.4dayweek.com](http://www.4dayweek.com)). As evaluators and small business owners, we knew we had to supplement the provided research measures with assessment of our own indicators of success. Here are some key metrics to consider before, during, and after a 4-day work week pilot.

**Are employees truly working only 4 days?**



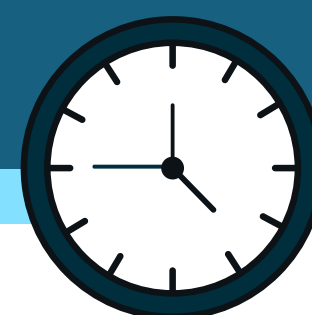
**What level of work time is productive time? What needs to change to decrease “nonproductive time”?**

**Employee retention**



**Team collaboration and cohesion**

**Unplanned absenteeism**



**Deadlines Met?**

**Client satisfaction with services**



**Employee satisfaction and stress levels**

**Financial health (pipeline, revenue)**



\*Tailor these to your own situation, and be sure to get ongoing employee feedback on how the model you selected might be modified to reach your goals.