

SHIFT NOTES



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What you need to know

- At least \$760 billion of annual U.S. health care spending is considered wasteful. [\\$266 billion](#) is flushed down the toilet on administrative costs, the greatest source of waste. What admin tasks are taking up too much of your time?
- Branch, the Minneapolis, Minnesota based financial wellness app for employers, recently partnered up with Mastercard and Evolve Bank & Trust to offer a [free, digital checking account and debit card](#) for hourly workers. The debit card will be available in November and will allow employees who use the card to get instant advances on their paychecks for free.
- 53% of employees believe they can save up to two work hours a day (240 hours per year) through automation. 78% of business leaders believe that automations can free up to three work hours a day (360 hours per year). That's anywhere from [six to nine weeks!](#)

In case you missed it

- Overtime comes at a high price for businesses and it often feels like it's the only option. However, there are many other ways to approach the situation when demand is high and budgets are low. Here are [eight easy ways how to reduce overtime.](#)
- Being prepared for inclement weather is crucial for keeping your employees safe! Use our [step-by-step guide](#) to create an inclement weather policy that makes sense for your business.
- Every entrepreneur dreams of creating a large, successful business with happy customers and great revenue. However, only 44% of small businesses make it to their

fourth year. How do you overcome the growing pains of your business and come out successful? Here is our [guide to scaling your business](#) that will help you achieve increased revenues and efficiency.

What we're reading

- When recognition programs are used correctly, they can enrich company culture, increase employee engagement, reduce turnover, and provide a fulfilling employee experience. Here is Bonusly's guide to building a [successful employee recognition program](#).
- The "gig economy" has taken the hourly workforce by storm. Workers want flexibility instead of traditional hourly work which is why over 30% of the U.S workforce has entered the gig economy. Retail stores are struggling to fill positions and retain employees in this new job market. Here are some strategies for how your store can [attract new talent by adjusting to the gig economy](#).
- World Mental Health Day was on October 10th. However, it is important to better understand mental health and work towards reducing the stigma attached to it everyday. Here is a [manager's guide to mental health in the workplace](#) to help your business bring awareness to the subject.



Most Employees Experience Burnout

Hourly and shift employees face the highest rates of burnout across industries. Make sure to be aware of this issue and work to prevent it in your workplace.

Retail Pop Playlist on Spotify

This playlist is perfect for any store looking for today's high energy hits that will create a lively atmosphere for customers!



“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

John Quincy Adams



Inspiration for the road

We'll see you next month!