

Summer Holidays - Why Time Off Matters More Than You Think

As summer
begins, many of us
are starting to look forward
to time in the sunshine, chilled
evenings and a chance to recharge.
But for some, booking time off
still feels like a luxury. Workloads,
deadlines and a sense of obligation
can make rest feel hard to prioritise
– and with school holidays thrown
into the mix, it can be even
more stressful for working
parents.

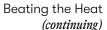


That
said, annual leave
is crucial for ensuring your
physical and mental wellbeing. A
proper break helps to maintain your
motivation and gives your brain the reset
it needs to work well. Encouraging a culture
where time off is used and valued supports both
individuals and teams in achieving sustainable
performance.

Understanding the value of rest

A well-rested team is a resilient team - better equipped to collaborate, problem-solve and engage positively with each other. Yet, many people are reticent to go on holiday - worrying about how it might look to a new employer, guilt over burdening colleagues with their workload, or simple FOMO (Fear Of Missing Out).

Yet, these things couldn't be further from the truth. Working too long without a break is a sure-fire way to give yourself burnout – and the optics aren't true either – a recent study by the Harvard Business Review found that taking a vacation actually increases the likelihood of receiving a promotion or a raise! As such, workplaces that actively encourage rest and recovery see improved morale and stronger employee loyalty. When leave is supported at all levels of the business, it sends a clear message that wellbeing actually matters.







Planning time off effectively

For people working outdoors, it's even more important to make sure that you stay safe in the hot weather. Heat exhaustion and heatstroke can strike fast, and can be seriously dangerous. Make sure that you:

- Book early Get your time off in the calendar and share your plans with your manager and team.
- Leave a clear handover Make your workload easy to follow and note which tasks can wait until you return.
- Set boundaries Set your out of office, and avoid checking work emails so you can fully rest. Delete work apps off your phone if you feel the temptation will be too much!
- Encourage others Role-modelling good leave behaviour helps make time off a normal and positive part of team culture.

Time off doesn't have to involve big trips or expensive plans. A day trip to the beach or into the city, a long weekend with friends, or even a few tech-free days can have a huge impact.

Benefits of switching off properly

Here are some small ways to make a big difference:

- Mental reset: Even a few days away from your usual routine can improve mood, reduce your anxiety and lift energy levels.
- Improved productivity: Time off supports clearer thinking and sharper decisionmaking on return.
- **Better physical health:** Regular rest helps the body recover, lowering cortisol levels and making sure you're getting enough sleep.
- **Team development:** When one team member steps back, others gain opportunities to grow, support and learn.

Using your leave helps create a more balanced, flexible and confident team.

