



7-day Employee Sleep Challenge

Do your employees need better sleep? Finding their sleep language is the first step, says Clinical Sleep Psychologist Dr. Shelby Harris. Challenge your employees to find their sleep style and follow her tips to get better sleep.

Words of Worry Sleeper

Are you a Words of Worry Sleeper who tosses and turns to “what ifs” and “shoulds”? Answer these questions to find out.

DO YOU:

- Have trouble turning off your brain at night?
- Worry about whether or not you’ll get a good night’s sleep?
- Struggle with tension in your body when it’s time to sleep?

Suggested Calm content



[Unwind Into Sleep](#)
with Chibs Okereke

[When It's Hard to Fall Asleep](#)
with Professor Megan Reitz

Tips for the Words of Worry Sleeper

- 1 **Practice meditation consistently, day and night.** A life of mindfulness will help you overcome anxious thoughts at night and have fewer anxious thoughts over time.
- 2 **Wind down 30 to 60 minutes before bed.** Dim the lights and listen to music, read a book, practice meditation, or do anything else that relaxes you.
- 3 **Only use your bed for sleep and sex.** If you can't fall asleep in ~20 minutes, get up and do something relaxing in dim light until you're sleepy and then return to bed.

Gifted Sleeper

Maybe you're a Gifted Sleeper who falls asleep easily anytime, anywhere—even after napping during the day.

DO YOU:

- Find that you can sleep easily most nights?
- Not really think about your sleep and it just comes without effort?
- Sleep easily in most situations whether home or away?

Suggested Calm content



[Refreshing Nap](#)

with Alan Sklar

[Gently Back to Sleep Album](#)

(curated By Calm)

Routine Perfectionist Sleeper

If you tend to be rigid about bedtime routines, you could be a Routine Perfectionist Sleeper.

DO YOU:

- Follow a strict routine at bedtime every night?
- Worry about whether you'll sleep while traveling?
- Get frustrated when your sleep routine is disrupted and can't let it go?

Suggested Calm content



[Wonder](#) with Matthew McConaughey

[Journey into Sleep](#)

with Chibs Okereke

Tips for the Gifted Sleeper

- 1 Consider if you're playing catch-up.** If you fall asleep in less than 5 minutes every night, consider whether you're sleep deprived and need more sleep.
- 2 Use good sleep hygiene.** To improve sleep quality, avoid blue light, limit caffeine 8 hours before sleep, and refrain from alcohol, large meals, and vigorous exercise within 3 hours of bedtime.
- 3 Keep a routine.** Keep a consistent sleep and wake time to make sure you're getting enough sleep on a regular basis.

Tips for the Routine Perfectionist Sleeper

- 1 Practice mindfulness during the day.** It will help you stay focused instead of letting your mind wander to anxious thoughts about missing your sleep routines.
- 2 Focus on flexibility.** Practice playing around with the order of your sleep routine as a way to introduce more flexibility and be less attached to a specific routine.
- 3 Switch things up.** Change what you can in your sleep environment (e.g., temperature, light, or sound) and accept what you can't (e.g., a dog barking). If you wake up, use Sleep Stories or meditations to relax.

Too Hot to Handle Sleeper

Your sleep language might be Too Hot to Handle if you often wake up drenched in sweat.

DO YOU:

- Lose sleep consistently due to hot flashes or night sweats?
- Disagree with your partner about the thermostat setting?
- Routinely throw off your covers at night?

Suggested Calm content



[Into Your Body, Into Sleep](#)

with Mel Mah

[Bedtime Body Scan](#)

with Kirat Randhawa

Light as a Feather Sleeper

If you wake up feeling drained, you could be a Light as a Feather Sleeper.

DO YOU:

- Feel unrested even after a full night's sleep?
- Regularly feel like your sleep isn't deep enough?
- Awaken easily to things around you?

Suggested Calm content



[Deep Rest](#) with Oren Jay Sofer

[Deep Sleep Release](#)

with Tamara Levitt

Tips for the Too Hot to Handle Sleeper

- 1 **Cool your environment.** Keep your bedroom in the 60s Fahrenheit. If you're too cold at bedtime, wear socks and layers and remove as needed.
- 2 **Consider moisture-wicking and cooling technology.** Cooling mattress pads, cooling sheets, and moisture-wicking pajamas are all great options.
- 3 **Talk with your doc.** Hot flashes could be a side effect of medication or a result of hormonal changes or sleep apnea.

Tips for the Light as a Feather Sleeper

- 1 **Set a bedtime and morning routine.** Go to bed and wake up at the same time each day. Avoid the snooze button and get out of bed promptly.
- 2 **Say no to napping.** Refrain from napping during the day because it can worsen sleep quality at night. Drinking alcohol also can disrupt sleep patterns.
- 3 **Seek professional advice.** Talk to your doctor about disorders that could be keeping you up at night, such as sleep apnea, teeth grinding, restless legs, or sleep talking.

7-day Employee Sleep Challenge

DAY
1

Find your sleep language

Review the 5 sleeper types and answer the questions to find the sleeper style that fits you best.

DAY
2

Follow one sleep tip

Choose one of the tips Dr. Harris suggests for your sleeper style. Start a sleep journal to record how you slept.

DAY
3

Listen to Calm content selected for your sleep persona

Did it help you find better sleep? Jot it down.

DAY
4

Follow another sleep tip for your sleeper style

Write down your thoughts about it when you wake up.

DAY
5

Listen to more Calm content selected for your sleep persona

Reflect on it in your sleep journal.

DAY
6

Explore the Calm library

Explore Sleep Stories, soundscapes, music, or any other content that resonates with you. Keep a list of programs to try.

DAY
7

Review your sleep journal

Reflect on what worked best for you and keep it going! And download the [Sleep Superpower Playbook](#) for more science-backed tips and techniques for better sleep.