

HR Insights

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What Employers Should Know About the Bare Minimum Monday Trend

“Bare Minimum Monday” is one of many recent employment trends to gain popularity on social media. Similar to “quiet quitting,” this trend entails employees prioritizing their work-life balance and mental health by doing the least amount of work possible on Mondays to avoid burnout during the rest of the week. The practice is generally in response to underlying issues, such as lack of engagement and stress. It's essential for employers to understand this trend so they know how to support employees' well-being and, in turn, reap the benefits of a healthy workforce.

This article explains Bare Minimum Monday and the reasons driving it. It also provides guidance on how employers can use this trend as an opportunity to understand and meet employee needs.

What Is Bare Minimum Monday?

Employees who partake in Bare Minimum Mondays use the first day of the week for self-care. Rather than getting bogged down with difficult or stressful tasks, these workers will put off unnecessary tasks for later in the week. By taking it easy on Monday, proponents of this trend argue that productivity increases later in the workweek and the risk of burnout decreases.

However, many employers feel differently. In some industries, Monday is one of the most critical days of the week. Bare Minimum Mondays can reduce overall productivity. Some career experts also argue that participating in this trend and this general attitude toward work can damage employees' careers.

This practice may look different depending on an employee's role and industry. Employees who partake in Bare Minimum Mondays may do the following:

- Take only required meetings
- Focus on self-care (e.g., journaling and exercising)
- Schedule the least amount of work possible
- Avoid multitasking

What Causes Employees to Participate in Bare Minimum Mondays?

Participation in “Bare Minimum Mondays” isn't necessarily caused by a bad work environment or lazy employees. On the contrary, employees may participate in this new trend for numerous reasons, including:

- **Burnout**—A [2022 report](#) by the American Psychological Association found that nearly 3 out of 5 employees reported negative impacts of work-related stress, such as a lack of motivation, energy, interest and effort at work. Rates of burnout are even higher among younger generations. A [recent report](#) by Asana found that 84% of Generation Z and 74% of



millennials reported burnout. Taking time to slow down and prioritize the “big picture” on Mondays may help workers avoid or reduce feelings of burnout.

- **Work-life imbalance**—Employees who experience excessive work-related pressure may feel inadequate or depressed. The Bare Minimum Monday trend encourages workers to prioritize themselves with self-care activities on Mondays that boost confidence and increase their motivation for the rest of the workweek.
- **The “Sunday scaries”**—A LinkedIn [survey](#) found that 80% of workers feel dread or anxiety about beginning work on Monday. This feeling is referred to as the Sunday scaries. Symptoms may include depression, headaches and stomachaches. By slowing down work at the start of the workweek, employees may be able to avoid these negative feelings.
- **Mental health issues**—Specific mental health issues, such as anxiety or depression, can impact an employee’s response to work. Employees who struggle with mental health issues may use Bare Minimum Mondays to reduce work-related stress and panic and prevent mental health issues from worsening.

What Bare Minimum Mondays Mean for Employers

The Bare Minimum Monday trend can be difficult to manage or address directly. Some organizations may find that embracing the trend benefits productivity and morale, while others could find lower output on Mondays to have a negative impact on their bottom line. After all, the Bare Minimum Monday practice may not be suitable for all jobs, industries or organizations. Nevertheless, employers can use this trend as an opportunity to meet employee needs and improve communication with employees, which can result in improved employee engagement and retention.

To pursue this endeavor, here are some practices employers should consider:

- Promote positive company culture (e.g., scheduling one-on-one meetings, planning team-building activities and focusing on employee well-being) to counteract low employee engagement.
- Educate managers and supervisors on how to lead successfully without causing employees anxiety or burnout.
- Set clear and attainable expectations for employees about their roles and responsibilities.
- Offer employees flexible work hours to instill a sense of freedom and control over their workday while allowing time for personal needs.
- Recognize employees regularly for their accomplishments.
- Encourage employees to take breaks as needed to remain productive.
- Provide mentoring and upskilling opportunities.
- Encourage managers to create predictable and manageable schedules.
- Use anonymous surveys and group discussions to better understand employee wants and needs.
- Educate employees on priority management to help them create balanced work schedules.
- Establish or promote an employee assistance program to assist employees with mental health issues, stress and other problems.

By understanding the root causes behind Bare Minimum Mondays, organizations can boost employee engagement without sacrificing productivity.

Conclusion

Employers who view the Bare Minimum Monday trend as an opportunity to better connect, engage and support employees may experience numerous benefits in the form of improved employee morale, engagement and retention. Additionally, listening to employee needs and responding with adequate support can improve company culture and increase employees' job satisfaction.

Contact us for further HR guidance.