



## 试行两天工作制

### Trialling the two-day workweek

#### 中文导读：

一家公司大胆尝试新理念的结果。

We have completed our pilot of the two-day workweek, and present our findings below. We would like to thank the leadership team for being imaginative enough to allow this experiment. We are also very sorry.

我们已经完成了两天工作制的试点工作，以下是我们的研究结果。我们要感谢领导团队富有想象力的允许了这个实验。我们也深感抱歉。

#### 重点词汇：

**complete:** v. 完成

**pilot:** n. 试点

**workweek:** n. 工作周

**present:** v. 呈现

**would like to:** 想要

**leadership team:** 领导团队

**imaginative:** adj. 富有想象力的

**experiment:** n. 实验



## 📖 固定搭配:

### **leadership team:** 领导团队

The leadership team is responsible for making important decisions for the company. (领导团队负责为公司做出重要决策。)

Background: We are consistently looking for ways to stand out as an employer of choice. Recent trials of the four-day workweek at other companies suggest that there might be ways to improve work-life balance and satisfaction without hurting productivity. Our former head of HR, Joe King, pushed us to be bolder. If people were able to fit a whole week into four days, was it possible to go further still? The idea to trial a two-day workweek in our North American territory was born. And to reiterate the point above, you all agreed to this.

背景：我们一直在寻找脱颖而出成为首选雇主的方法。其他公司最近试行了四天工作制表明，或许有办法在不影响工作效率的前提下，改善工作与生活的平衡性和满意度。我们的前人力资源主管乔·金（Joe King）敦促我们更加大胆。如果人们能够将一整周压缩成四天，那么还有可能更进一步吗？在我们的北美地区试行每周工作两天的想法由此诞生。重申上述观点，你们都同意这样做。

## 📖 重点词汇:

**consistently:** adv. 一贯地；持续不断地

**stand out:** 显著；脱颖而出

**trial:** n. 试验；实验

**work-life balance:** 工作与生活的平衡

**satisfaction:** n. 满意；满足

**productivity:** n. 生产力；生产效益

**former:** adj. 以前的；前任的

**bolder:** adj. 大胆自信的；



**territory:** n. 领土；领域

**reiterate:** v. <正式>重申，反复说

 **固定搭配:**

**work-life balance:** 工作与生活的平衡

Maintaining a healthy work-life balance is important for employee satisfaction. (保持健康的工作与生活平衡对员工满意度很重要。)

Outline of the trial: Employees began work at 9am on a Monday as usual. They did a 20-hour shift until early Tuesday morning, and then had an eight-hour break, before beginning a second 20-hour shift. The workweek ended at 9am on Wednesday morning, at which point employees took the next five days off and returned the following Monday.

试行概要：员工如往常一样于星期一上午 9 点开始工作。他们连续工作 20 小时直至星期二凌晨，然后休息 8 小时，然后开始第二个 20 小时的工作。工作周于星期三早上 9 点结束，员工随后休息 5 天，然后于下星期一返回工作。

 **重点词汇:**

**outline:** n. 大纲；轮廓

**shift:** n. 班次；轮班

**break:** n. 休息；休息时间

 **固定搭配:**

**begin work:** 开始工作

Employees begin work at 9am every day. (员工每天上午 9 点开始工作。)

To make things simple, all employees in the region were opted into this new arrangement. Regrettably, we quickly lost all colleagues who



were single parents, and many other employees with young children. Some legal action is continuing as a result. But the initial response from those who remained was extremely positive.

为了简便起见，该地区的所有员工都被纳入了这项新安排。遗憾的是，我们很快就失去了所有单亲同事以及许多有小孩的员工。因此，一些法律诉讼仍在继续。但留下来的都是最初反应非常积极的员工。

### 重点词汇：

**make things simple:** 简化事情

**opt into:** 选择加入

**arrangement:** 安排

**regrettably:** adv. 令人遗憾地

**single parents:** 单亲父母

**legal:** adj. 法律的；法律允许的，合法的

**initial:** adj. 开始的，最初的

### 固定搭配：

**make things simple:** 简化事情

We decided to make things simple by implementing this new policy. (我们决定通过实施这项新政策来简化事情。)

**opt into:** 选择加入

All employees were opted into the new health insurance program. (所有员工都选择加入了新的健康保险计划。)

Results of the trial: It immediately became clear that most people were unable to stay awake during either shift without needing some kind of stimulant. A few members of the marketing team remained extremely animated throughout their shifts; as you know, the early-morning cleaners



later reported that they had come across three of them snorting cocaine off the reception desk. In later weeks we invested in various options to keep staff pepped up, including energy drinks, guarana powder and free M&M's. We also provided sleeping bags for people to grab power naps.

试行结果：很快就显而易见，大多数人在工作时无法保持清醒，必须使用某种兴奋剂。市场营销团队的一些成员在整个工作时间内都非常兴奋；如你所知，清晨的清洁工后来报告说他们发现其中三人在前台上吸食可卡因。在后来的几周里，我们投资了各种能让员工保持精力充沛的方案，包括能量饮料、瓜拉纳粉和免费的 M&M 巧克力。我们还提供睡袋供员工小睡片刻。

#### 重点词汇：

**stimulant**: n. 兴奋剂；刺激物

**animated**: adj. 活泼的；生气勃勃的

**snort**: v. 吸鼻子；鼻吸

**cocaine**: n. 可卡因，古柯碱

**pepped up**: 振作；提神

**nap**: n. (尤指在白天) 小睡，打盹

#### 固定搭配：

**stay awake**: 保持清醒

I couldn't stay awake during the boring lecture. (在无聊的讲座期间，我无法保持清醒。)

**invest in**: 投资于

The company invested in new technology to improve efficiency. (公司投资了新技术以提高效率。)

The extent of other problems became clearer as the pilot proceeded. Customers who tried to reach us outside our new working hours were told to contact us again at 9am on the following Monday.



We saw enormous call waiting-times at the start of each week. In one case, a customer was told they would be on hold for an estimated 49 hours, putting them outside the window of that workweek, too. We attracted a lot of criticism for this on social media, though none of us noticed.

随着试验的进行，其他问题的程度变得更加明显。在新的工作时间之外试图联系我们的客户被告知要在下周一上午 9 点再联系我们。每周开始时，我们都会看到大量的呼叫等待时间。在一个案例中，一名客户被告知他们需要等待大约 49 小时，这使他们无法在该工作周内进行工作。尽管我们没有注意到，但我们因此在社交媒体上招致了很多批评。

### 重点词汇：

**extent**: n. 程度；范围

**pilot**: n. 试点项目；试飞员

**proceed**: v. 继续进行；继续前进

**customer**: n. 顾客；客户

**enormous**: adj. 巨大的；庞大的

**on hold**: 在等待中

**estimated**: adj. 估计的；预计的

**workweek**: 工作周

**criticism**: n. 批评

**social media**: 社交媒体

### 固定搭配：

**reach us**: 联系我们

You can reach us by phone or email for any inquiries.

(您可以通过电话或电子邮件联系我们咨询任何问题。)

**on hold for**: 等待中

I was on hold for over an hour before I finally spoke to a representative. (我等了一个多小时才最终与一名代表通话。)

**outside the window of**: 超出...的范围



The project's cost went outside the window of our initial budget. (项目的成本超出了我们最初的预算范围。)

The rush to get everything done in two days caused other problems. Our suppliers were not always able to deliver while staff were on duty, leading to production bottlenecks. We made a lot more basic mistakes: the payroll snafu in August happened partly because our finance director's power nap turned into something closer to a hibernation. We struggled to get activities like recruitment done in the time available to us. Our sales team found that most clients were unwilling to meet after midnight. Shorter workweeks are known to pose co-ordination issues. Such problems are soluble in some conditions, but not these ones.

急于在两天内完成所有工作还引发了其他问题。我们的供应商并不是总能够在员工值班时交货，这导致了生产瓶颈。我们犯了许多基本的错误：8月份的工资单失误，部分原因是我们的财务总监打盹近乎到了冬眠的状态。我们很难在规定时间内完成招聘等工作。我们的销售团队发现，大多数客户都不愿意在午夜之后见面。众所周知，较短的工作周会带来协调问题。这些问题在某些情况下是可以解决的，但在这些情况下却无法解决。

#### 重点词汇：

**rush**: n. 匆忙；v. 冲刺；匆忙行事

**supplier**: n. 供应商

**deliver**: v. 交付；投递

**staff**: n. 员工；工作人员

**bottleneck**: .n 瓶颈

**payroll**: n. 工资单；工资名单

**snafu**: n. 混乱；困境

**finance director**: 财务总监



**hibernation**: n. 冬眠

**recruitment**: n. 招聘

**co-ordination**: n. 协调; 配合

**issue**: n. 问题; 难题

 **固定搭配:**

**on duty**: 值班

The security personnel are always on duty, ensuring safety 24/7. (保安人员时刻值班, 确保 24/7 的安全。)

**production bottlenecks**: 生产瓶颈

The unexpected machine breakdown caused production bottlenecks. (意外的机器故障导致了生产瓶颈。)

The benefits of a better work-life balance were also less great than we had hoped. The demands of shift work during those first two days meant that some team members took four or five days to recover from the workweek. Many employees completely lost track of time during their “workends” and failed to turn up on Monday mornings, making it even harder to manage the rush at the start of the week.

更好地平衡工作与生活所带来的好处也没有我们期望的那么大。头两天轮班工作的要求意味着一些团队成员需要四五天的时间才能从一周的工作中恢复过来。许多员工在“工作结束”期间完全忘记了时间, 未能在周一早上出现, 这使得一周开始时的繁忙工作变得更加难以管理。

 **重点词汇:**

**benefit**: n. 利益; 好处

**work-life balance**: 工作与生活的平衡

**demand**: n. 要求; 需求

**shift work**: 轮班工作





**recover**: v. 恢复; 康复

**completely**: adv. 完全地

**lost track of**: 失去对...的追踪

 **固定搭配:**

**work-life balance**: 工作与生活的平衡

Maintaining a healthy work-life balance is important for overall well-being. (保持健康的工作与生活的平衡对整体健康很重要。)

**turn up on**: 出现在

She didn't turn up on time for the meeting. (她没有按时出现在会议上。)

Cohesion suffered, particularly after a brawl broke out among the graphic designers one week for the last remaining energy drinks. Appetite for team-building activities also declined; in retrospect, holding end-of-the-week drinks at sunrise on Wednesdays was unwise. Our apologies again to the cleaners.

凝聚力受到了影响,尤其是在某一周,平面设计师们为了争夺最后剩下的能量饮料而大打出手。对团队建设活动的兴致也下降了;回想起来,在周三日出时分举行周末酒会是不明智的。我们再次向清洁工表示歉意。

 **重点词汇:**

**cohesion**: n. 凝聚力; 内聚力

**suffer**: v. 遭受; 忍受

**brawl**: n. 争吵; 斗殴

**graphic**: adj. 绘画的; 图形的; (与)视觉艺术(有关)的

**appetite**: n. 食欲; 兴趣

**team-building**: 团队建设

**retrospect**: n. 回顾, 回想

**unwise**: adj. 不明智的



**cleaner**: n. 清洁工; 保洁人员

 **固定搭配:**

**brawl broke out**: 发生争吵或斗殴

A brawl broke out in the bar last night, and the police had to be called. (昨晚酒吧里发生了争吵, 不得不叫警察。)

**appetite for**: 对...的兴趣

Their appetite for adventure led them to explore new places. (他们对冒险的兴趣促使他们探索新地方。)

**in retrospect**: 事后看来

In retrospect, we should have handled the situation differently. (事后看来, 我们应该以不同的方式处理这种情况。)

During the course of the trial we saw marked declines in almost all the metrics we tracked, from sales revenue and net promoter scores to productivity and employee satisfaction. There were some exceptions to this trend. We saw sharp rises in customer complaints, health-and-safety incidents, substance abuse and tooth decay.

在试行过程中, 我们发现从销售收入、净推荐值到生产率和员工满意度等几乎所有我们跟踪的指标都明显下降。但这一趋势也有一些例外。我们发现, 客户投诉、健康和安全事故、药物滥用和蛀牙等指标急剧上升。

 **重点词汇:**

**course**: n. 过程; 课程

**metric**: n. 指标; 度量标准

**track**: v. 跟踪

**revenue**: n. (企业、组织的) 收入, 收益



**net promoter score**: 净推荐值 (NPS, 一种客户满意度指标)

**productivity**: n. 生产力; 生产效率

**satisfaction**: n. 满意, 称心

**exception**: n. 异常情况; 例外

**substance**: n. 物质, 材料

**abuse**: v. 滥用; 虐待

**decay**: v. (使) 腐朽, 腐烂

### 固定搭配:

**sharp rises in**: 急剧上升

We observed sharp rises in the number of new customers last month. (上个月我们观察到新客户数量急剧上升。)

Recommendations: We do not recommend a repeat of this experiment (this may be academic since the North American business is now closing down). If creativity is a willingness to take immensely stupid risks, we can all look back on this episode with pride. On any other definition, we cannot.

建议: 我们不建议重复这一实验 (这可能是学术性的, 因为北美业务现已关闭)。如果说创造力是一种承担极其愚蠢风险的意愿, 那么我们可以自豪地回顾这段经历。对于任何其他的定义, 我们都不能。

### 重点词汇:

**recommendation**: n. 建议; 推荐

**experiment**: n. 实验; 试验

**academic**: adj. 学术的; 理论的

**close down**: 关闭; 终止

**creativity**: n. 创造力

**immensely**: adv. 非常; 极其

**stupid**: adj. 笨的, 傻的



**episode:** n. 事件; 剧集

 **固定搭配:**

**look back on:** 回顾; 回忆

We can all look back on this episode with pride. (我们都可以以骄傲的心情回顾这一事件。)

