

Creating a Mindful Culture in the Workplace

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What is Mindfulness?

- “process of bringing one's attention to the internal experiences occurring in the present moment, which can be developed through the practice of meditation and other training”
- The practice of being conscious of the present moment
- Moment to Moment Awareness
- Comes from the Buddhist Tradition of meditation to a achieve Enlightenment – the highest level spiritual connectivity
- “Mindfulness is the capacity to perceive our world clearly, without adulteration or manipulation” attitudinal component, whereby mindfulness is imbued with

What is Mindfulness



An **attitude** of open-minded experience and practicing an intention of kindness and compassion

Real World Application

- You don't have to practice Buddhism to achieve mindfulness or a mindful practice
- Techniques have been transmitted to daily life
- The practice of mindfulness fosters insight, ideas that are born from this deeper reflection
- It's like a musician tuning an instrument for a concert

“Most of the time our perception is limited by our attention span; fragmented by continuous distractions; distorted by our biases, assumptions, and expectations; and regularly hijacked by our emotional reactivity”

Data

- Mindfulness is strongly related to well-being and perceived health.
- Mindfulness might prevent negative influence of perceived stress on psychological well-being.
- Mindfulness training can improve psychological functioning among people experiencing stress.

Literature review for measuring Five Facet Mindfulness Questionnaire (FFMQ)

<http://journals.sagepub.com/doi/abs/10.1177/1073191107313003>

Data from the Workplace

- A mindful practice is negatively associated with emotional exhaustion and positively related to job satisfaction and professional relationships.
- Results revealed that participants in the mindfulness intervention group experienced significantly less emotional exhaustion and more job satisfaction than participants in the control group

Data from the Workplace

- Autonomy support (motivational development and capacity for autonomous self-regulation) and mindfulness had a direct impact on employee well-being.
- People higher in mindfulness were less likely to feel frustration, even in unsupportive managerial environments.

Mindful Practice

Steps to Fostering a Mindful Culture

- Change in Beliefs and Attitude
- Mistakenly Think That Control Equals Peace
- Power in Powerlessness

STAY IN YOUR HOOLA HOOP



Steps to Fostering a Mindful Culture

- It has to begin with leadership
- You can bring in training and other interventions but leadership can't contradict the teaching
- Creating a mindful/peaceful/ safe space for employees
- Supporting Autonomy
- Supporting access to physical and mental health care
- Decreasing stigma around mental and behavioral health

Application of True to Life Application of Policies and Practices to promote work –life balance

- Mindfulness –Based Stress Reduction Dr. Jon Kabat-Zinn
- Developed in the 70s to for individuals suffering from chronic pain
 - Performed in a group program with 10-40 participants
 - Structured to progress for 8-10 weeks
 - Weekly sessions last 2.5 hours
 - Includes meditation practice , yoga postures, and mindfulness during stressful situations and social interactions
 - Requires commitment to complete daily 45-minute homework assignments.

Examples of Company Implementation

- Google Invited Dr. Jon Kabat-Zinn to implement his training for employees.
- https://www.youtube.com/watch?v=3nwwKbM_vJc

Examples of Company Implementation

- Aetna and General Mills
- Google have established mindfulness training programs in order to enhance employee well-being and effectiveness.
- The U.S. Army has implemented the Mindfulness-based Mental Fitness program, with positive results
- Harvard Business School, The Drucker School of Business, the Stern School of Business at NYU, and The Boalt School of Law at UC Berkeley have also implemented mindfulness programming.

Company Implementation

- Appropriate Response
- The Institute for Mindful Leadership
- The Potential Project
- The Search Inside Yourself Leadership Institute

The format and content of workplace mindfulness programs has been adapted from the original MBSR programs but making it more conducive to working hours and offering online courses

What are EAPs?

Employee Assistance Programs (EAP) are either internal , or third party referral organizations for employee mental and behavioral health concerns.

What is the data around EAP services for a company ?

- Workplace Outcome Suite (EAPA) has an annual report that examines workplace functioning around absenteeism, presenteeism, work engagement , life satisfaction and workplace distress

What is the data around EAP services for a company ?

- Hours Absent in 30 days: 46.6%
- Presenteeism: 26.7%
- Work Engagement: 7.1%
- Work Distress: 12.8%
- Life Satisfaction: 21.9%

Wellness and EAP integration

- There is already immense data behind efficiently implemented wellness programs in the workplace.
- There is a behavioral health component to making a physical wellness change for example:
 - Smoking Cessation –creating a tobacco free workplace
 - Diabetes care – diet and exercise changes
 - Drug Free workplace
- These changes in the workplace impact productivity

Discussion Questions

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Thank you !



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