

Workplace Applications of Mindfulness

IES HR Briefing Event: 17 March 2015

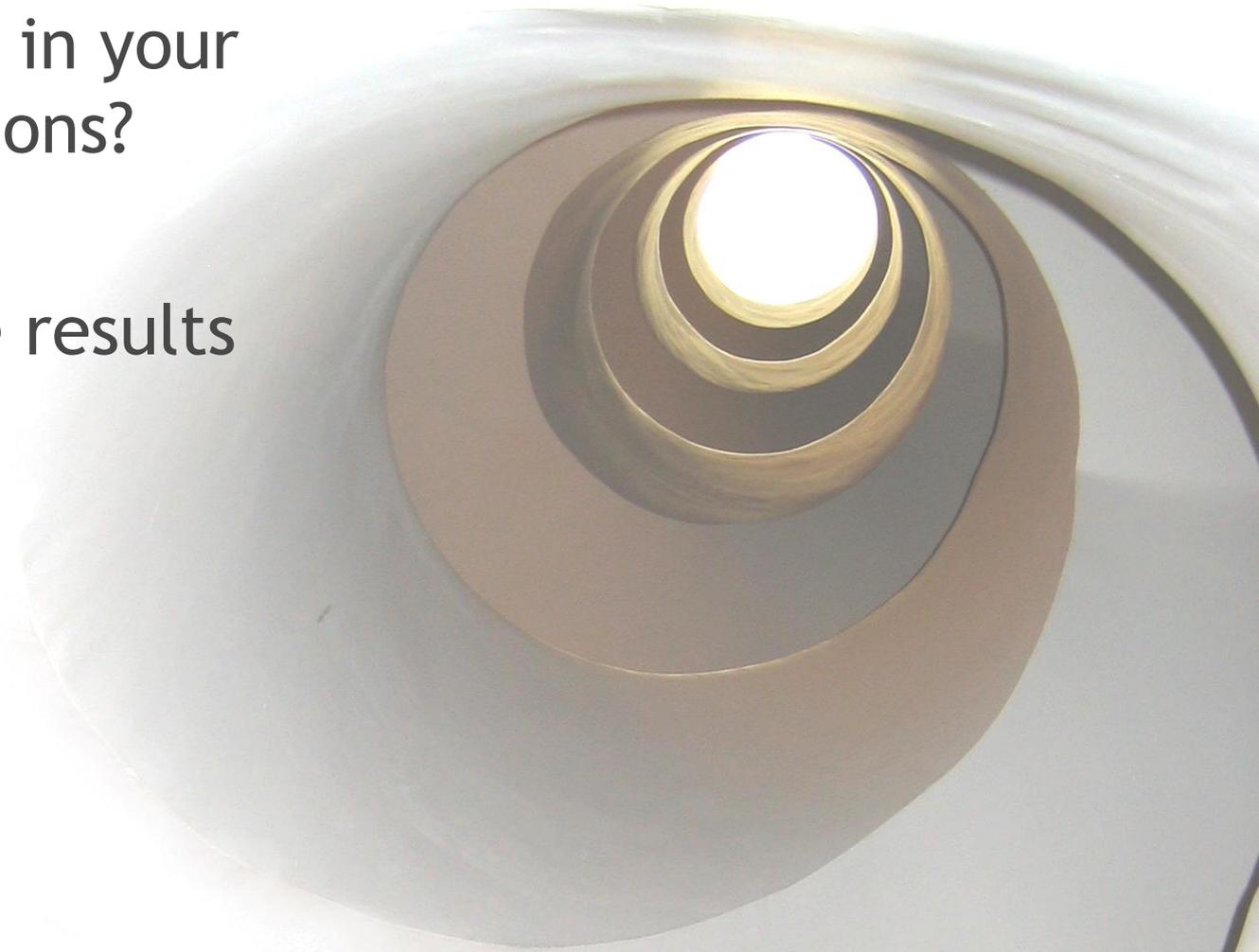
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Discussion questions

How is mindfulness currently used in your own organisations?

What have the results been?



Can a person's brain change?



Mindfulness

If being mindful helps individuals to:

- take control of thoughts
- be fully present, in the here and now
- increase self awareness
- have more emotional control
- suspend judgement..

...can mindfulness help organisations to change the way employees:

- Think at work?
- Act at work?
- Feel at work?

Workplace applications

- Changing how employees feel
 - Stress management programmes
 - Well-being at work initiatives
- Changing behaviours and performance
 - Employee development programmes
 - Leadership development programmes
 - Coaching
- Changing how employees think
 - Corporate social responsibility
 - Ethics

Workplace example: Transport for London

- Mental health issues affecting sickness absence
- Stressors included lone working, customer complaints, shift work, suicides, violence, on-going organisational change
- Stress Reduction Programme
 - eclectic mix of mindfulness techniques
 - 2 hrs a week for 6 weeks for 6 to 10 per cohort
- Results reported in 2012
 - 71% drop in absenteeism for stress, anxiety and depression after 3 years
 - 84% report 'relating to others better'
 - 82% report increased exercise
 - 77% report improved diet

Broaden and build

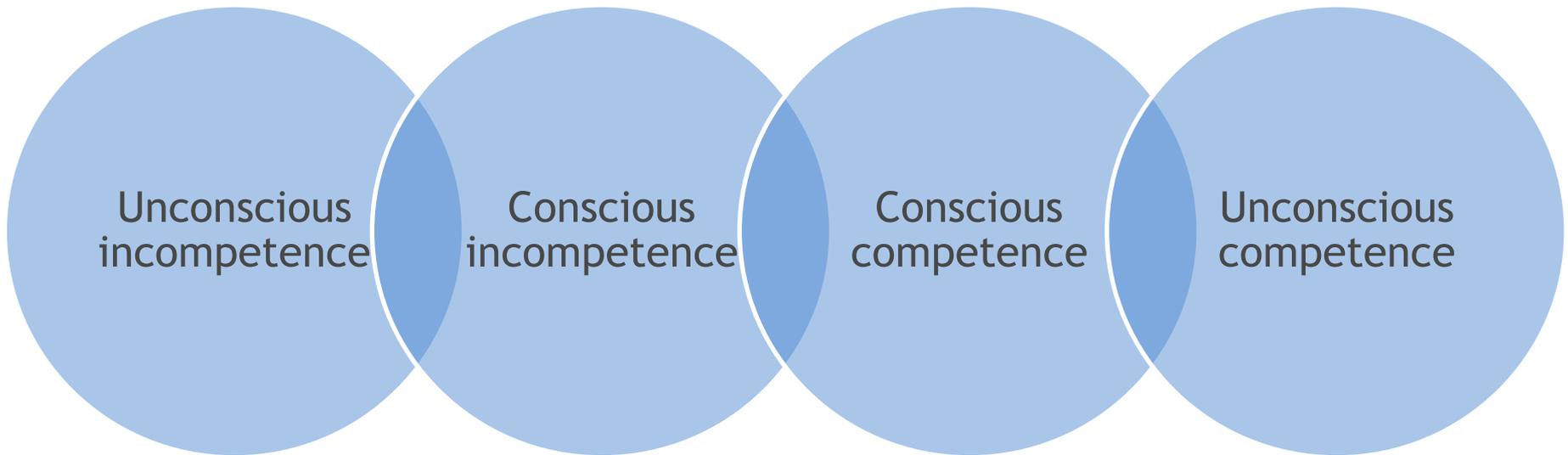


- Positive emotion leads to:
 - greater resilience
 - more creativity
 - faster learning
 - higher performance
- Optimum positive to negative feedback ratio:
 - between 3:1 and 8:1
- Upward spiral

Workplace example: GlaxoSmithKline

- Desire to move away from controlling leaders towards leaders with emotional intelligent and humility
- All internal leader/coaches undertook 8-week training course in mindfulness
- Reaction was ‘Marmitey’: some hated it, others reported it helped with calmness, feeling energised and grounded

Conscious effort



Discussion questions

Is mindfulness a tool for individuals or does it have strategic potential?

How else could mindfulness be used in your own organisation?



Thank you

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