

Research evidence of the effectiveness of mindfulness in promoting well-being and productivity at work

McCubbin et al Nov 2014

Research shows **positive impact on physical and mental health, work productivity, and reduction in healthcare utilization** [and hence less time off work], of employees in mindfulness programme, up to one year afterwards.

Aikens, K. A. et al 2014

Web-based Mindfulness-based interventions found to **combat work stress and burnout**. 66 employees in Dow Chemical Company significantly improved their 'resilience, and physical, emotional, and cognitive vigor, and decreased their perceived stress'. A cost-benefit analysis projected possible **cost savings of up to \$22,580 per year per employee** due to decreased employee burnout.

Fortney, L et al 2013

A program with 30 clinicians offered 14 hours of mindfulness instruction over a three-day weekend, followed by two 2-hour post-training sessions; this led to '**significant decreases in emotional exhaustion, depersonalization, anxiety, and stress, and significant increases in a sense of personal accomplishment**. All of these differences were **significant at nine-month follow-up**.'

Sharma and Rush, 2014

In a review of 17 research studies of 8 week mindfulness programmes, 16 demonstrated **positive changes .. related to anxiety and/or stress**... mindfulness-based stress reduction appears to be a promising modality for stress management.

Chiesa A, Calati R, Serretti A, 2011

Findings ... provided preliminary evidence suggesting that MMPs could **enhance cognitive functions**... early phases of mindfulness training could be associated with significant improvements in **selective and executive attention**, whereas the following phases could be mainly associated with **improved unfocused sustained attention** abilities.

The Ashridge Journal, 2011

Preliminary findings suggest a significantly upwards shift in general levels of satisfaction for individuals who commit to a period of mindfulness.... 61% noted 'feeling of **calm**', 30% listed '**having time to themselves**', 22% of the items listed related to **improved sleep**, and 22% also cited 'having a **different perspective**'.

IF Insurance, 2010

An independent evaluation of a mindfulness programme found, based on participant's self-assessment, that:

88% of participants reporting "a highly **increased ability to stay focused**"

76% of participants reporting "highly **increased positive relationships within their teams**".

68% of participants reporting "highly **increased personal efficiency and productivity**"

60% of participants reporting "highly increased **ability to counteract stress**"

Mindful Work

Transport for London, 2010

After a mindfulness programme with 600 staff, there was a **70% drop in time off work** for anxiety or stress, and a 50% drop in absenteeism for any other reason.

Department of Economics University of Warwick, 2011

Happier workers, research found, were 12 percent more productive. Unhappier workers were 10 percent less productive.

<http://www2.warwick.ac.uk/fac/soc/economics/research/centres/eri/bulletin/2009-10-3/ops/>

Levy et al, University of Washington Seattle, 2012

Mindfulness and meditation training in a high-stress information environment indicated **improved capacity for multitasking, staying on tasks longer, less negative emotion after task performance, and improved memory** for the tasks they performed.

<https://faculty.washington.edu/wobbrock/pubs/gi-12.02.pdf>

Erik Dane and Bradley J Brummel 2014

In examining workplace mindfulness and its relations to job performance and turnover intention, the study found that there was a **positive relationship between workplace mindfulness and job performance, and less tendency to leave the job.**

<http://hum.sagepub.com/content/67/1/105.abstract>

Shauna Shapiro, Greater Good talk 2014

When we are happy, there is a greater proportion of activity in the left pre frontal cortex. Experienced meditators have higher left ratio. With a randomized control group and mindfulness trainees, after 4 months, the left side was more active.

Changing external circumstances, negative or positive – job, relationships, health etc – do not change your level of happiness long term. Mindfulness can, because the very structure of our brain can be changed through training. What we practice, becomes stronger.

<https://www.youtube.com/watch?v=5AqgMo1P05E&list=UUPfDEtmabmiBHjNrPPHIF5A&index=39>