

# YOHHLNet Christmas Study Day

## 12-12-18

### Mindfulness at Work

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TO BE WELL AND WORK WELL

# Mindfulness



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- Why we need mindfulness
- What it is
- Mindfulness training
- How it facilitates wellbeing and resilience
- Mindfulness in the workplace
- Ways to develop mindfulness for yourself and in your workplace

# Mindfulness – why?



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Increased demands and complexity of information

Attention is one of our greatest resources

We spend time on physical health/fitness but not our minds – Why not?

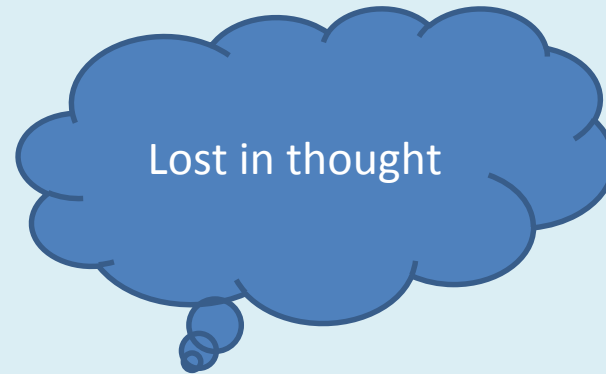
Mind-body medicine and behavioral science

# What our minds are usually like



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47% of the time our minds are .....



Killingsworth & Gilbert 2010

This means we have little control over our reactions and get caught in trying to solve stress and emotion with the problem solving analytic tools.

# Mindfulness is .....



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Awareness that emerges by paying attention on purpose in the present moment and non-judgmentally to the unfolding of experience moment-by-moment.

Jon Kabat-Zinn (2003)

Two core components of mindfulness:

- 1) Self regulation of attention to the present moment
- 2) Orientation to experience characterised by curiosity, openness and acceptance

Bishop et al, 2004.



- Formal guided meditations
- Informal meditative awareness of everyday experiences
- Reflections and learning about ourselves and the human condition

**Direct Experience**

# Short practice



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**Attention**

**Focussing**

**Direct sensory experience**

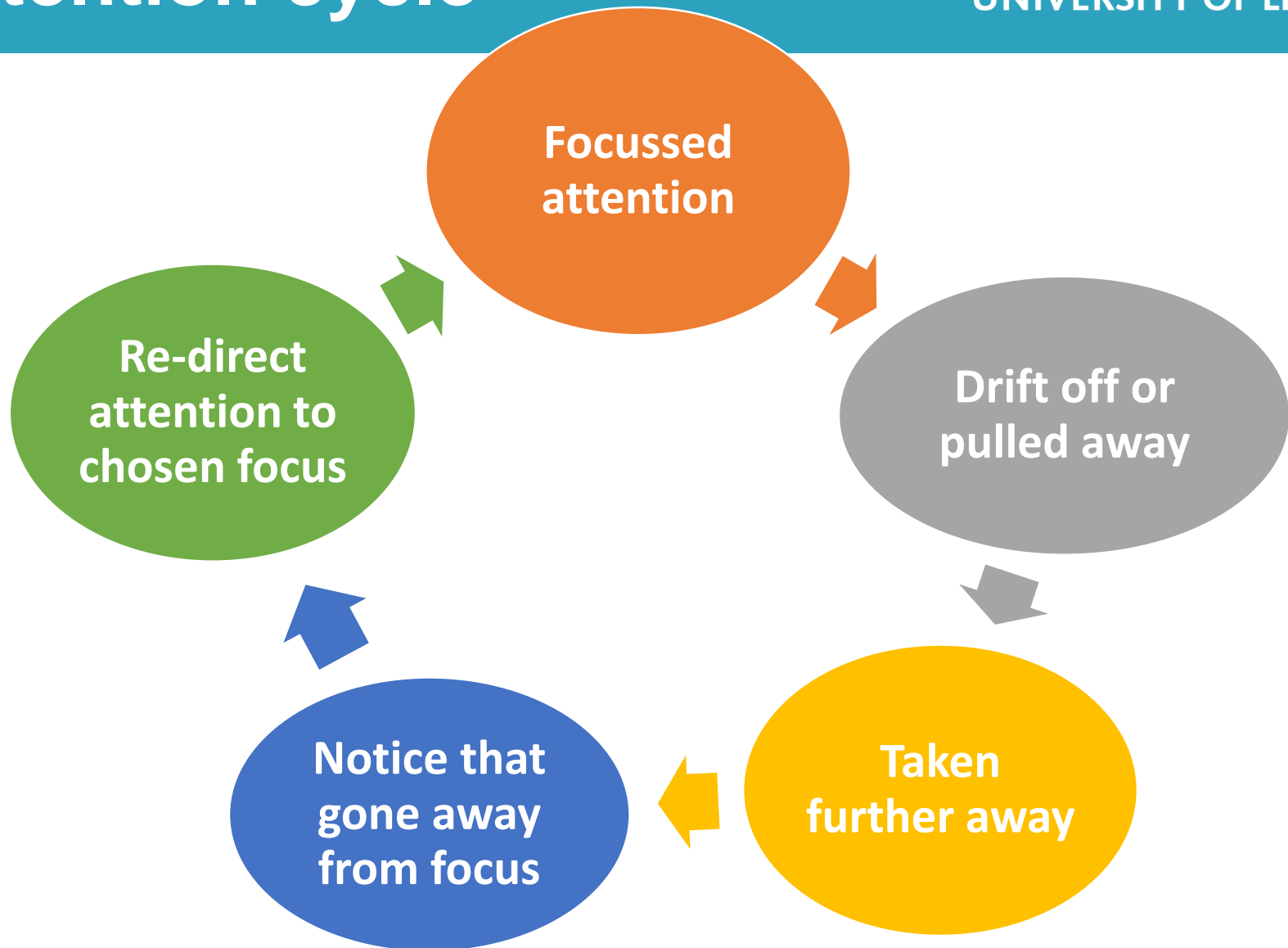
**Observing the wandering mind**

**Returning to focus**

# Attention cycle



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# Open quality of attention



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Mindfulness meditation gives us insight into the nature of our minds and the impact on how we:

- Pre-judge in a way that may be limiting – especially about ourselves or others
- Simplify and separate experience and what we perceive into good, bad or neutral which is connected with patterns of wanting things to be other than they are ‘shoulds and oughts’, avoidance of unpleasant, clinging/striving for pleasant and ignoring the rest!

# Mindfulness based stress reduction (MBSR)



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**Principles** – The present moment is the only moment... Learning to be present. Staying present with whole range of experience. Learning about automatic habitual patterns of reactivity. Developing the mental space in which to choose how to respond.

**Methods** – 8 week group programme, formal and informal meditation, reflections, psychoeducation

**Mindfulness Based Programs** – based on this format and principles (Crane et al, 2016)

**Outcomes for pain and a wide range of physical and psychological health conditions and stress and wellbeing** improvements on wide range of physiological indicators and measures of psychological and physical health variables

## **Effects**

Some changes such as physiological regulation just happen all you have to do is practice

Others come from increased conscious awareness of patterns of thinking and reacting and willingness to stay with and find a different way through habitual reactions - replacing automatic reactivity with mindfulness meditated conscious response



**Experiences** – Difficulties and barriers, calming body and mind, less rumination and worry, enjoying pleasant things more, increased awareness and interest in the details of experience and tolerance of discomfort. Sense of empowerment in facing challenges. Shift in relationship to problems. Re-perception.

**Workplace Studies** Virgili, (2015) Review of 19 studies = medium-large effect in reducing psychological distress in working adults.



**Increased stability & control of  
Attention**

**Effects on functional domains**

cognitive, physiology, emotions, behaviour

**Workplace outcomes**

Performance, relationships & wellbeing



Mixed-methods study to evaluate MBSR @  
Work for University of Leeds staff

Quantitative findings:

n52 statistically significant improvement in  
mental well-being WEMWBS ( $d = 1.1$ ) and  
Mindfulness CAMS-R ( $d = 1.04$ )

# Qualitative study



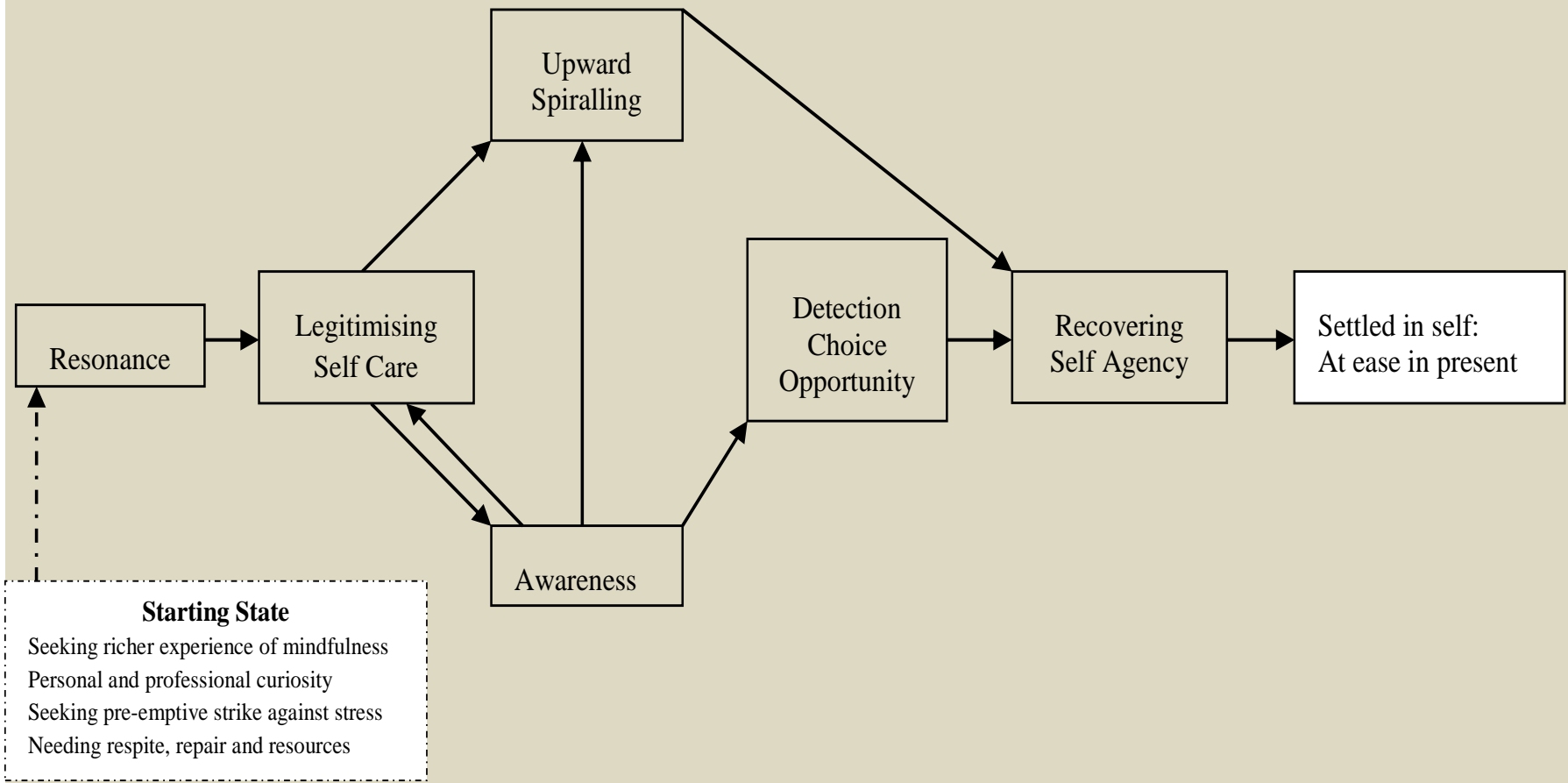
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21 interviews with UofL staff who completed the course in 2011+12. Grounded theory analysis. No core category but a staged process with shifts occurring with successive new experiences and ways of thinking and responding.

## **How Is Stress Reduced by a Workplace Mindfulness Intervention? A Qualitative Study Conceptualising Experiences of Change.**

Hugh-Jones, S., Rose, S., Koutsopoulou, G.Z. and Simms-Ellis, R., 2017. Mindfulness, pp.1-14.

Figure 1: Provisional theory of change based on participant interview data





# Short practice



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Stop – Notice

Arriving in the present moment

Stabilising attention

Observing and accepting what is here

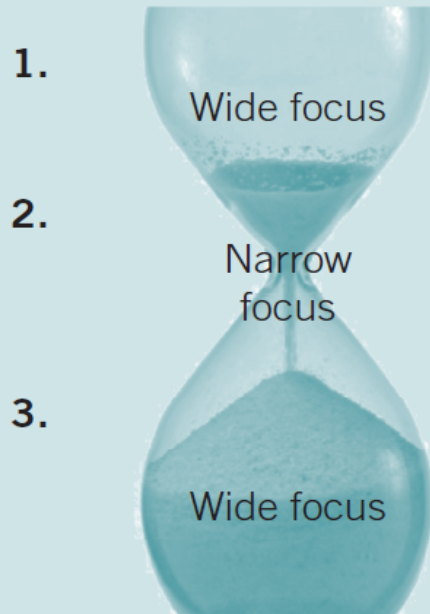
Choosing how to respond

# The three minute breathing space



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Take a 3 minute breathing space



**Be aware** of any thoughts, feelings and sensations.

**Gather and focus your attention** on your breathing, return to it when you wander.

**Accept** this is how it is right now and choose where to focus your attention as you go on with your day.

(Adapted from Williams et al, 2007)

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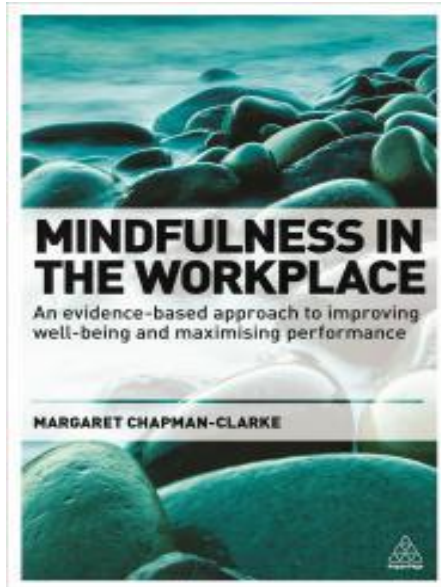
Change through becoming present and staying present, stepping back from unhelpful habitual patterns of thinking and behaving and facing rather than avoiding difficulties

# Practice based evidence

## Mindfulness in the workplace



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Mindfulness-based interventions in organizations offer the potential to build individual and organizational resilience, engage employees and address workplace stress. **A guide for how mindfulness can be used as a change management and organizational development strategy.**

**My chapter – based on my work here** Appraising the implementation of mindfulness within a strategic approach to psychological health. Used Egan et al (2009) tool for appraising implementation of organisational interventions.

- Setting and contextualisation
- Planning, implementation and resourcing
- Integrity, fidelity and adherence to good practice guidelines



- Face to face full eight week Mindfulness courses MBSR & MBCT
- Workshops
- Online – bemindfulonline
- Apps the mindfulness Apps 1 and 2
- Quiet spaces to sit and be still
- Sensory spaces
- Walking meditation



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