
How To Learn To Stop Worrying And Love Mindfulness: Wellness in the Workplace

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Agenda

- Getting In the Mood: Mindfulness Exercise #1
- Overview of Wellness and Mindfulness
- Mindfulness At Work
- Workplace Examples
- Mindfulness Exercise #2
- Formal/Informal Daily Mindfulness Practices
- Questions?

Mindfulness Exercise #1

Fear is a Fishbowl



Source: www.publicdomainpictures.net (Funny Fish)

Are we stressed?



Source: www.cmswire.com

- 80% of workers feel stress on the job
- Nearly half say they need help in learning how to manage stress
- 42% say their coworkers need help too
- 14% felt like striking a coworker in the past year, but didn't
- 25% have felt like screaming or shouting because of job stress

Magical Medical Chair

Reduces:

- stress, blood pressure, anxiety, depression, fatigue, physical pain, risk of heart attack and stroke, ADHD, mental decline, psoriasis, overeating, drug addiction, smoking, loneliness, asthma, even home accidents and injuries



Source: www.net32.com

Magical Medical Chair

Increases:

- performance under pressure, memory, alertness, focus, learning, recovery from trauma, the immune system, managing conflict, relationships



Source: www.net32.com

Truths and Myths about Mindfulness

Mindfulness is...

Recognizing feelings without
being caught up in them.

Identifying yourself as you
truly are – and not by your
feelings or mistakes

Living more in the moment
and less in the past and
future

A way to cultivate happiness
that's suitable for all

Mindfulness is NOT...

Emptying the mind or
stopping thinking

A relaxation technique

An escape from personality

A charter for living life

without planning – you can
plan in a mindful way, just
as you can learn mindfully
from the past

Mindfulness: a definition

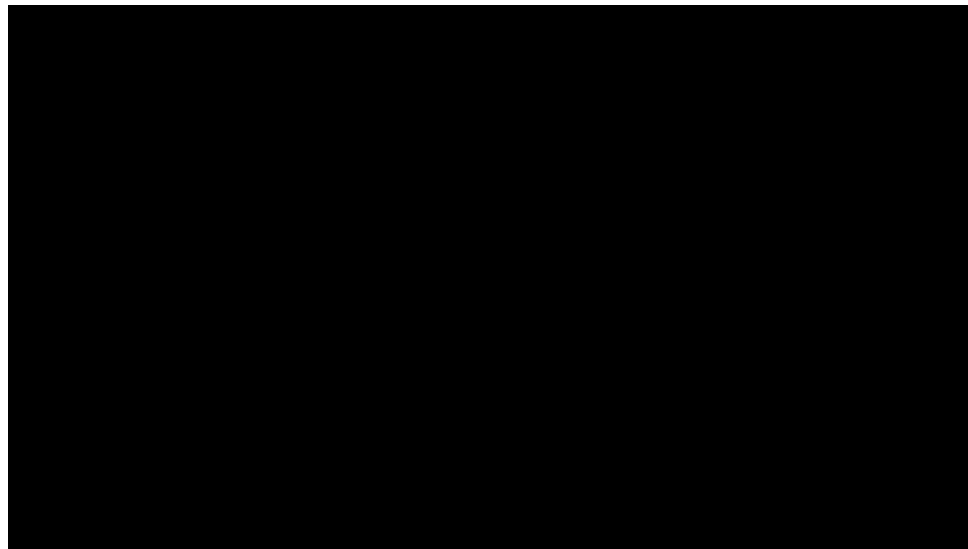
Mindfulness is “*paying attention, on purpose, in the present moment, non-judgmentally*”.

~ Jon Kabat-Zinn



Source: www.flickr.com

Mindfulness also involves acceptance, meaning that we pay attention to our thoughts and feelings without judging them—without believing, for instance, that there's a “right” or “wrong” way to think or feel in a given moment.



Four Fundamentals to Mindfulness

- **Noticing** – tracking your thoughts, feelings and sensations as they come and go without getting carried away by them
- **Acknowledging** – accepting your thoughts, feelings and sensations as-is, without judgment or evaluation
- **Recentering** – bringing your awareness back to the here and now
- **Meditating** - a combination of all three

Circles of Well-Being

Thinking Skills	Health and Well-Being	Happiness and fulfillment	Self-awareness and life skills
<ul style="list-style-type: none"> • Better memory • Quicker reaction times • Better mental stamina • Enhanced intuition • Quicker mental processing • Enhanced brain function • Better concentration • Better decision-making 	<ul style="list-style-type: none"> • Reduced levels of anxiety • Resilience to fatigue • Reduced stress • Relief from depression • Reduced levels of pain • Better control over addictions or self-destructive behavior • Stronger immune system • Improved heart and circulatory health • Better sleep 	<ul style="list-style-type: none"> • Higher self-esteem • More self-confidence • Increased enjoyment of leisure pursuits • Better relationships • More satisfaction from work • Better focus on goals • Release of full potential 	<ul style="list-style-type: none"> • Better self-knowledge • Freedom from habitual responses • Better mastery of emotions • Better communication • More effective public speaking • Better listening skills • Increased empathy • Better self-reliance • More emotional intelligence • Increased resilience in adversity

Source: Verni, Ken A. (2015) Happiness the Mindful Way: A Practical Guide

Benefits for the Organization

Initial Benefits

- Be able to separate themselves from experiences and emotions
- Decreased use of automatic mental processes & able to think before taking action
- Awareness of physical self & regulation or responses

Mindfulness-Based Process	Possible Work-Related Effects
Response Flexibility	<ul style="list-style-type: none"> ● Improved decision-making ● Improved communication
Decreased rumination	<ul style="list-style-type: none"> ● Improved coping with stressful events ● Faster recovery from negative events ● Increased confidence and self-efficacy ● Better problem solving ● Improved concentration ● More effective use of social support
Empathy	<ul style="list-style-type: none"> ● Increased interactional & informational justice ● Reduced antisocial behavior ● Increased organizational citizenship behaviors ● Positive leadership behaviors
Affective regulation	<ul style="list-style-type: none"> ● Improved communication ● Improved coping with stressful events ● Faster recovery from negative events ● Fewer accidents
Increased self-determination and persistence	<ul style="list-style-type: none"> ● Increased goal-directed effort ● Improved task performance ● Greater learning ● Increased job satisfaction ● Increased organizational commitment ● Increased performance on creative tasks
Increased working memory	<ul style="list-style-type: none"> ● Reduced negative affect ● Improved ability to handle multiple demands ● Ability to perform under stress
More accurate affective forecasting	<ul style="list-style-type: none"> ● Less biased decision-making ● More accurate expectations ● Less frustration and negative emotion

Mindfulness In The Workplace

Studies have found that Mindfulness:

- Reduces employee absenteeism and turnover
- Improves cognitive functions (concentration, memory and learning ability)
- Increases employee productivity
- Enhances employer/employee and client relationships
- Improves job satisfaction

Mindfulness at Work: Real Life Examples

The Google logo is displayed in its characteristic multi-colored font: blue 'G', red 'o', yellow 'o', green 'g', and red 'le'.

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The Aetna logo features a stylized human figure in blue and yellow above the word 'Aetna' in a blue serif font, followed by a trademark symbol.

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Mindfulness at Work: Real Life Examples



Mindfulness at Work: at the U



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Mindfulness at Work: Real Life Examples

Mindfulness Grant

- Phase 1 - Fall Classes
 - Week 1: relaxation & calmness
 - Week 2: energy & vitality
 - Week 3: focus & cognitive functions
 - Week 4: loving-kindness, balance and body/mind/spirit empowered connections
- Phase 2 - Local-guided practice



Mindfulness Exercise #2

How to Increase Mindfulness at Work

- Be aware
- Do one thing at a time
- Take time outs
- Eat lunch somewhere else
- Listen
- Note accomplishments

Mindful Meetings

- Do a self check-in before the meeting.
- Conduct a quiet one to two minute grounding [meditation](#) exercise.
- Conduct a group check-in.
- Encourage open-mindedness.
- Encourage the practice of acceptance.
- Encourage the practice of compassion.
- Ensure the meeting leader/facilitator regulates and prohibits personal attacks on individual participants.
- Encourage participants to monitor their internal mental, physical and emotional states.
- Demonstrate and practice intentionally responding rather than automatic reactivity.
- Breathe.

Everyday Mindfulness Exercises

- **Mindful Walking:** Paying close attention to the physical activity of walking slowly will help you to enjoy simply being alive.
- **Mindful Eating:** Pay close attention the physical activity of eating slowly, while contemplating the food itself
- **Mindful Breathing:** Be still and focus on your breath for just one minute. Purposefully watch your breath, focusing your senses on its pathway as it enters your body and fills you with life, and then watch it work its way up and out of your mouth as its energy dissipates into the world.
- **Mindful Observation:** Choose a natural object from within your immediate environment and focus on watching it for a minute or two. This could be a flower or an insect, or even the clouds or the moon. Don't do anything except notice the thing you are looking at. Simply relax into a harmony for as long as your concentration allows.
- **Mindful Awareness:** Think of something that happens every day more than once; something you take for granted, like opening a door, for example. At the very moment you touch the doorknob to open the door, stop for a moment and be mindful of where you are, how you feel in that moment and where the door will lead you
- **Mindful Immersion:** This exercise is to cultivate contentment in the moment and escape the persistent striving we find ourselves caught up in on a daily basis. Rather than anxiously wanting to finish an everyday routine task in order to get on with doing something else, take that regular routine and fully experience it like never before. Take the activity beyond a routine by aligning yourself with it physically, mentally and spiritually.
- **Melting Exercise:** Sit and relax, and imagine yourself melting into everything around you. You might begin to feel at one with everything after some practice.
- **I Exercise:** Become aware of every time you use the word "I" in a sentence. This forces us to focus on how self-centered we all are.

Last Thoughts

- Practice more mindfulness in your daily life.
- Be more mindful of your time with family and friends.
- Be more mindful with your words and thoughts; both of yourself and others.
- Be more mindful and accepting when daily challenges occur.
- Be more mindful with your use of technology.
- Be mindful to take time to relax without feeling guilty.
- Be mindful of your environment and enjoy spending time in nature.
- Be mindful to spend time on your own, and not always surround yourself with people.

Questions?

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