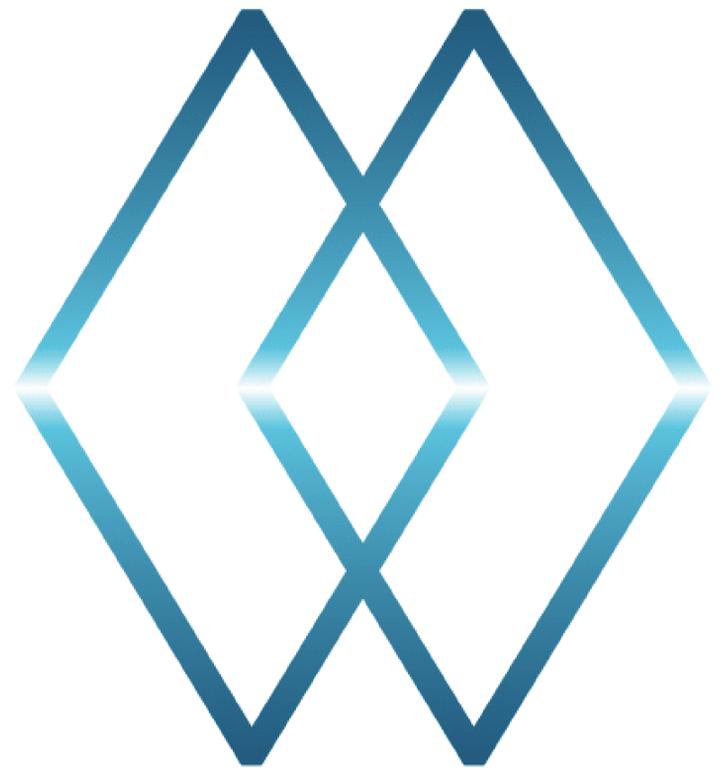


/research summary: Mindfulness in the Workplace

A Study on the MindWell Challenge



The following report summarizes the results of a research study conducted by researchers at the University of British Columbia's Sauder School of Business, University of Queensland and a Canadian health authority using MindWell's Mindfulness Challenge.

The study was developed to determine how mindfulness training can affect work engagement. Work engagement refers to the vigour, energy, and enthusiasm workers bring to and experience at work. It is positively associated with employee wellbeing and work performance. Recent research has shown that mindfulness is correlated with work engagement, however, whether mindfulness training can increase work engagement, and if so, how, is not well understood.

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CREATE CHANGE

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/mindfulness at work



June 2019 | A MindWell-U Research Summary

/purpose

The purpose of this research was to investigate the effects of mindfulness training on a number of important outcomes related to employee wellbeing, engagement, and work performance at a Canadian Health Authority.

/method

The research consisted of a randomized control design a mindfulness training group and a waitlist group (passive control). Participants assigned to the mindfulness group completed the MindWell Challenge over 30 days.

/participants

All participants were asked to complete an online survey at three points in time: immediately prior to starting the training; three weeks into the training; & immediately after the training. Scientifically validated self-report measures were used to test the effects of the training program.

■ 147
Mindfulness Training Group

■ 171
Control Group

■ 88.5%
Female

■ 36.7 yrs
Average Age

/conclusion



The study shows that not only is mindfulness correlated with work engagement, but that it has a causal effect on engagement via its effect on psychological capital.

Psychological capital is comprised of four psychological resources: hope, self-efficacy, optimism, and resilience. These resources can be developed and have a positive impact on work satisfaction and performance.



/results

Compared to the waitlist control group, the group that participated in the MindWell Challenge showed the following results:

MINDFULNESS

SIGNIFICANTLY INCREASED

Mindfulness is important because it is robustly associated with numerous indicators of workplace wellbeing, engagement, and performance.

WORK ENGAGEMENT

SIGNIFICANTLY INCREASED

Work engagement is comprised of vigour (having high levels of energy and mental resilience, the willingness to invest effort in work, & persistence in the face of difficulties); dedication (being strongly involved in one's work, experiencing a sense of significance, enthusiasm, inspiration, pride, & challenge); and absorption (being fully and happily engrossed in one's work). Work engagement is important because it increases productivity and performance, interpersonal relationships, and workplace wellbeing

JOB BURNOUT

DECREASED

Job burnout is comprised of two components: emotional exhaustion (feelings of being emotionally drained by contact with other people at work); and disengagement (distancing oneself from one's work). Burnout is important because it decreases wellbeing and performance and increases absenteeism and turnover

EMOTION REGULATION

SIGNIFICANTLY INCREASED

Emotion regulation, entails the ability to appraise situations differently. It is important because it helps employees manage their thoughts and emotions in the workplace in a healthier, more positive way.

WORKPLACE THRIVING

SIGNIFICANTLY INCREASED

Employees thrive in the workplace when they feel alive, vital, and energetic, and when they feel that they are developing and growing. It is an important indicator of employee health and wellbeing, and a robust predictor of performance and job satisfaction.

CONFLICT MANAGEMENT

SIGNIFICANTLY INCREASED

Conflict is a pervasive aspect of work, and managing it effectively is critical for interpersonal relationships and team functioning. Collaboration is the most constructive forms of conflict management.

INTERPERSONAL DEVIANCE

DECREASED

Interpersonal deviance entails rude or otherwise inappropriate behaviour directed towards others in the workplace. It is important because it leads to division and workplace conflict, impairing interpersonal relationships and team functioning.