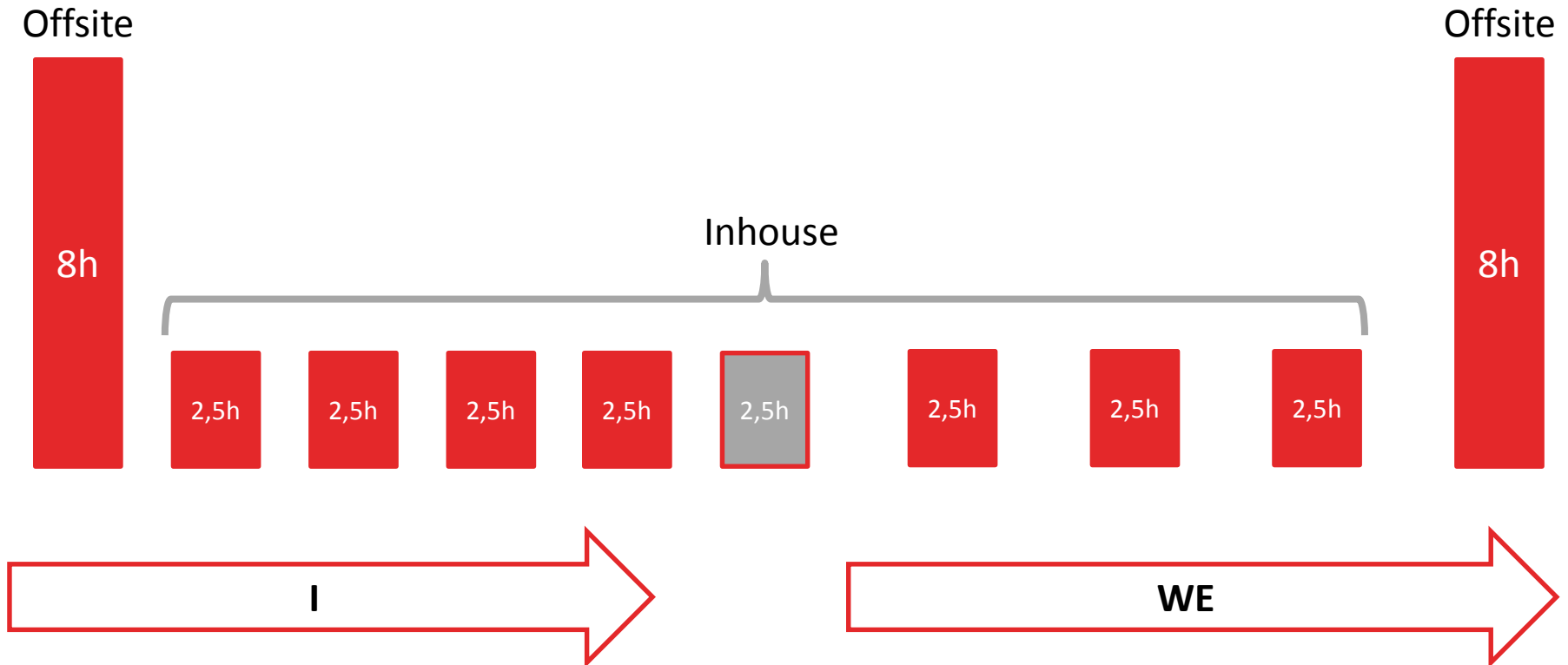


HOW DOES MINDFULNESS **WORK?**

Assessing the impact of Mindfulness in the workplace

Mindfulness in the workplace

Centered around workplace topics – 38hrs total training time over 3 months



Participating companies up to June 2015

Companies (nr. of employees worldwide)

- Automotive supplier (200,000+)
- Consumer goods company (14,000)
- Retail chain (43,000)
- Automotive supplier (12,000)
- IT Company (1300)
- Architecture firm (150)
- Consulting firm (1500)
- Automotive supplier (1400)
- Chemical company (50,000+)
- Pharmaceutical company (130,000)
- Technology company (38,000)
- Organic products retailer (2000)
- 3D Animation developer (300)
- Machine tools company (21,000)
- Chemicals corporation (45,000)
- Automotive corporation (150,000)
- High end computing company (120)
- Health care provider (14,000)
- Pharmaceutical company (25,000)

35 groups, 700 + participants

Broad range of assessments

ANT:
Attention network test

PSQ (Perceived Stress Questionnaire): (20)

FMI/MAAS: Freiburger Mindfulness Inventory and Mindful Attention Awareness Scale – (13 + 15)

Tedium Measure: (21 + 5)

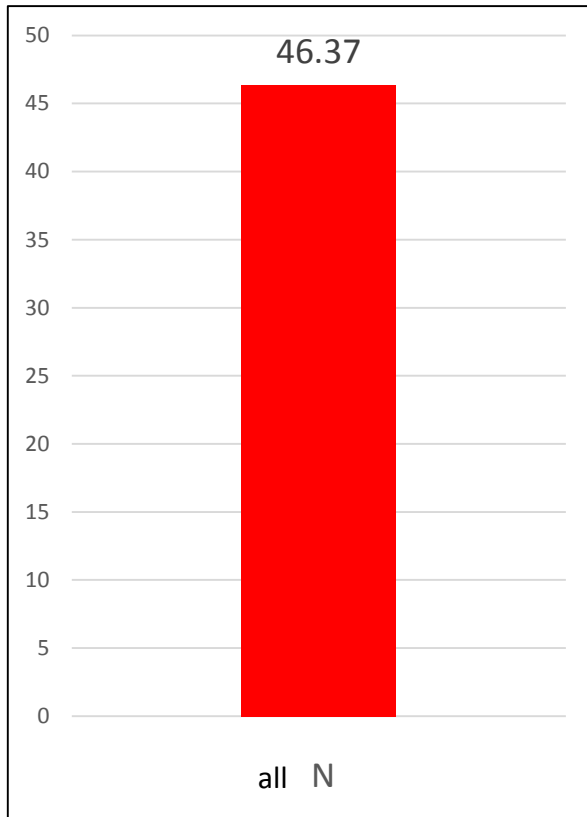
Questions regarding productivity and collaboration: Derived from LOTI (47)

Physiological measures:
HRV Testing
Cortisol Measures
Telomer Length Assessment

First and foremost – people practiced

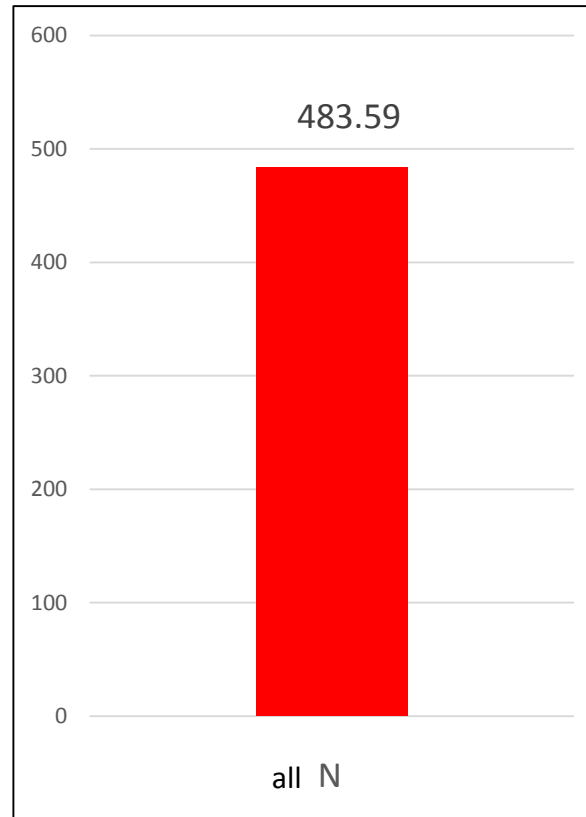
On the basis of the meditation logs

Nr of practice sessions



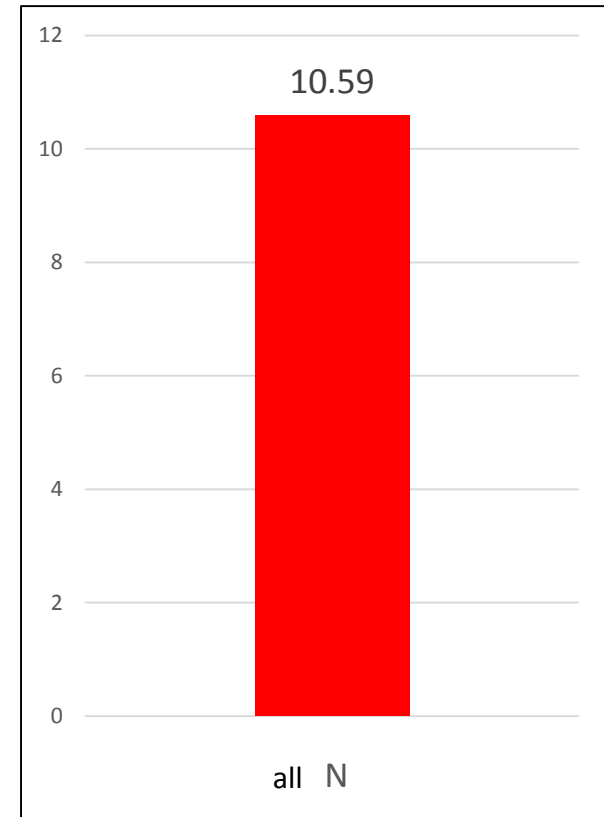
**0 - 133 sessions
(in 70-90 days)**

Total practice time in minutes



**0 - 1980 minutes
(in 70-90 days)**

Average practice time



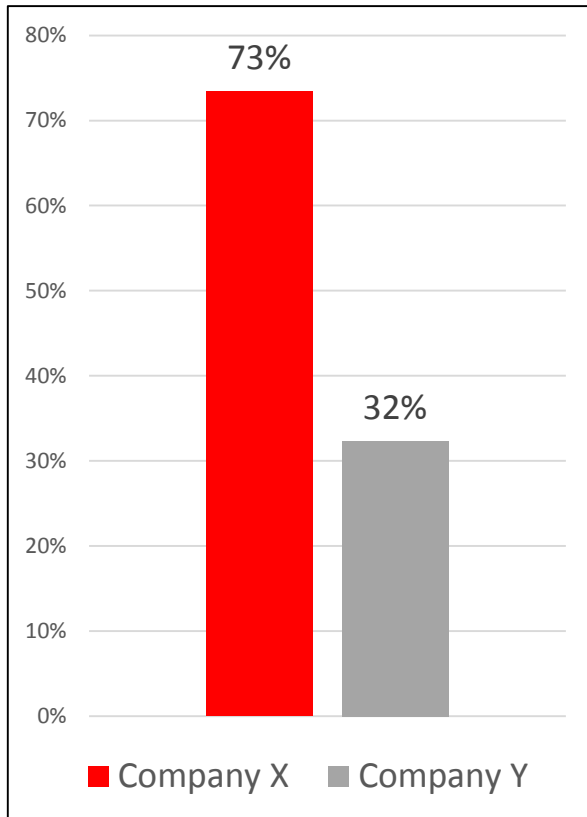
0 - 25 minutes per day

But a broad range of practice times visible in companies

On the basis of the meditation logs

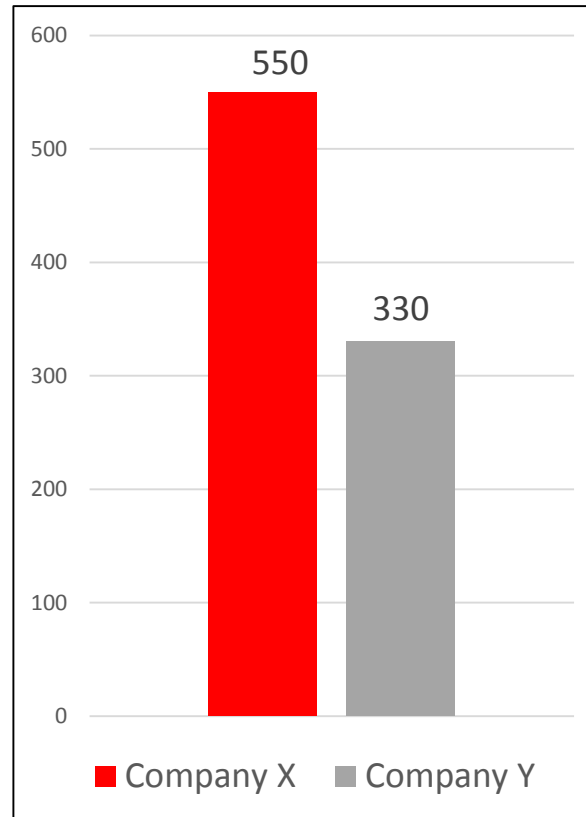


Nr of practice sessions as % days



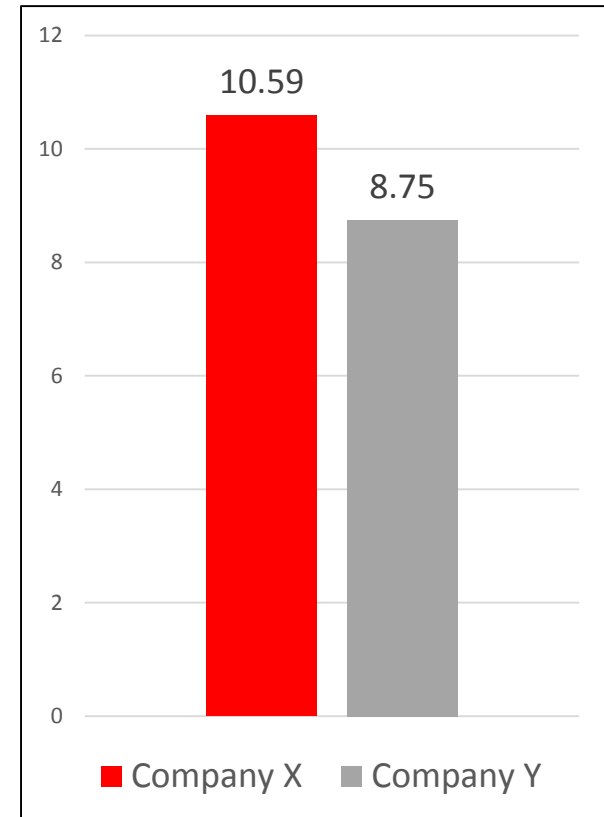
Submitted: 80% vs 40%

Total practice time in minutes



Over 64 vs 130 days

Average practice time

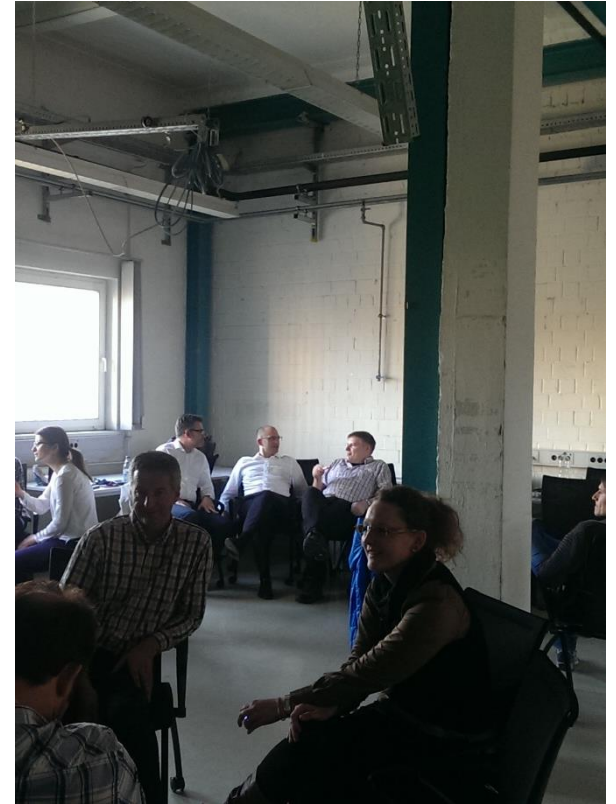


0 - 25 minutes per day

A number of factors impact participation

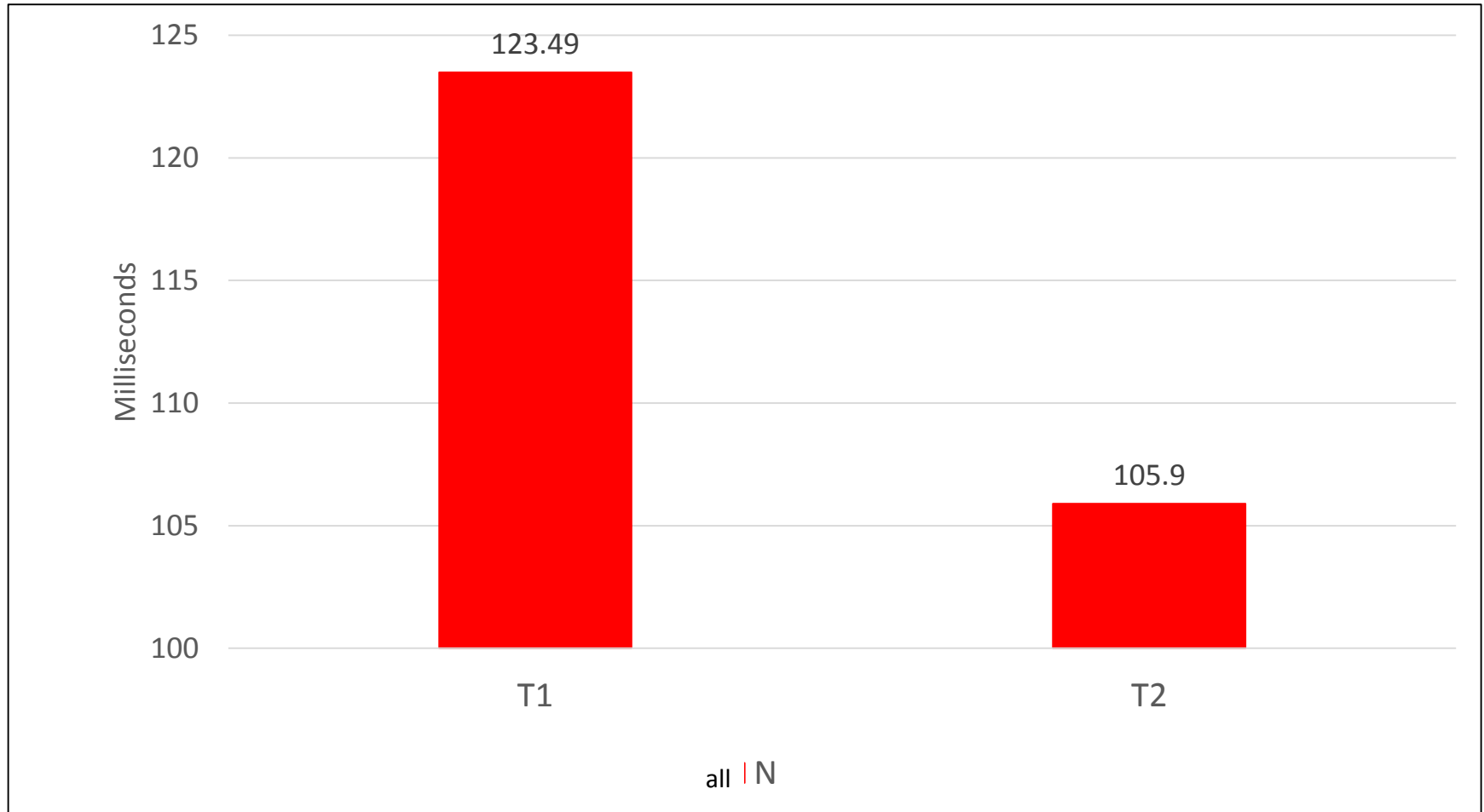
- Company context
- Intention of participants
- Initial deepening
- Leadership support
- Facilitation of process (quality of trainers)
- Team Presence

Place matters!



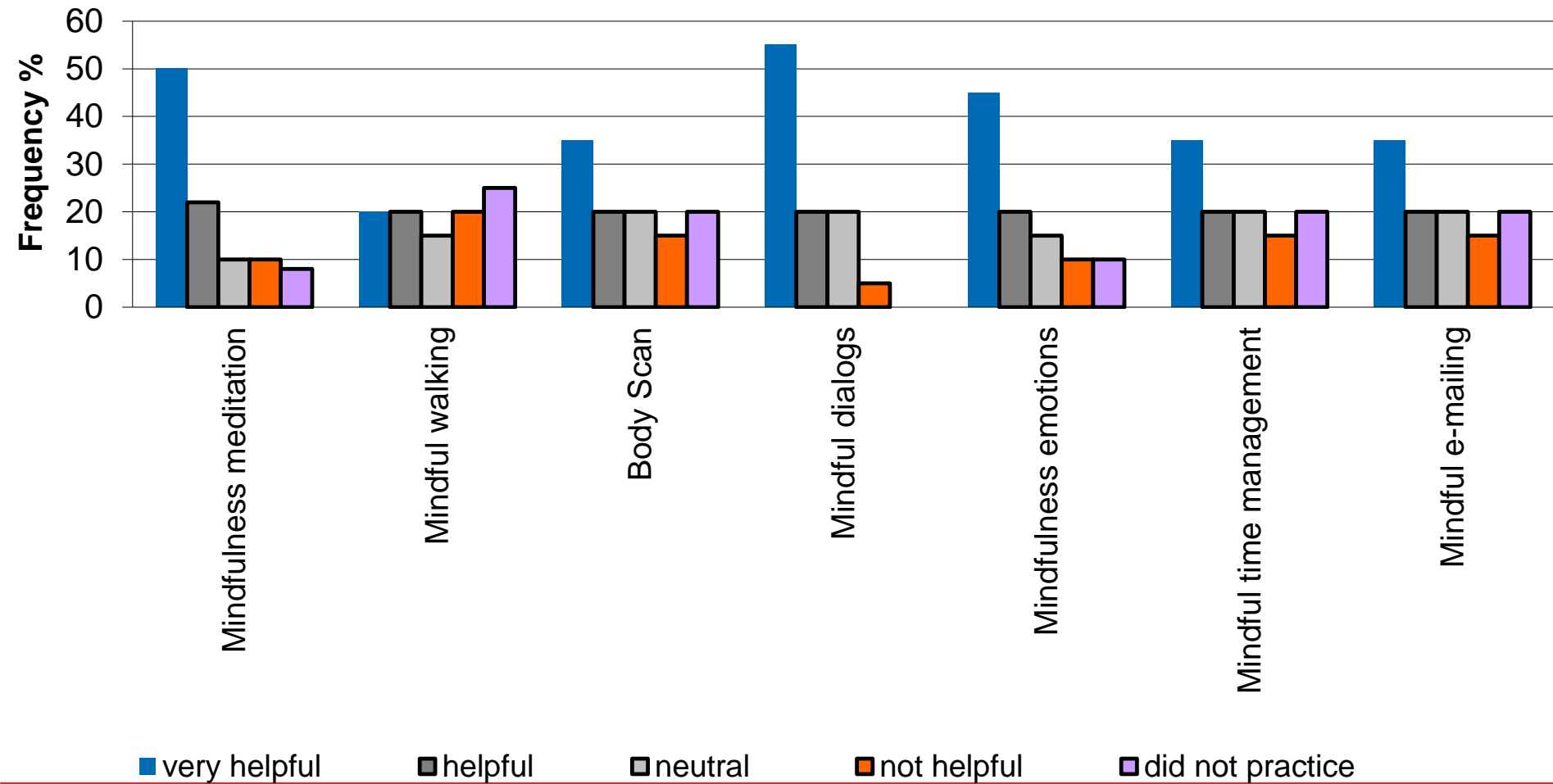
Executive Control Effect: „Congruent Flankers – Incongruent Flankers“

Significant improvement



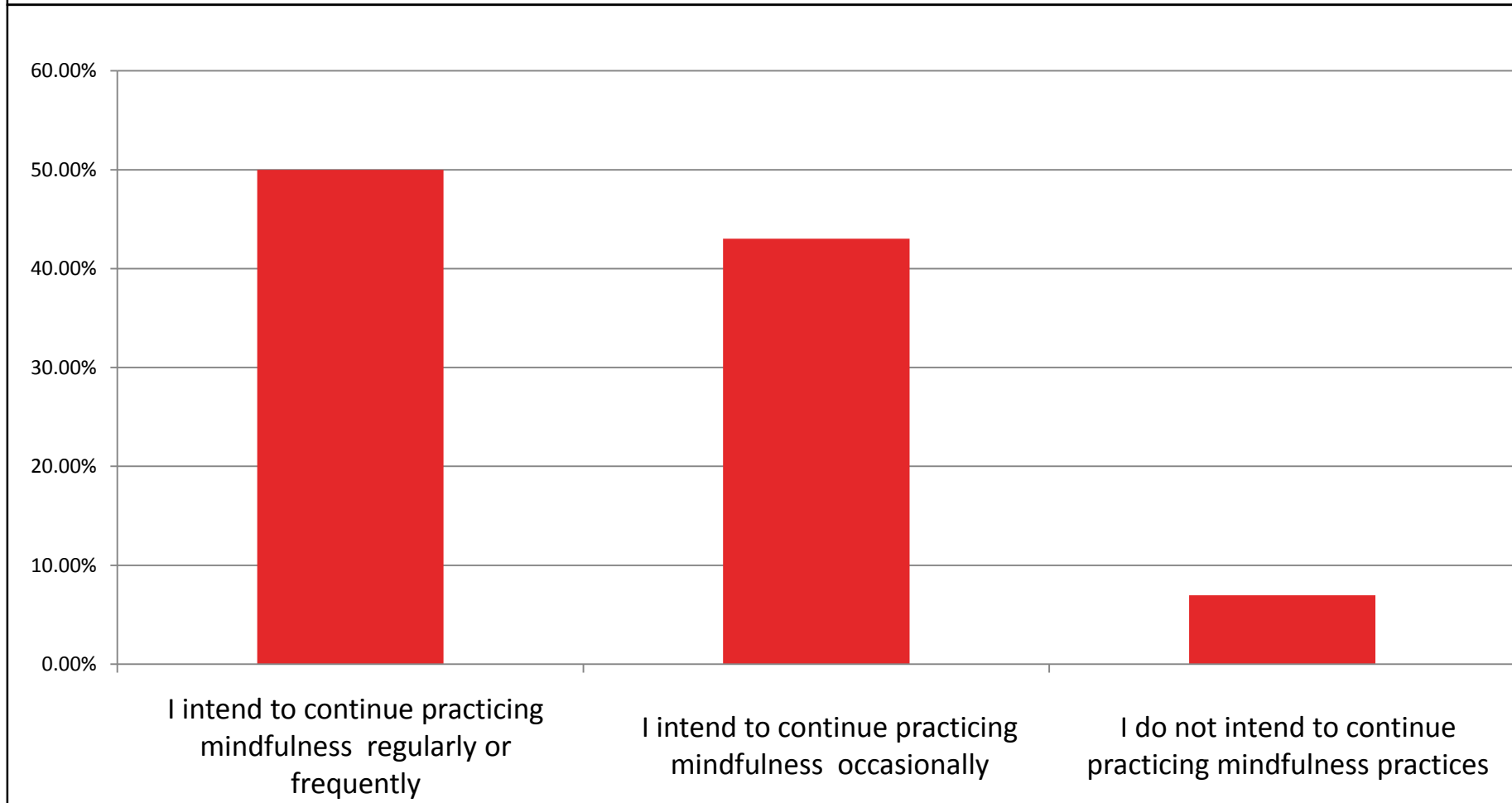
Executive Control Effect: t-Test:
 $p > 0,001$, cohens $d = 0,48$

Project components were evaluated individually



People intended to continue practicing

Future intention in regards to mindfulness practices

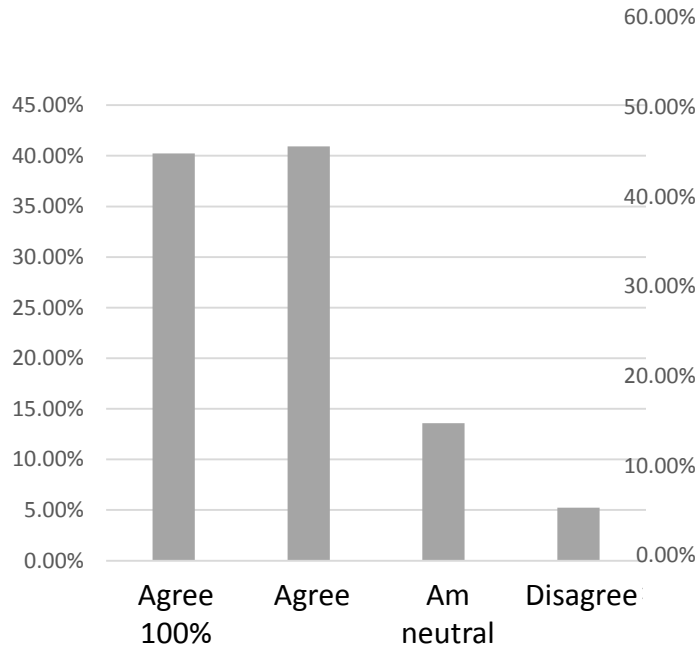


Source: Kalapa Academy, Dr. Kohls, Generation Research Program, LMU

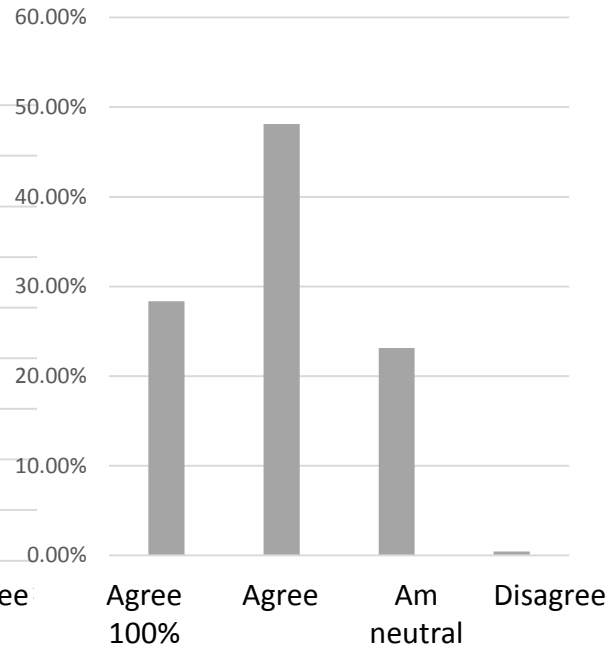
Results of a non representative survey of participants

3-12 months after project end

Ongoing positive effect



Insights stil with me



Continue to practice

