

Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada



MINDWELL•U

Take 5: How to put Mindfulness- in-action for Resilience, Collaboration and a Psychologically Safe Workplace

August 29th, 2018 12:00pm-1:00pm E.T.

ORDER OF EXCELLENCE



MENTAL HEALTH AT WORK® RECIPIENT

Housekeeping Notes



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The screenshot shows a video player interface. The main content area displays a presentation slide with the following text and graphics:

- Logo of the Mental Health Commission of Canada (MHCC) in the top right.
- MINDWELL•U logo in the center.
- Slide title: "Take 5: How to put Mindfulness-in-action for Resilience, Collaboration and a Psychologically Safe Workplace".
- Date and time: "August 29th, 2018 12:00pm-1:00pm E.T.".
- Awards logo: "ORDER OF EXCELLENCE CANADIAN AWARDS FOR EXCELLENCE 2017 MENTAL HEALTH AT WORK RECIPIENT".

The video player interface includes a top toolbar with "Draw", "Stop Sharing", and other icons. A sidebar on the right contains:

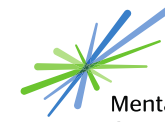
- "Video (1)" header.
- "MHCC Webinars" section.
- "Files" section with a table header:

Name	Size

- "Download File(s)" button.
- "Q & A" section with an "Assign To" dropdown menu.

A red arrow points from the "Download File(s)" button to the "Assign To" dropdown menu. The bottom of the player has navigation arrows and a "Sync" button.

Guest Speaker



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Geoffrey Soloway, PhD
Founder
MindWell-U



MINDWELL•U

Take 5: How to put Mindfulness-into-action for Resilience, Collaboration and a Psychologically Safe Workplace

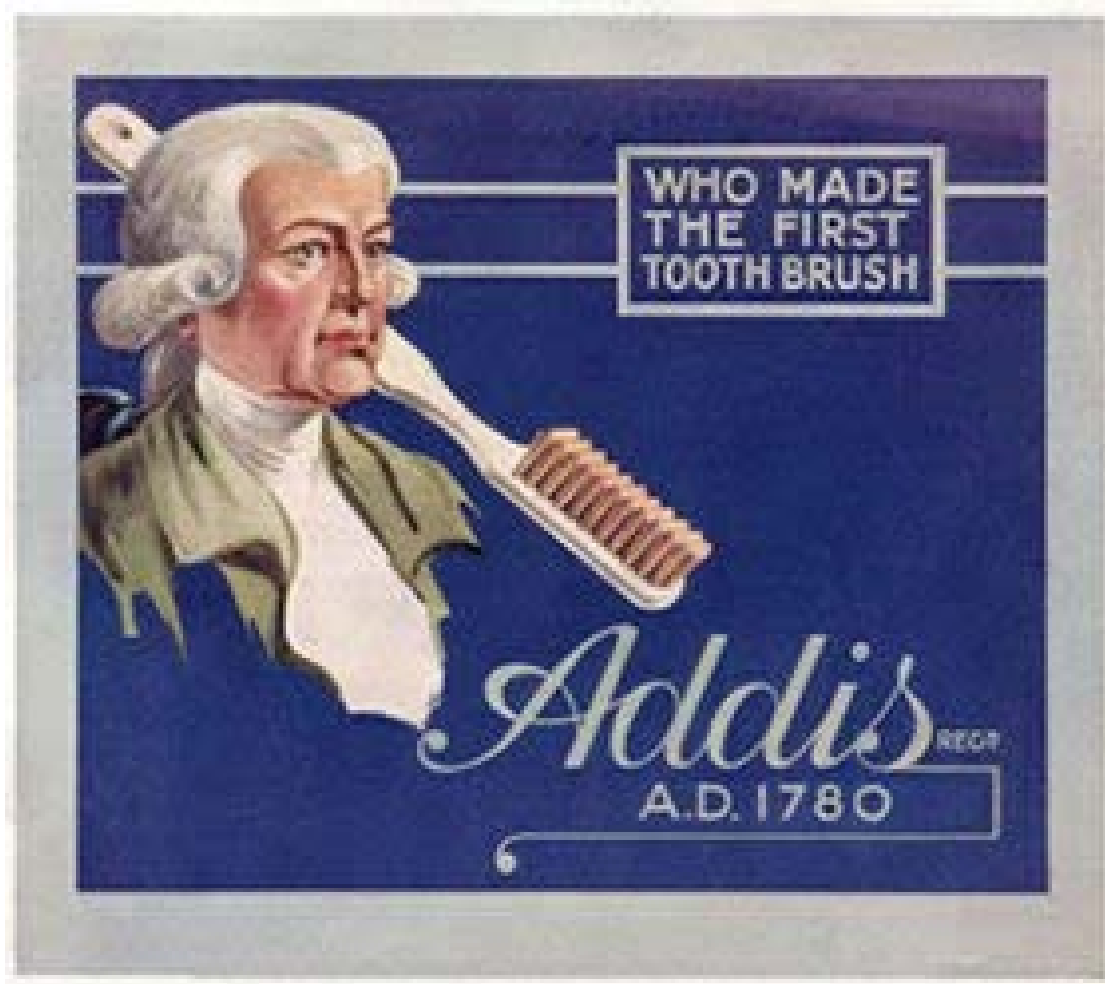
Future Starts Now



From Obscure to Obvious



1910 – Brushing Teeth



1960's - Seatbelts



1970's - Jogging



1980's – Bike Helmets



Mindfulness is Mainstream



New Literacy: Reading the Moment



- Attention to words on the page
- Seeing Context, bias, assumptions
- Present vs. Interpretation
- Regulating Self



We are Mindless 47% of the day

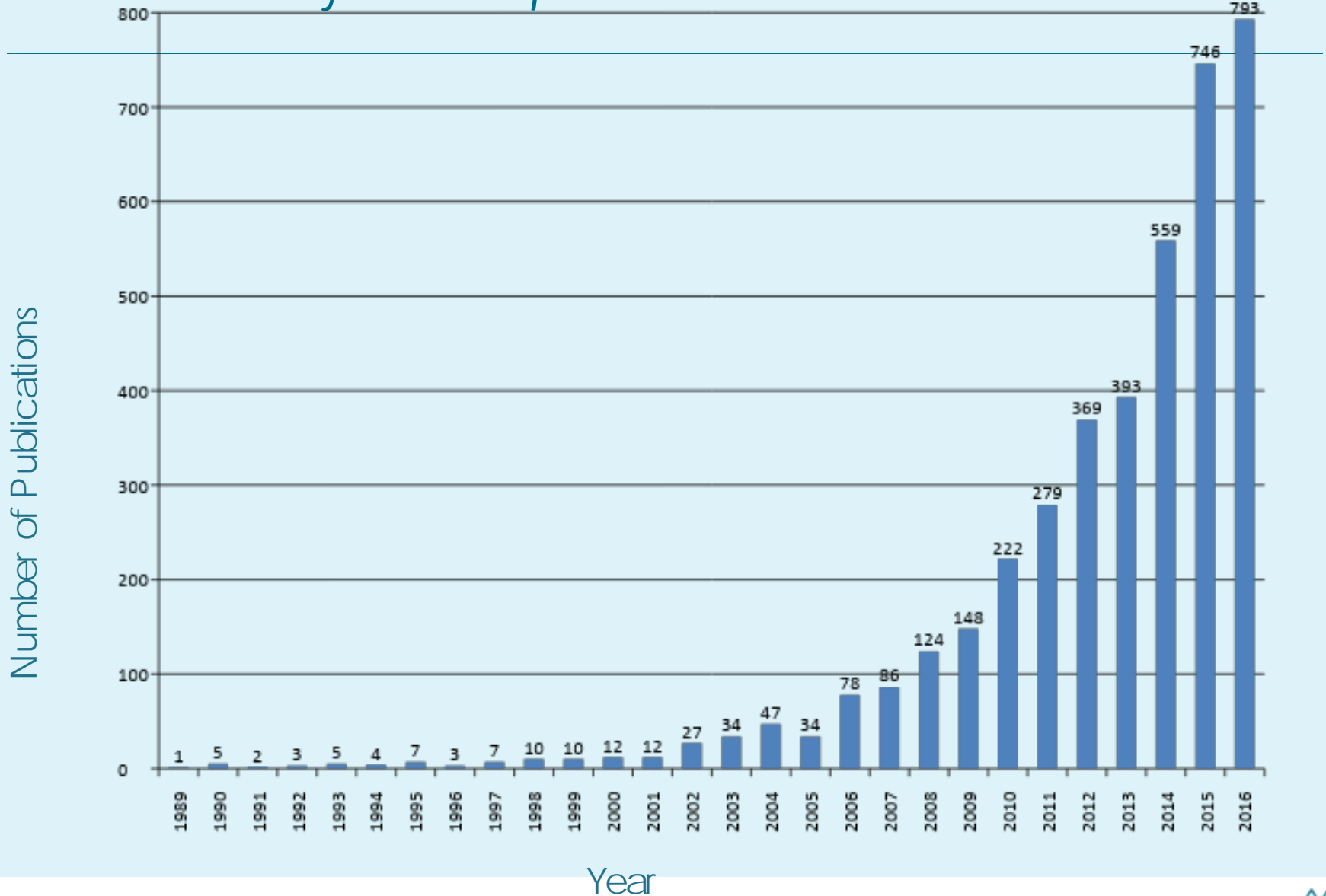


Study from Harvard University published in Science, 2010



Mindfulness Works

Scientific journal publications on Mindfulness



Mindless = Costs

- Stress & Illness
- Conflict, Incivility & Harassment
- Absenteeism
- Errors & Accidents
- Resistant to Change
- Presenteeism
- Opportunities for Psychological & Social Support*



Mindful = Returns

- Mental Health & Wellbeing
- Enhanced Performance
- Leadership Excellence
- Change Management
- Employee Engagement
- Physical and Psychological Safety
- Trust & Connection - Conflict Resolution



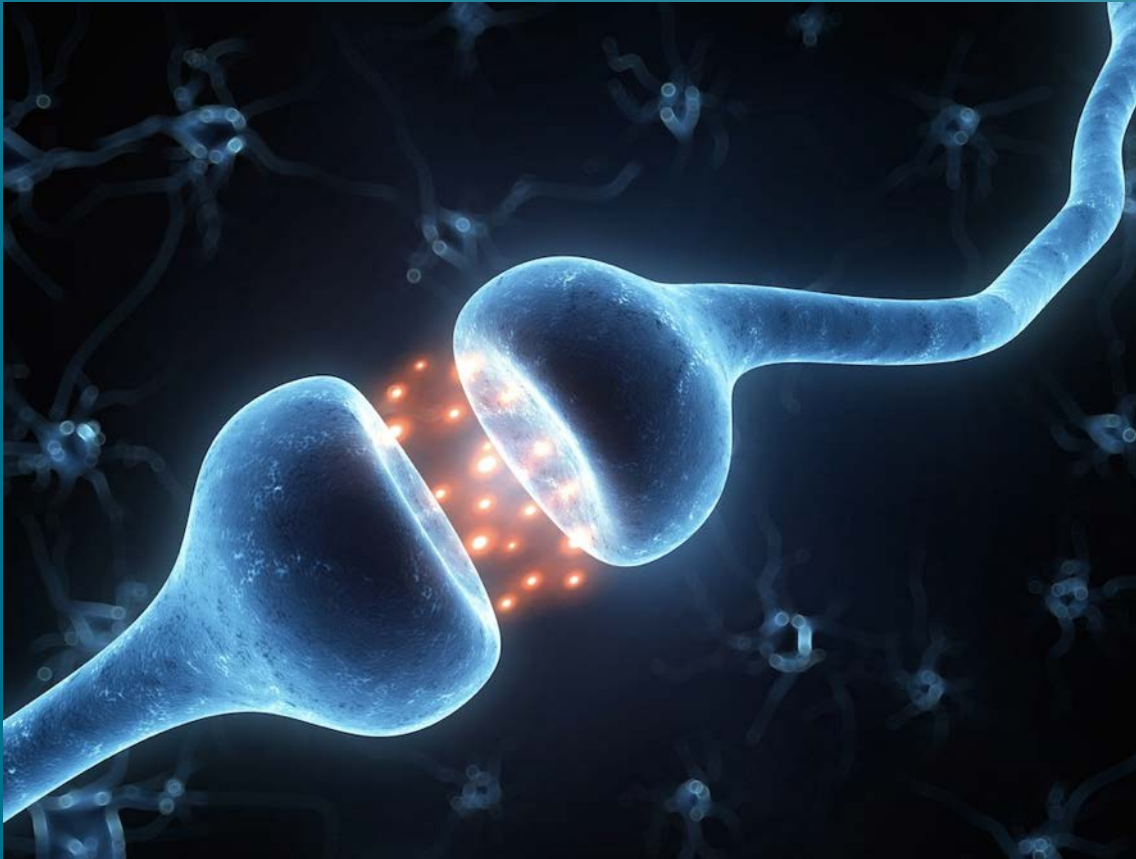
Take 5



Resilience



Adaptive vs. Maladaptive Coping



Take 5

Stay in a Mindful Zone with the Take 5 Mindfulness Tool

- ◆ Use anywhere, at anytime.
- ◆ No need to stop what you are doing.
- ◆ Nobody needs to notice.

1 Notice the Cue

Use cues in your environment to remind you to Take 5



2 Notice Something New

Respond to your cue by shifting your attention to notice something novel that you were not paying attention to a moment ago.



3 Notice the Body

Now, move the spotlight of awareness to your body. Feel the contact points in your feet and/or hands, while you lift and lengthen up the spine.



4 Notice the Breath

Begin with one complete breath. Then, deepen and lengthen the breath. Finally, take five breaths this way.

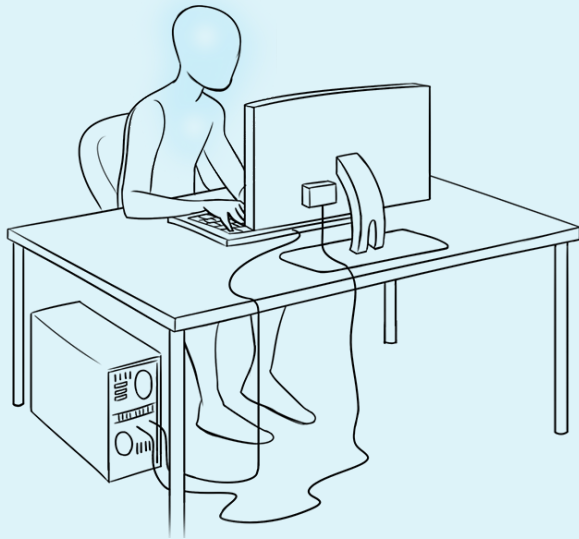


5 Notice Now

Respond to what is present with openness, nonjudgement and patience. Now you are ready to choose a wise step forward.



Step 1: Notice the Cue



Take **5** when you
check your email



Step 2: Notice Something New



“It is a time of great change at the company that I work for and the Take 5 application is coming in handy as I try to adjust to the changes taking place - to stay calm and listen actively”

WestJet Employee



Step 3: Notice the Body



“The body cannot be in fight or flight mode when it is relaxed. Being able to Take 5 has helped reduce stress responses significantly”

Enbridge Employee



Step 4: Notice the Breath



Step 5: Notice Now

A close-up photograph of a flashlight's lens, which is illuminated from within, casting a bright beam of light. The beam is directed towards the bottom-left corner of the frame. The text "Non-Judgement, Openness, Trust, Patience" is superimposed on the beam, appearing to be lit up by the flashlight's light. The background is dark, making the beam and the text stand out.

Non-Judgement, Openness,
Trust, Patience

Connection is the energy that is created between people when they feel seen, heard, and valued - when they can give and receive without judgment.

- Brene Brown

Psychological safety is a shared belief held by members of a team that the team is safe for interpersonal risk taking

- Dr. Amy Edmondson



“When a colleague is saying something frustrating in a meeting, I am more aware of my reaction to them, I can manage my reaction better, and approach the situation with openness and curiosity to gather context and solve the problem.”

UBC Employee

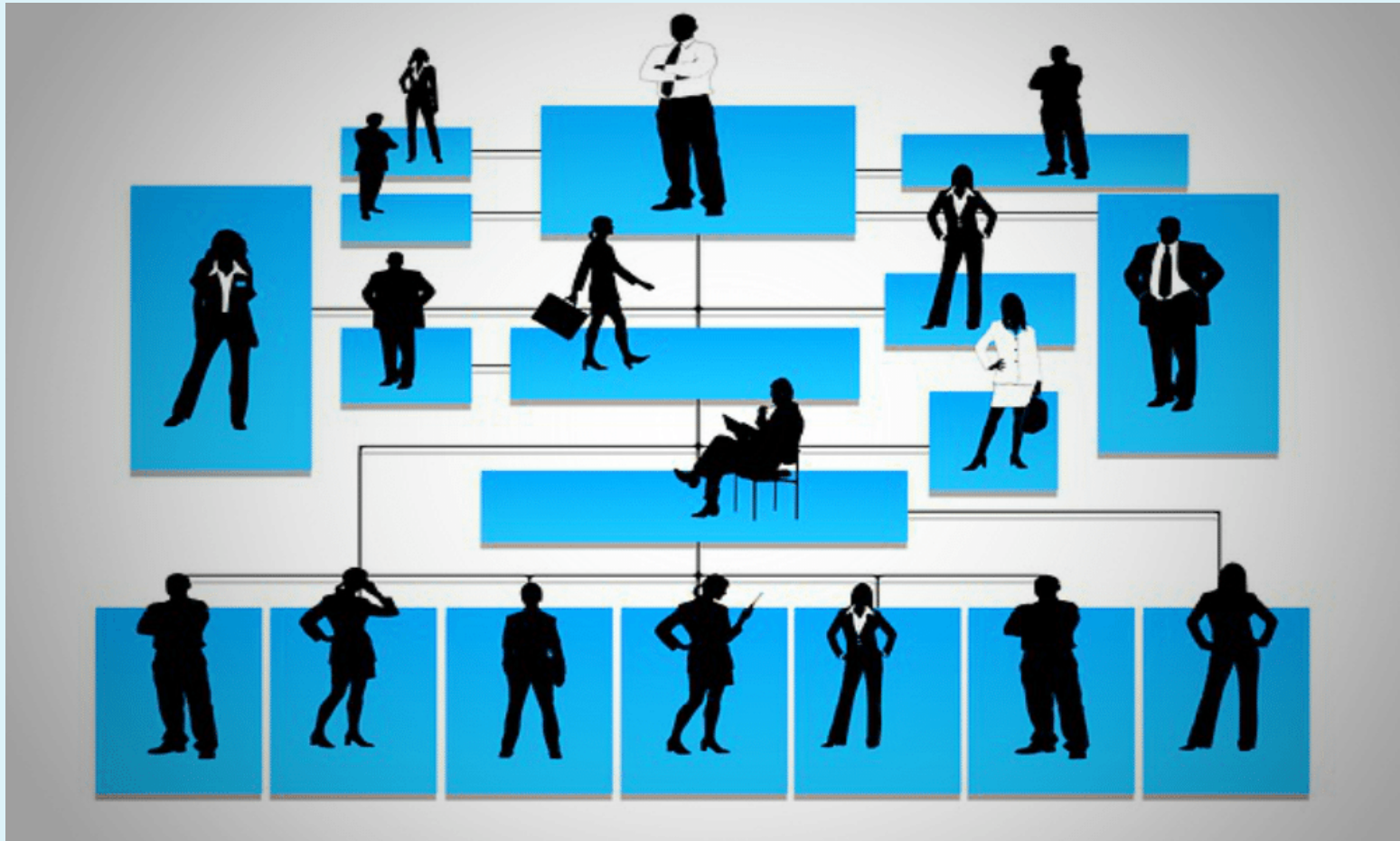


Tips for Implementing Mindfulness into an Organization

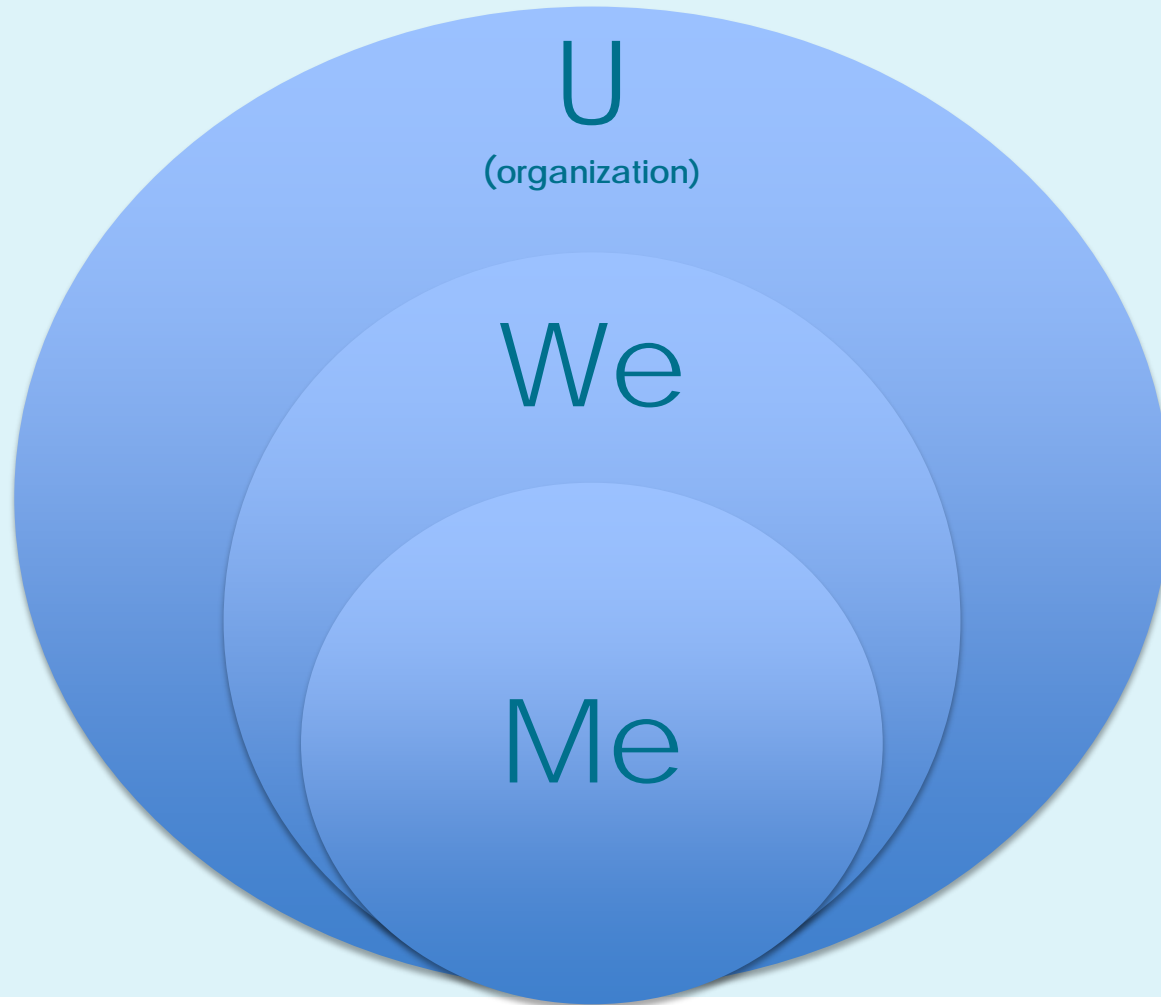


#1


Whole Company Approach





The MWU Model



PH&S: Workload Management

Me  mindfulness shifts one's relationship to the work, as well as focus and energy




We  mindfulness can positively influence work between colleagues and make a team more efficient

U  shift organizational cultural norms, policies and procedures around workload expectations and balance

e.g. no emailing after work hours

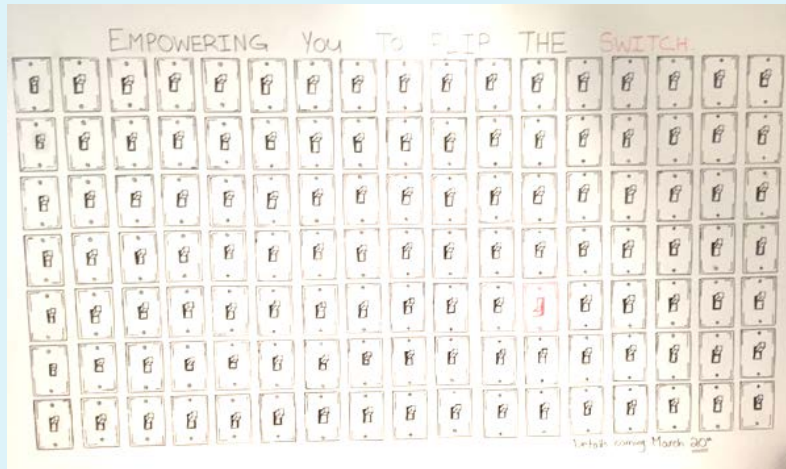


Reaching Employees Across the Continuum

Healthy at Work		<ul style="list-style-type: none">• Mental Health Promotion• Leadership Development• Team Building• Change Management• Culture Development• Benefits
At Risk		<ul style="list-style-type: none">• Early intervention
Return-to-work Stay@Work		<ul style="list-style-type: none">• Recovery

#2

Marketing & Communications



Online Mindfulness Training For Halton Healthcare

The Problem

Mental Health

Increasing performance demands, 24/7 connectivity and high expectations are resulting in a stressed out workforce

One in five Canadians will experience mental illness in their lifetime

The Solution

Mindfulness

A trainable skill set for being more present in everyday life

Scientifically proven to decrease stress, anxiety and depression and increase performance, resilience and joy

30 Day Mindfulness Challenge

How it Works

5

Less Stress
More Joy
Peak Performance



30 Day Mindfulness Challenge

Sign Up & Change Your Life

Keyano.take5now.net

#3

Mindful as Tool for achieving Organizational Goals



#4 Build the Business Case

Employees	Buddies	Using Take 5	Satisfaction
2985	387	96%	97%

Company KPIs

115955

TAKE 5'S COMPLETED

5798 hrs

MINDFUL HOURS

93%

WILL RECOMMEND

Completion Rate

71.36%

COMPLETED OVER
HALF THE TRAINING

63.21%

COMPLETED 3/4 OF
THE TRAINING

54.77%

COMPLETED THE
TRAINING

Participant Outcomes

98% experiencing improved mental health

95% managing conflict better

95% learning skills for the workplace

95% managing stress better

95% focusing better

93% engaging better with work

92% think their friends & colleagues would benefit from the Challenge

92% experiencing improved physical health

91% increasing self care

90% treating others more kindly

90% communicating better

88% collaborating better

86% leading better

85% managing time better



Evidence Base of the 30 Day Mindfulness Challenge

Findings are based on two research studies conducted by the Sauder School of Business in 2016 and 2017



UBC Sauder Feasibility Study

The Training Reduced Symptoms of “Dark Personality” Traits

- Participants reported lower levels of narcissism, Machiavellianism, and psychopathy (associated with various forms of deviant and counterproductive workplace behaviours).

The Training Reduced Deviant Workplace Behaviours

- Participants reported lower levels of interpersonally deviant workplace behaviours, such as being rude to their co-workers, saying hurtful things, or otherwise trying to embarrass them.

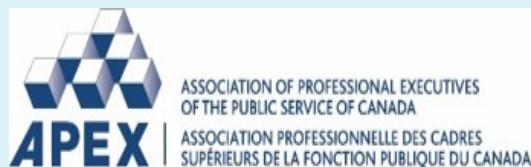


Research Study in Federal Government

October 2018 – August 2019

Using the Public Service Employee Survey (PSES) assess the impact of Mindfulness-Based Organizational Development on:

- Incivility and harassment
- Engagement
- Wellbeing







Dr. Geoff Soloway
Founder & Chief Training Officer
MindWell-U
geoff@mindwellu.com



Questions?





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Next Workplace Webinar

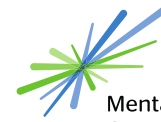
September 26th, 2018 at 12:00pm ET

To watch our past webinars, visit our [website](#)



How did we do?





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Thank you!

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