



Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada

Mindfulness in Action: Experience Less Stress, More Joy, Peak Performance

Dr. Geoff Soloway, PhD
Co-Founder and Chief Training Officer
MindWell-U

Miranda Massie
Health Promotions Coordinator
The University of British Columbia

September 28, 2016, 12:00 - 1:00 p.m. ET

 @MHCC_  /theMHCC  /Mental Health Commission of Canada
 @theMHCC  /1MHCC

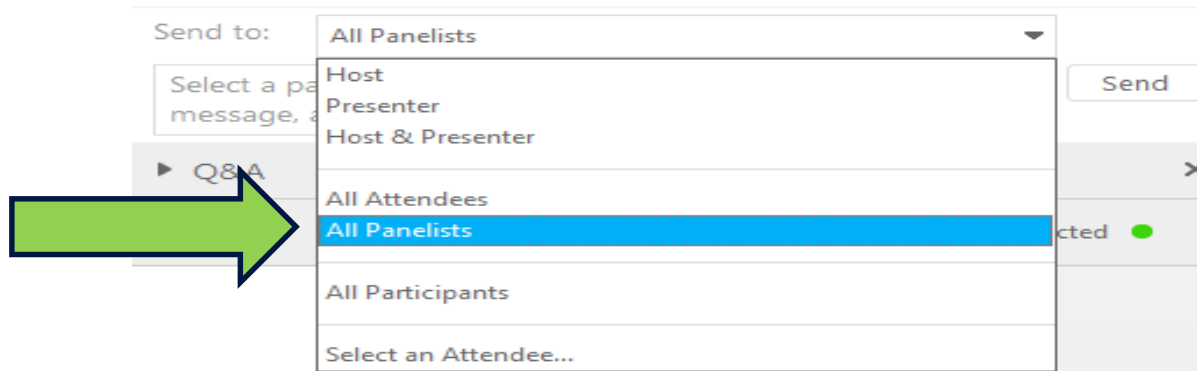
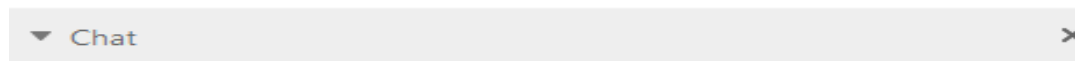
#WorkplaceMH



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Important! Send questions/comments to
'All Panelists'



Presenters



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Focus of Today's Webinar



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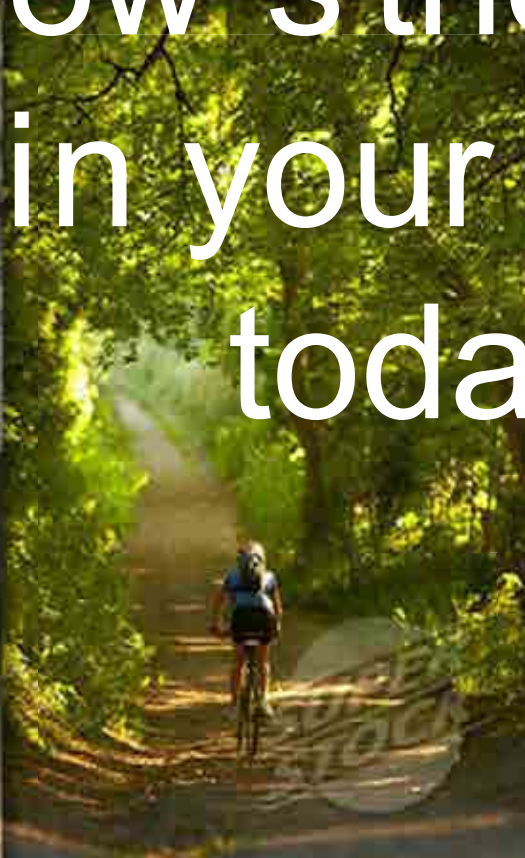
- MindWell-U
 - Mindfulness in the Workplace
 - Benefits and Evidence
 - Mindfulness Challenge
- The University of British Columbia
 - Well Being at UBC
 - Mindfulness at UBC – training and impact
- Q & A



MINDWELL • U



#askmindwellu



How's the traffic
in your mind
today?

Out of Focus | Modern workplace distractions are piling up

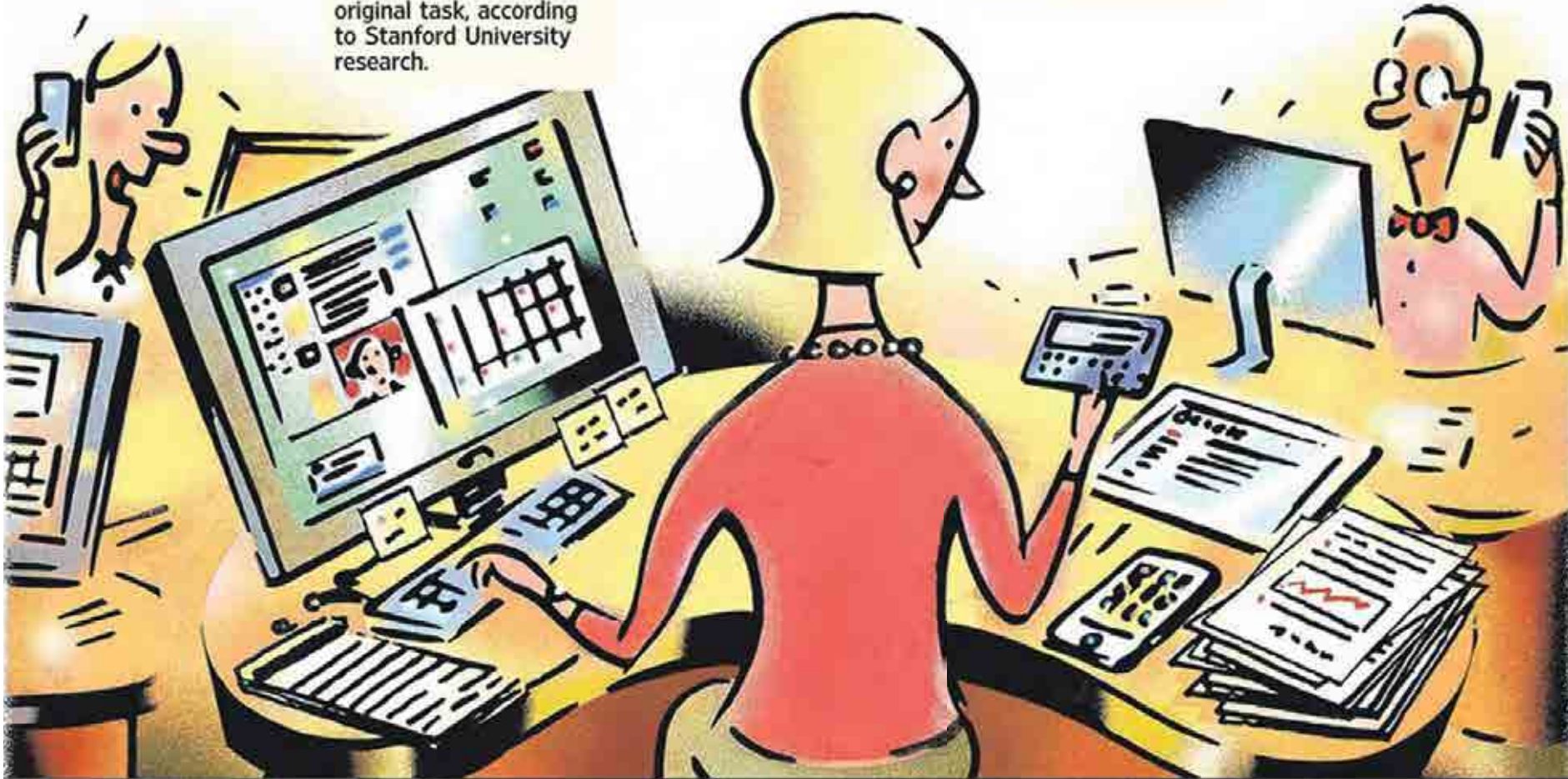
Having to constantly check work phones at all hours harms sleep and deteriorates focus, some companies say.

Office workers are interrupted roughly every three minutes. Once thrown off track, it can take 23 minutes for a worker to return to the original task, according to Stanford University research.

Reading and processing 100 email messages can occupy over half of a worker's day.

Open-plan offices, meant to foster collaboration, subject workers to a nonstop stream of chitchat.

The 'multi-monitor experience,' mindfulness experts say, dilutes workers' attention.



Tuning Our Instrument



Take 5 is a mindfulness tool you can use anytime to stay in a Mindful Zone.

Step 1: Notice the Cue

Use cues in your environment to remind you to Take 5.



Step 2: Notice Something New

Respond to your cue by noticing something you hadn't paid attention to before.



Step 3: Notice the Body

Now, shift your focus to the body, and drop your attention into the feet. Press the feet into the floor as you lift and lengthen up the spine.



Step 4: Notice the Breath

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

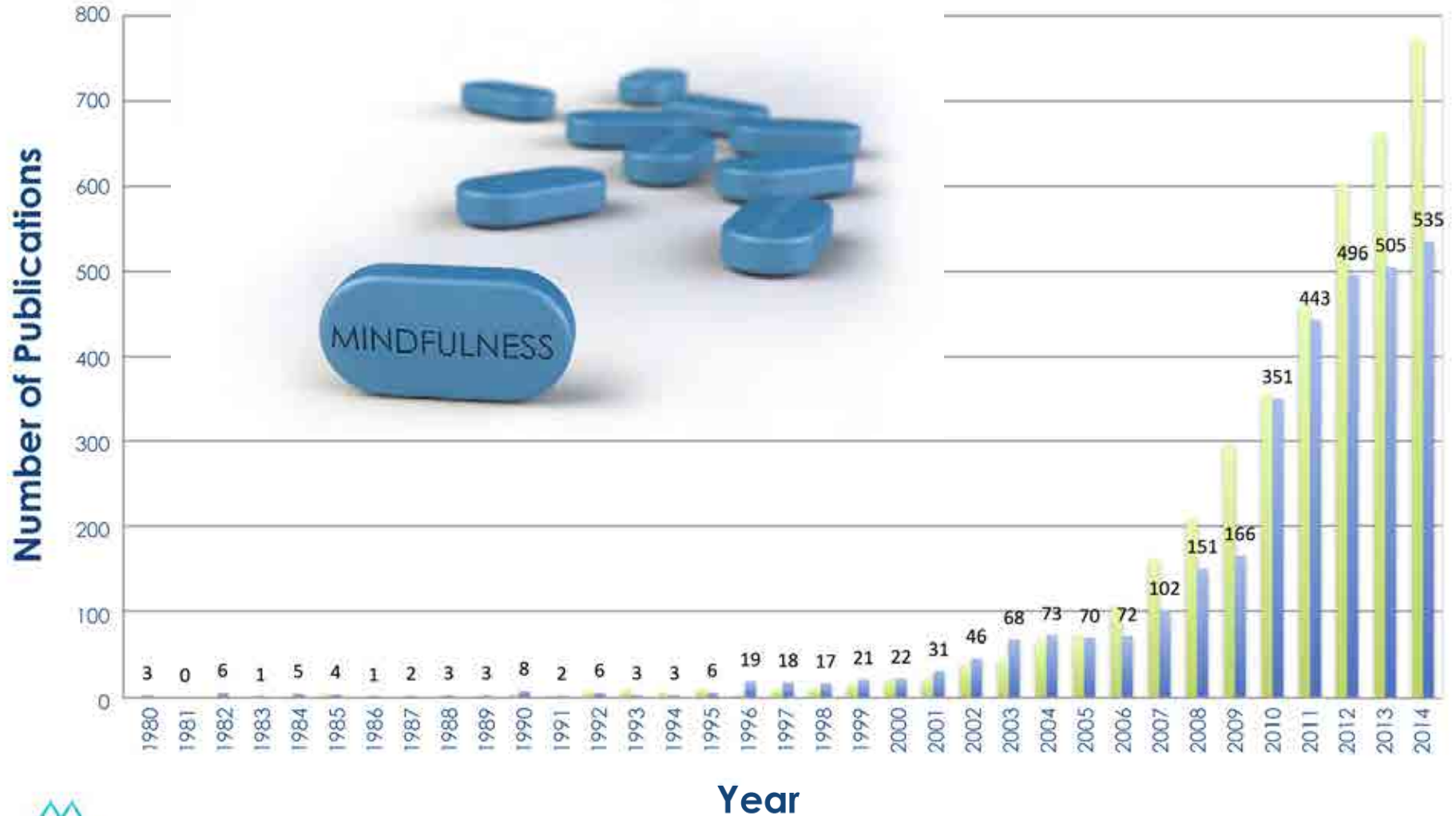


Step 5: Notice Now

Respond to what is present in this moment with a sense of openness, nonjudgment, and patience. Now you are ready to choose a wise step forward.



Mindfulness Journal Publications

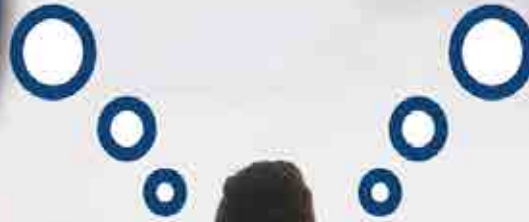


Scientific Findings: Mindfulness at Work



Neuroplasticity





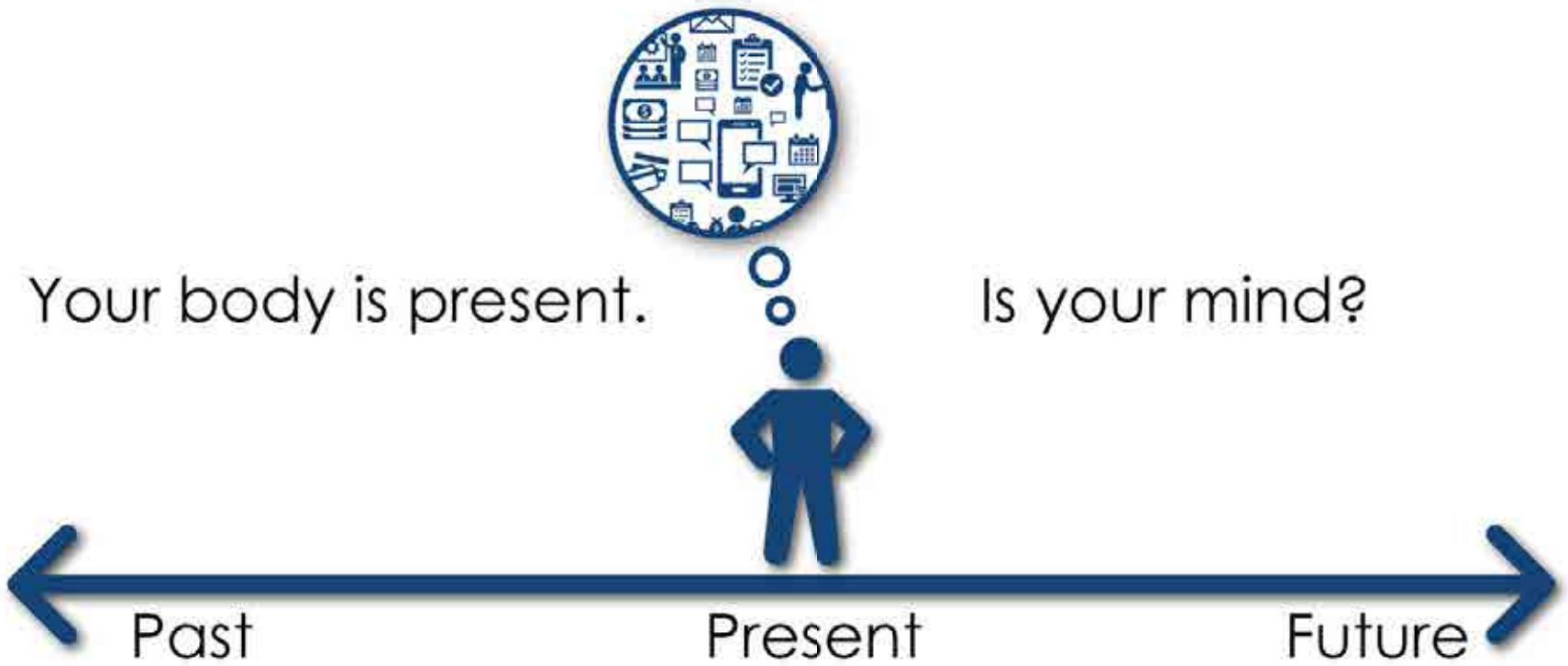
Autopilot

Mindless

Intention

Aware

Mind Full, or Mindful?

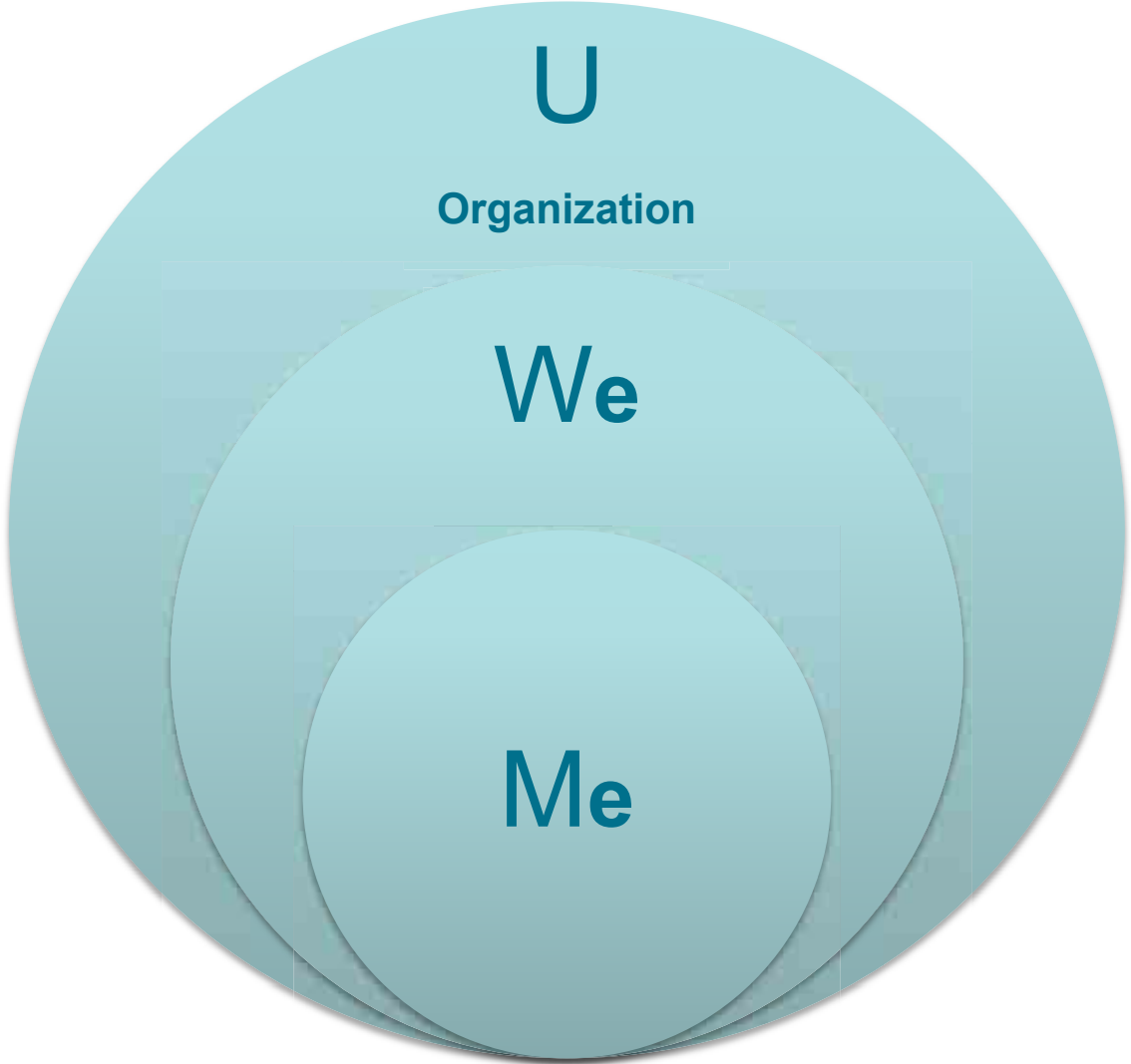


5

Mindfulness is Mental Exercise for a Wandering Mind



MWU



Online 30 Day Mindfulness Challenge

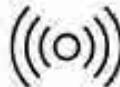
- Delivers evidence-based online training
- Teaches 'mindfulness-in-action' (not adding more to your plate)
- Videos, audio info-graphics, podcasts, texts, Twitter & more

How it Works

5 to 10 minutes a day



Online anytime,
anywhere, any device



30 consecutive days



Get to invite a buddy
from outside the
organization to join you



Key Impact Areas



Health and wellbeing



Leadership



Performance



Teamwork & conflict
resolution



Challenge Evidence Base

The Sauder School of Business conducted a 2016 research study on the Challenge and determined it

Significantly Increases:

Emotion Regulation People stay calm and focused when stress gets high

Well Being Improves satisfaction and performance

Humility People more accurately understand how they can improve their own performance and seek out opportunities to do so

Authenticity Improves interpersonal relationships, pro-social behavior and leadership

Vigor Increases the energy people bring to their lives which is associated with engagement, resilience, endurance and performance

Psychological Capital Contributes to positive attitudes and performance

Willingness to Go 'Above and Beyond' People are more inclined to help others

Hope / Optimism People feel more positive about their future

Teachability People feel more engaged and open to learning



SAUDER
School of Business

mindwellu.com/daniel-skarlicki

Example ROI



98% **satisfied** with training
98% helped **manage stress**
94% improved **conflict** management
92% improved ability to **stay focused at work**
90% improved ability to **communicate**
90% improved **collaboration** with colleagues
90% improved **ability as a leader**
88% improved **health and wellbeing**
88% would **recommend** Challenge
86% improved **time management skills**
84% increased **engagement** at work



Literacy & Learning Aids



MHCC Mindfulness Challenge



Start Date: Monday, October 3

Register Now: hr.take5now.net

Buddy: Invite a buddy to take the Challenge with you



#askmindwellu

Find Out More



@MindWellU



MindWell-U



mindwellu



@mindwellmind



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UBC VANCOUVER: MINDFULNESS RESEARCH & RESULTS

MIRANDA MASSIE, HEALTH PROMOTIONS COORDINATOR



WELLBEING AT UBC



Mental Health &
Resilience



Food & Nutrition



Physical Activity &
Sedentary Behaviour

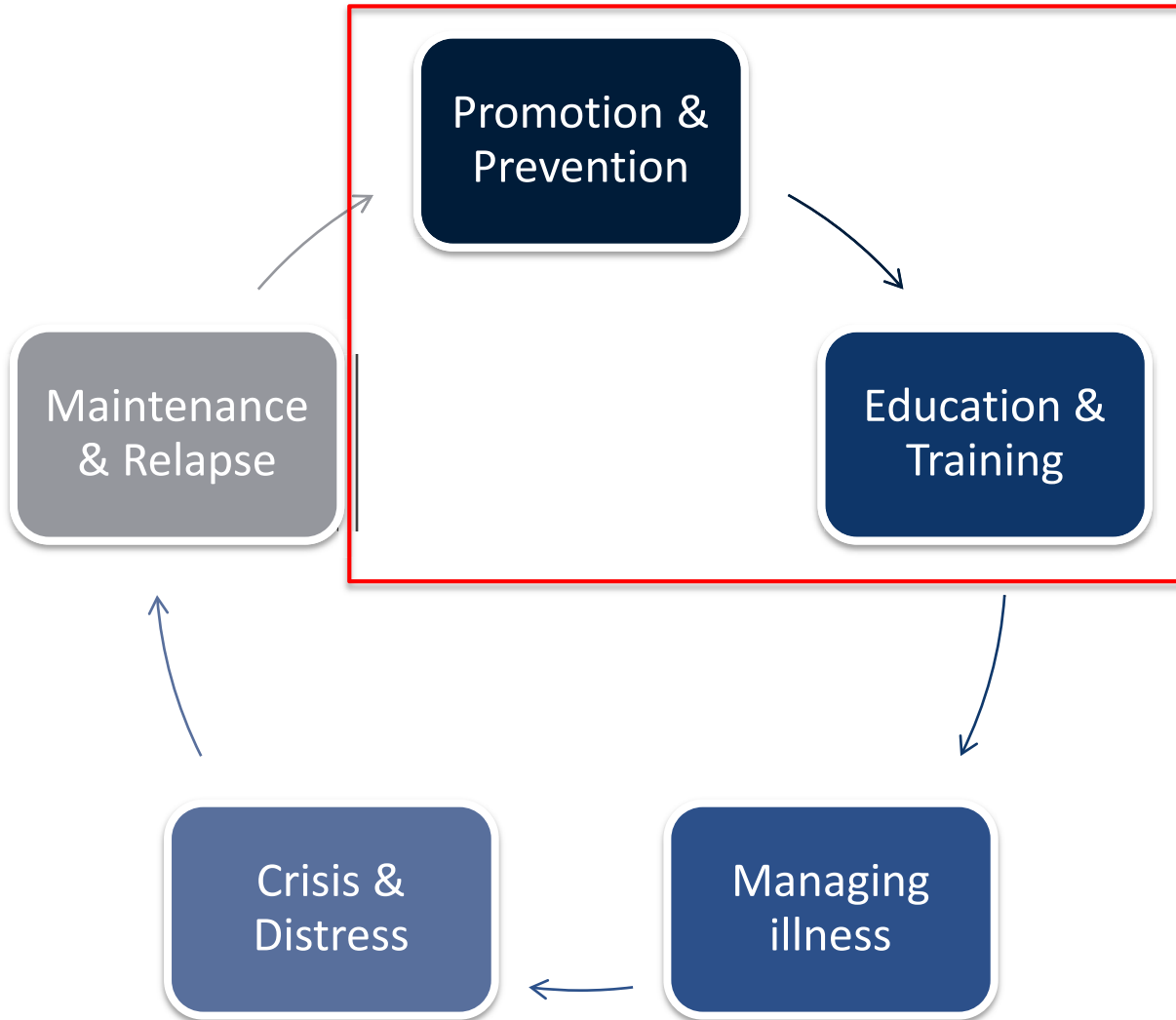


Built & Natural
Environments



Inclusion &
Connectivity

MENTAL HEALTH CONTINUUM AT UBC



MINDFULNESS AT UBC

Mindfulness @ Work

- Offered in 2014, 2015, 2016
- 185 participants to date
- Participant cost: \$100 (eligible for PD reimbursement)
- 95% satisfaction

Online Challenge

- Offered in 2016
- 275 participants (475 including buddies)
- Participant cost: \$25
- 98% satisfaction

Promotion: newsletters, emails, social media, in-person info sessions

MINDFULNESS@WORK 6-WEEK PROGRAM

IN PERSON, 6-WEEKS, 13 HOURS OF TRAINING (PLUS PRACTICE AND HOMEWORK)

- **Learning tools:** in class, weekly emails, homework assignment, group discussions
- **Goal:** To implement a mindfulness practice in the workplace

RESULTS

- Ability to **handle stress:**
 - Pre: 15% rated this high/very high
 - Post: 65% rated this high/very high
- Personal **resiliency:**
 - Pre training: 14% rated this high/very high
 - Post training: 63% rated this high/very high
- Ability to **resolve interpersonal conflicts:**
 - Pre training: 20% rated this high/very high
 - Post training: 63% rated this high/very high
- Daily **energy level at work:**
 - Pre training: 16% rated this high/very high
 - Post training: 54% rated this high/very high



30 DAY ONLINE MINDFULNESS CHALLENGE

10 MINUTES/DAY X 30 DAYS

- **Learning tools:** videos, infographics, audio recordings, readings buddy system
- **Goal:** To learn the core concepts of mindfulness for easy, daily implementation

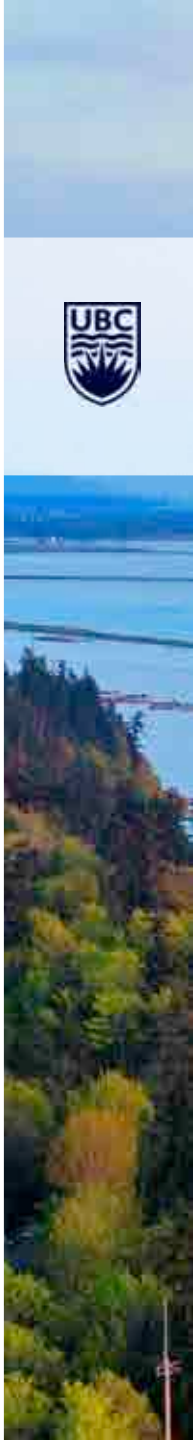
RESULTS

UBC Results:

- Close to 1000 hours of mindful meditation logged
 - 94% reported improved ability to **handle stress**
 - 85% reported improved **communication skills**
 - 77% reported improved **focus at work**
 - 74% reported improved **time management skills**

National Results:

- 95% said it improved their ability to handle **stress**
- 91% said it improved overall **health and wellbeing**
- 84% said it increased their **engagement at work**
- 100% would recommend it to others



FEEDBACK

"I took on an additional workload from a sick colleague. Instead of getting stressed out I took 5 regularly when I felt overwhelmed and immediately felt relief and resilience as well as the ability to be more productive."



"This has helped with the overwhelming worries I felt were piling up at work and in my personal life."

"When there was a conflict at work I was able to take a breath and think about what I wanted to say next which stopped me from reacting abruptly."

"I had to present at a meeting, which terrifies me. I did some informal practice prior to it and this reduced my stress levels and boosted my confidence. It was a successful presentation."

"It helped me become more resilient to factors I cannot necessarily control."



a place of mind
THE UNIVERSITY OF BRITISH COLUMBIA

THE UNIVERSITY OF BRITISH COLUMBIA



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Questions



Resources

Mindfulness 30 day Challenge

MindWell-U, The 30 Day Mindfulness Challenge
<http://www.mindwellu.com/challenge>

UBC Sauder School of Business Research Results of 30 Day Mindfulness Challenge
<http://www.mindwellu.com/daniel-skarlicki>

Mindfulness Articles and Presentations

MindWell-U's Capabilities
Presentation on Mindfulness at Work
<http://www.mindwellu.com/capabilities-presentation>

How Mindfulness Impacts The Workplace – an interview with Doctoral Candidate Adam Kay
www.youtube.com/watch?v=Lg6P1-hbjfM

Benefits of Mindfulness
<http://www.helpguide.org/harvard/benefits-of-mindfulness.htm>

Contemplating Mindfulness at Work: An Integrative Review

<http://static1.squarespace.com/static/55ee3fc2e4b02f474ccc69e0/t/5731b5632fe131e30c46374e/1462875497465/Journal+of+Management-2015-Good-0149206315617003.pdf>

Workplace Tools and Resources

National Standard for Psychological Health and Safety in the Workplace
<http://www.mentalhealthcommission.ca/English/national-standard>

Assembling the Pieces - An Implementation Guide to the National Standard for Psychological Health and Safety in the Workplace
<http://www.mentalhealthcommission.ca/English/national-standard>

Mindful Employer

<http://mindfulemployer.ca/mindful-employer-in-house/>



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Next Workplace Webinar

October 26, 2016 at noon ET

To watch our past webinars, visit our website at:
www.mentalhealthcommission.ca/English/workinar





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How did we do?

Please fill out the survey
that opens **after** you leave
the webinar



Thank you



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Visit us: www.mindwellu.com

Contact us: geoff@mindwellu.com

Tweet us: [@MindWellU](https://twitter.com/MindWellU)

The University of British Columbia

Miranda Massie

Visit us: www.hr.ubc.ca/health

Contact us: Miranda.massie@ubc.ca

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