

## **MindWell U 30-Day Mindfulness Challenge: Research Report**

### **Study Overview**

The purpose of this research was (a) to investigate whether the mindfulness training program developed by MindWell U increases mindfulness, and (b) to measure the effects of the training on a number of workplace-relevant outcomes. It was conducted during the months of June and July of 2017.

### **Research Method**

This research involved a on-line survey with scientifically validated measures administered at pre- and post training.

### **Participants**

This study was conducted with employees from two organizations and included external “buddies” that individual participants invited to take part in the training. Five-hundred and forty-nine employees from all levels of the organizations completed the survey at baseline, 89 of whom also completed the post-training survey. The following results are based on the data provided by those 89 participants.

### **Results**

#### **1. *The Training Increased Mindfulness***

Participants reported significantly higher levels of mindfulness after as compared to before the training. Increasing mindfulness is important because it leads to improvements in the outcomes listed below.

### **Mental Health & Resilience**

#### **2. *The Training Increased Emotion Regulation***

Participants reported significantly higher levels of emotion regulation after as compared to before the training. In this study emotion regulation consisted of the ability to reappraise the meaning of workplace events.

#### **3. *The Training Improved Emotional Health***

Participants reported significantly higher levels of positive affect (also known as positive mood or emotion), as well as lower levels of negative affect, after as compared to before the training. This is indicative of improvements in emotional health, which is the foundation of well-being.

#### **4. *The Training Decreased Stress and Burnout***

Participants reported lower levels of stress and burnout after as compared to before the training. Burnout consists of two dimensions: (a) emotional exhaustion; and (b)

disengagement. Abundant research links stress and burnout with a host of negative workplace outcomes, including absenteeism, turnover, and lower performance.

5. ***The Training Increased Resilience and Presenteeism***

Participants reported significantly higher levels of resilience and presenteeism after as compared to before the training. Resilience is the ability to deal with challenges, adapt to change, and rebound after set-backs. Presenteeism is similar to resilience, but is specific to the workplace. Resilience and presenteeism are important because they are positively associated with perseverance, enjoyment, and job performance.

### **Employee Engagement**

6. ***The Training Increased Job Satisfaction***

Participants reported significantly higher levels of job satisfaction after as compared to before the training. Job satisfaction is important because it is strongly associated with lower absenteeism and turnover, and higher performance.

7. ***The Training Increased Organizational Identification***

Participants reported significantly higher levels of organizational identification after as compared to before the training. Organizational identification represents the extent to which employees take pride in their organization. It is important because it is associated with lower absenteeism and turnover, and higher levels of citizenship behaviours.

8. ***The Training Lowered Turnover Intentions***

Participants reported significantly lower levels of turnover intentions after as compared to before the training. Turnover intentions are important because they are highly predictive of actual turnover.

### **Psychologically Safe Workplace**

9. ***The Training Reduced Symptoms of “Dark Personality” Traits***

Participants reported lower levels of narcissism, Machiavellianism, and psychopathy. This is important because dark personality traits such as these are associated with various forms of deviant and counterproductive workplace behaviours.

10. ***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. This is important because interpersonal deviance is associated stress and unhealthy conflict, ineffective teamwork, low employee morale, and poor performance.

## **Conclusion**

The data from this study suggest that the 30-Day Mindfulness Challenge was effective at improving mindfulness and numerous self-reported workplace outcomes, including lower levels of burnout, counterproductive workplace behaviors, and turnover intentions, as well as higher levels of emotional health, presenteeism, and job satisfaction. However, because of the simple study design with no random assignment or control group, it is not possible to rule out other potential influences on these outcomes, or state conclusively that they were the exclusive result of the 30-Day Mindfulness Challenge.