MINDWELL

Research Summary
Workplace Well-Being during COVID-19

Participants that took MindWell's 30-Day Challenge reported increases in mindfulness, decreases in burnout, improvement to work-life balance, and decreases in social media addiction.

Research Objective

The purpose of this research was to examine participant levels of mindfulness and workplace well-being over a 30-day mindfulness training program. Our aim was to determine if mindfulness was linked to workplace well-being and motivation. To do this, we measured participant levels of burnout, work-life balance, and social media usage.

Hypotheses

Following past research that has found that mindfulness increases well-being, we hypothesized that mindfulness would decrease burnout and improve aspects of work-life balance. Additionally, given that mindfulness has been linked to increases in attentional control, we expected that social media addictions and pressure to respond to work messages would decrease.

What did participants do?

364 participants enrolled in the 30-day MindWell Challenge and were invited to complete surveys at the beginning and the end of the 30-day training period. A total of 221 participants completed both surveys. The following results are based on the data provided by these 221 participants who completed a pre and post survey before and after the completion of the training.

Research Context

This research was conducted in May/June 2020. 63.8% of participants reported feeling more stress due to COVID-19 indicating that participants were more stressed than "usual" during the time of this study.

Summary of Results

This research shows that in a short period of time, participants taking a brief 30-day mindfulness training program reported increases in mindfulness levels. Additionally, they reported improvements in work-life balance, reduction in burnout, and decreases in their perceptions of social media addiction. This has positive implications for individuals and organizations that are interested in scalable, accessible training options to improve workplace well-being.
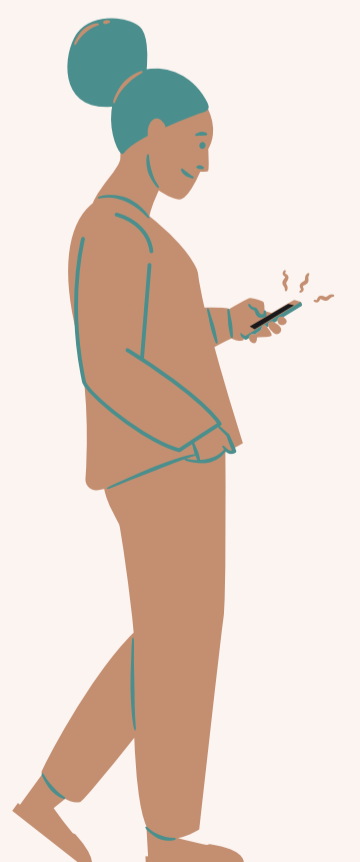
Participant Background

83.9% of participants were Caucasian and the majority were female (82%). 65% of participants were married or in a domestic partnership and fell between the ages of 19 and 69 years old. 33% held management positions at work.

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Study Results

Increases in mindfulness.

Participants reported increases in mindfulness, which refers to the extent to which an individual is aware of their present moment experience both internally (thoughts, feelings etc.), and around them.
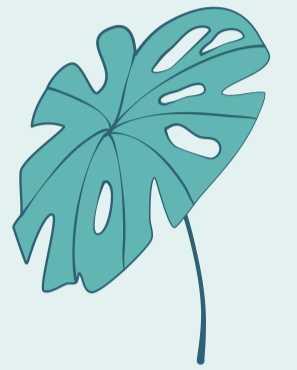
Decreases in social media addictions.

Participants reported decreases in social media addictions, which refers to how compelled an individual is to monitor and engage with their social media outlets.

Decreases burnout.

Participants reported decreases in burnout. In this study, we measured cognitive (mental) burnout, or the (in)ability to think clearly; emotional burnout, or how overwhelmed and fed up one feels; and overall burnout or exhaustion. In all of these aspects, training decreased the amount of burnout experienced by participants.

Increases work–life balance.

Participants reported improvement in work–life balance. In this study we looked at multiple conceptualizations of work–life balance including how much work interfered with life (and vice versa), as well as how much work/life enhanced experiences in the other domain. In all cases, MindWell's 30-day Challenge improved work–life balance.

Other Findings

No significant change was found in telepressure, which refers to the amount of pressure an individual feels to respond quickly to electronic messages they receive from others .

About the Team

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