



The Return On Investment and Benefits of Mindfulness in Organizations

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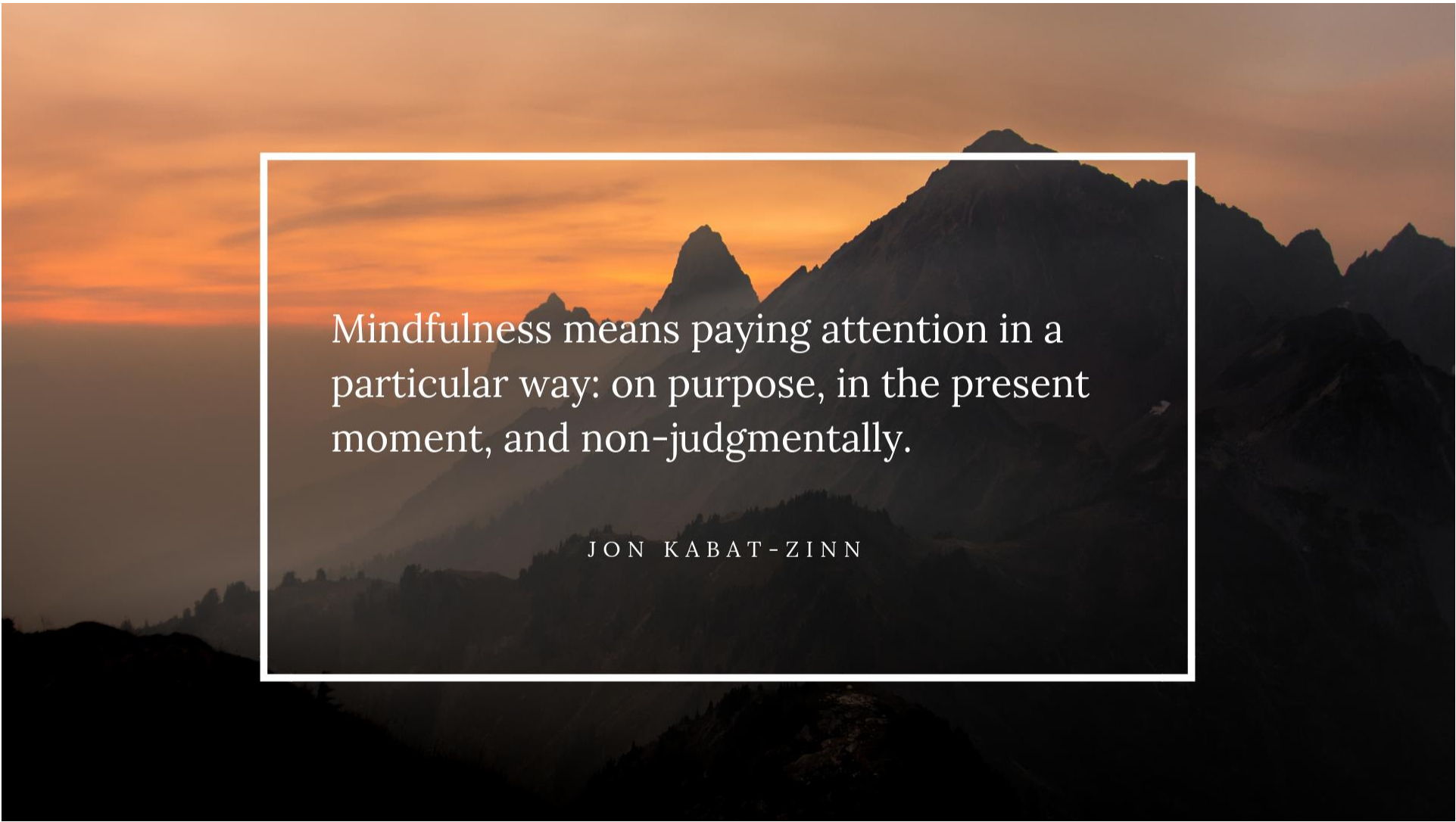
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Mindfulness – Positive Psychology – Neuroscience

- At SIGMA we leverage the science of mindfulness, positive psychology, and neuroscience to guide the development and inform the delivery of our training products and services
- Research has clearly demonstrated that:
 - Mindfulness practices can change the brain to be more focused, effective, and less reactive
 - Mindfulness training programs can enhance productivity, job satisfaction, and reduce absenteeism
 - Positive psychology practices, like gratitude and compassion, enhance well-being and effectiveness
 - People learn best through deliberate practice, sustained over time

What is Mindfulness?

Mindfulness helps you see clearly so you can respond effectively

A photograph of a mountain range at sunset. The sky is a mix of orange, yellow, and blue. The mountains are dark and silhouetted against the bright sky. A white rectangular box is overlaid on the center of the image, containing text.

Mindfulness means paying attention in a particular way: on purpose, in the present moment, and non-judgmentally.

JON KABAT-ZINN

Two companies that offer mindfulness practices — **SAP**, and **Aetna** — have conducted internal research on the return-on-investment (ROI) of their mindfulness-based training programs

Results from SAP

- SAP reported a 200% ROI for their mindfulness training programming based on:
 - improvements in focus and collaboration
 - reductions in stress and absenteeism
 - increased employee engagement

Results from Aetna Insurance

- Aetna reported that their mindfulness training program resulted in:
 - 62 extra minutes of productivity per week – gaining \$3 000 in value per employee
 - A 7% reduction in health care costs – saving \$2 000 per employee
- Aetna estimated this represents an 11-to-1 return on investment

Mindfulness and Finance

“Companies can’t buy engagement, but they can create the conditions for authenticity in the workplace.”

– Golbie Kamarei, former Global Program Manager, BlackRock Asset Management

Participants of BlackRock’s internal Mindfulness Training Program:

- believe it positively adds to the culture (91%)
- experience less stress or are better able to manage stress (66%)
- are better able manage themselves at work (63%)
- experience increased focused, mental resilience, and better decision-making (60%)
- better manage relationships with peers at work (52%)
- experience increased innovation and creativity (46%)

Mindfulness and Law

“The social competence and emotional intelligence of our lawyers and leaders are key to success in tomorrow’s legal advisory market. Thanks to mindfulness meditation, we come to know ourselves and our emotions better, and are thus better able to consciously direct our actions. We also come to better understand the needs and emotions of others, which is key to better team management and the development of lasting trust-based relationships with clients.”

- Karina Furga-Dąbrowska, Partner at Dentons Law Firm

Mindfulness and Law

- Lawyers and law students experience high levels of stress because of the psychological demands of their work, which can lead to adverse physical and mental health outcomes
- Mindfulness can improve well-being in individuals employed in high-stress professions by helping them regulate their emotions
- A 2017 study of lawyers reported significant decreases in self-reported depression, stress, anxiety, and negative mood following an eight-week mindfulness intervention

Mindfulness and Healthcare

“Healthcare workers present as a primary target audience due to the nature of their work and the impact that mindfulness can have on patient care and the creation of safer, higher-quality care environments.”

– Dr. Dawn Bazarko, Chief Clinical Officer at Optum Global Solutions

- Mindfulness programs provided in healthcare settings can reduce healthcare provider stress, anxiety, and burnout, and improve resilience
- Mindfulness practices have been linked to reduced compassion fatigue in caregivers
- Mindfulness training can also improve interpersonal relationships at work – via improved listening, helping, and overall team performance

Mindfulness and Education

“With teachers, learning mindfulness skills enables them to teach with greater patience and presence. They respond more skillfully to the needs of individual students as well as the larger group, ultimately creating a more positive learning environment for everyone.”

– Tamara Levitt, Head of Mindfulness at Calm

- Mindfulness interventions can promote wellness and reduce stress in both students and teachers
- A 2017 review of mindfulness-based interventions in schools found that mindfulness shows consistent benefits across several domains, including: academic, social, emotional, behavioral, and physical
- Mindfulness can also reduce disruptive behavior, decrease mind-wandering, and improve cognitive performance

The Benefits of Mindfulness at Work



Findings from The Mindfulness Initiative*

- Employees of leaders who practice mindfulness have less emotional exhaustion, better work-life balance and increased job performance scores
- 45 workplace mindfulness research studies have connected mindfulness to improved relationships at work, increased collaboration and employee resilience
- A meta-analysis of 209 clinical research studies with more than 12,000 participants found mindfulness training showed “large and clinically significant effects in treating anxiety and depression”
- Mindfulness training is associated with reduced reactivity to emotional stimuli and improvements in attention and cognitive capacity
- MRI scans after an 8-week course on mindfulness showed shrinking of the amygdala – the brain’s “fight or flight” center. Reduced stress has been linked to increased creativity – a significant area of inquiry in business today.

*In 2015 the Mindfulness All-Party Parliamentary Group (MAPPG) published the Mindful Nation UK (MNUK) report - the culmination of over a year of research and inquiry into the impacts of mindfulness training, including eight hearings in Parliament. The seminal report reviews the scientific evidence for mindfulness and current best practice, and makes concrete policy recommendations for government across four areas of public policy: criminal justice, healthcare, education and the workplace.

The report concludes that while there is still much research to be done, mindfulness is already a promising innovation in the workplace context with an early but rapidly evolving evidence base.

- SIGMA offers mindfulness workshops and a science-based 8-week online training program
- Proven benefits of our program:
 - increased resilience
 - reduced stress
 - enhanced mood
 - higher emotional intelligence
- For more information please visit us:
<http://www.sigmamindful.com>

“The main business case for meditation is that if you are fully present on the job, you will be more effective as a leader, you will make better decisions, and you will work better with other people.”

— Bill George, Harvard Business School, former CEO of Medtronic



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