

INNOVATIONS IN WELLNESS AT WORKPLACE

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Abstract:

Mindfulness is a state of mind in which a person becomes aware of own physical, mental and emotional condition at the present moment without its judgement. Mindfulness meditation, gentle yoga movements, breathing exercises, guided imagery are mindfulness approaches. Mindfulness-based stress reduction, mindfulness-based cognitive therapy (MBCT), dialectal behavior therapy (DBT), and acceptance and commitment therapy (ACT) are some mindfulness-based interventions currently utilized in therapy.

Stress, distractions, increased workloads, continuous connectivity through technology, difficulty maintaining boundaries between work and personal life often lead to burnout, reduced productivity and overall damaged well-being become everyday challenges in today's fast paced, high pressured work environment. Mindfulness is a practice proved scientifically provides a powerful solution to these challenges. Organizations today are implementing psychological interventions to promote the job performance and wellbeing of their employees. Mindfulness-based interventions (MBIs) can contribute to providing workers with competencies and skills and develop their strengths.

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Introduction:
1. What is mindfulness?

It is a state of mind in which a person becomes aware of own physical, mental and emotional condition at the present moment without its judgement. Person may be able to pay attention to experiences like thoughts, feelings, sensations, etc. Person accepts it as it is without reacting to it. Mindfulness helps person to control emotions instead of driven by emotions. Mindfulness is popular in physical and mental health fields. In US, it is used in various fields.

2. Mindfulness in therapy:

Mindfulness approaches have their roots in ancient Vedic, Buddhist traditions like Vipassana and Zen. In the Western world, mindfulness-based interventions are becoming widely accepted techniques of addressing the symptoms associated with many commonly experienced mental health

challenges and/or emotional concerns. Mindfulness meditation, gentle yoga movements, breathing exercises, guided imagery are mindfulness approaches. Mindfulness-based stress reduction, mindfulness-based cognitive therapy (MBCT), dialectal behavior therapy (DBT), and acceptance and commitment therapy (ACT) are some mindfulness-based interventions currently utilized in therapy.

3. How can mindfulness-based interventions help?

Mindfulness is often used as part of integrated approach to treatment. It can be a great benefit that it helps a person to keep away from negative thoughts, emotions and bodily sensations before they increase. Even a small thought can accumulate and lead to stress, depression, anxiety, suicidal attempt. Mindfulness-based interventions, generally aimed at relieving symptoms of stress, mental health concerns, and physical pain, can be

used to address and treat a range of symptoms and concerns. (Good Therapy, 2018)

Mindfulness and Behaviour-based Interventions at workplace:

Stress, distractions, increased workloads, continuous connectivity through technology, difficulty maintaining boundaries between work and personal life often lead to burnout, reduced productivity and overall damaged well-being become everyday challenges in today's fast paced, high pressured work environment. Mindfulness is a practice proved scientifically provides a powerful solution to these challenges. When applied within professional settings or incorporated into therapy, mindfulness equips individuals with tools to manage stress, boost performance, and create a sense of balance. (Pinnacle Well-being, 2025)

a) Effect on Employee health:

There is growing research interest regarding the significance of mindfulness in the workplace. Within this body of knowledge, research investigating the effects of Mindfulness Interventions on employee health and well-being has strong practical implications for organizations. A sound understanding of the current state of the workplace Mindfulness Interventions literature will help inform the suitability of these interventions within the workplace domain, and how to improve the conduct and communication of intervention-oriented research. (Jamieson, et, al. 2017)

b) Effect on primary care team:

The study was conducted to evaluate feasibility and acceptability of Mindfulness-based Wellness and Resilience (MBWR): a brief mindfulness-based intervention designed to enhance resilience and is delivered to interdisciplinary primary care teams. It suggested that MBWR may assist in the cultivation and sustainability a thriving and flourishing primary care community and illustrate the potential benefits

of an institutional commitment to provider well-being, that may offer at least a partial solution to the current crisis of physician burnout. (Colgan DD, et, al. 2019)

c) Effect on stress:

There was a significant effect on reduction in NAV (Negative Affect Variability) through change in perceived stress following a mindfulness training among mildly stressed adults. (Colgan, D.D., et. al 2019)

d) Effect on Supervisors and Managers:

In today's fast-paced and performance-driven work environments, employees face increasing levels of stress, burnout, and emotional fatigue. Supervisors and managers play a critical role in shaping workplace culture and supporting employee mental health. When equipped with mindfulness practices and skill-based interventions, supervisors can significantly enhance employee well-being, productivity, and resilience. Integrating these approaches within Employee Assistance Programs (EAPs) strengthens organisational support systems and promotes sustainable workplace mental health. (Suri, R.K. 2025)

e) Effect on professions:

Given the demanding nature of many professions, efforts are ongoing to develop initiatives to improve occupational wellbeing, including mindfulness-based interventions (MBIs). Mindfulness had moderate effects on deficit-based outcomes such as stress (SMD = -0.57), anxiety (SMD = -0.57), distress (SMD = -0.56), depression (SMD = -0.48), and burnout (SMD = -0.36), and moderate to small effects on asset-based outcomes like health (SMD = 0.63), job performance (SMD = 0.43), compassion and empathy (SMD = 0.42), mindfulness (SMD = 0.39), and positive wellbeing (SMD = 0.36). (Lomas, T., et, al. 2019)

f) Effect on resilience:

The study investigated work related stress within the context of a small non-for-profit organization where there has been a recent history of high sickness and absenteeism levels. It explored from a HR perspective, the proposition that the introduction of Mindfulness Based Training (MBT) within the organization could help build greater staff resilience to work related stressors, thereby reducing overall sickness and absence levels while also helping to maintain, if not increase, current levels of staff wellbeing and performance. This was approached by assessing the potential value for such training through self-reported questionnaires, interviews with staff and researching published studies and articles, as well as interviewing a number of experts. (Horgan, N., 2018)

g) Effect on productivity:

The intervention period was associated with greater reductions in burnout and perceived stress, improvements in mindfulness, well-being, and increases in team and organizational climate and personal performance. (Ingram, Leanne., 2015)

h) Use of Internet:

Internet-based interventions are a cost-effective alternative allowing large numbers of individuals to participate in mindfulness training that can either be completely self-directed through the use of audio and visual resources, or can be facilitated by on-line discussions and webinars, which provide a platform for the exchange of experiences in the absence of face-to-face group meetings. Finally, completely self-directed methods are available in the form of email-based courses, which send new topics and activities to the learner on scheduled days, or through self-help manuals or workbooks, with no support from a trained expert. (Ingram, Leanne., 2015)

i) Effect on burnout:

Improvements in levels of burnout have been found in nurse populations to support this hypothesis. In a detailed mixed-methods study with nurses published in three parts, Cohen-Katz and colleagues (Cohen-Katz, Wiley, Capuano, Baker, & Shapiro, 2004; Cohen-Katz, Wiley, Capuano, Baker, & Shapiro, 2005a; Cohen-Katz, Wiley, Capuano, Baker, Deitrick, & Shapiro, 2005b) found that trainees reduced their emotional exhaustion, and increased their sense of personal accomplishment in their roles compared to a control group after an MBSR course. (Ingram, Leanne., 2015)

j) Effect on Negative Emotions:

There have also been a number of meta-analyses highlighting the reductions in negative emotions and behaviours resulting from mindfulness training. In a comprehensive and high-quality systematic review of MBSR interventions for the Campbell Collaboration, De Vibe and colleagues (2012) use a combined measure of several mental health outcomes including anxiety, depression, stress or distress, anger, worry, and rumination, and found a moderate effect size of 0.62 using Hedge's *g* (Hedges, Tipton & Johnson, 2010) from 10 randomised controlled trials of healthy populations, leading them to describe MBSR as a promising intervention for improving mental health. (Ingram, Leanne., 2015)

k) Effect on distress at work:

In a meta-analysis specifically investigating the use of MBIs to reduce psychological distress at work, Virgili (2013) found a strong effect size of 0.68 using Hedges' *g*. This indicates that there is much potential for the use of mindfulness to decrease adverse psychological outcomes for the individual employee. (Ingram, Leanne., 2015)

1) Positive effect on individual:

Positive psychological outcomes allow individuals to achieve more constructive insights and attitudes to life both within work and beyond, however it is possible that some positive effects take more time to develop; more longitudinal research is needed to investigate this. Qualities such as hope and satisfaction with life could lead to increased engagement at work, which as we have seen may increase performance at work positive psychological outcomes allow individuals to achieve more constructive insights and attitudes to life both within work and beyond, however it is possible that some positive effects take more time to develop; more longitudinal research is needed to investigate this. Qualities such as hope and satisfaction with life could lead to increased engagement at work, which as we have seen may increase performance at work.

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investigate this. Qualities such as hope and satisfaction with life could lead to increased engagement at work, which as we have seen may increase performance at work. Mindfulness can provide opportunities for human flourishing. In the study described above, by Kemeny and colleagues (2012), self-reported positive affect was also shown to increase following mindfulness training. Furthermore, neuroimaging research has shown that after MBSR training activation in the left-side anterior region of the brain, which is related to positive affect, increased relative to a control group, and continued to increase at a four-month follow-up (Davidson et al., 2003).

m) Effect on Organizations:

High levels of mindfulness have been linked to a number of beneficial organizational outcomes which indicate the value of this type of training to businesses as well as individuals. Dane and Brummel (2014) found that higher levels of dispositional mindfulness were linked with higher performance ratings from supervisors and lower levels of turnover intention. This finding suggests that those who were more aware of the present moment in their job were both more successful and more content to stay in that role. Similarly, in Singapore, Reb, Narayanan and Ho's mindfulness study (2013) found that dispositional awareness levels were positively correlated with task performance and organizational citizenship behaviours at work. This research shows mindful employees will be more positively committed to their workplace and to high standards of operation which can lead to a healthier and more productive work environment. (Ingram, Leanne., 2015)

Conclusion:

Mindfulness-based interventions can have a wide range of benefits in the workplace which extend to the

individual undergoing training, the workplace they are a part of, and potentially the customers they serve. Academic research has highlighted both the benefits of mindfulness training at work and the conditions which it may not be appropriate. By considering all of these factors, organizations can make informed decisions about if and when mindfulness training is right for their employees, and consequently ensure that the skills learned are maintained and applied in the workplace by creating good conditions for the transfer of training. Research into mindfulness at work continues to grow, and will continue to provide organizations and practitioners with resources to assist in their choices around Mindfulness Interventions. (Ingram, Leanne., 2015)

Organizations today are implementing psychological interventions to promote the job performance and wellbeing of their employees. Mindfulness-based interventions (MBIs) can contribute to providing workers with competencies and skills and develop their strengths. MBIs are therefore becoming more and more present in the workplace, sometimes using online intervention programs, which offer a promising direction in prevention and intervention for health. The objective of this study is to analyze the efficacy of MBIs on psychological variables in the workplace. For this purpose, a search for scientific articles published from 2009 to 2019 was made in the Psycodoc, PsycINFO, and Web of Science databases, where a total of 468 articles were found. After filtering with preestablished inclusion criteria, 24 studies were included in the systematic review and meta-analysis. The results of the meta-analysis suggest that intervention in mindfulness positively influences psychological variables related to employee health and wellbeing. However, it is recommended to continue performing new studies to confirm this finding. (Pérez-Fuentes, M. d. C., et al. 2020)

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