

Mindfulness in the Workplace: Best Practices



Organizations around the world are seeing the benefits of implementing Mindfulness programs. With stressed-out employees taking a toll on organizations through increased healthcare costs, to team conflicts and reduced productivity, mindfulness helps not only employees, but it also increases the wellness of the workplace and creates a healthier bottom line.

During our last Breakfast Meeting, CSPN Senior Facilitator, Jennifer Lyall, discussed the benefits of implementing Mindfulness practices in workplace wellness strategy. A facilitated group discussion encouraged the attendees to think about: what organizations need to implement mindfulness in the workplace, how to introduce mindfulness in the workplace wellness strategy and what the possible risks and benefits are. Based on this well received presentation and group discussion, we are happy to share the findings:

What do you need to implement mindfulness in your workplace?

Cultural Examination

Workplace culture is imperative to employee wellness as it directly impacts the employee experience. If you're hoping to implement a mindfulness into your wellness strategy, it is important to first examine your workplace's culture.

Some useful questions you can start with are: What is the culture at your workplace? Is it an open environment? Is it a nurturing environment? Identify pain points and what needs to change.

You might consider utilizing an anonymous employee survey to gain more in-depth knowledge of your workplace culture and employee experience. By examining your workplace culture, you will be able to pinpoint exactly which areas of the employee experience and workplace culture needs to change.

Learn About It

Bring in a subject expert to educate yourself in what mindfulness is. What is mindfulness? What are mindfulness practices? Before implementing mindfulness into your workplace, you need to learn what it is. What is it? Why is it important? How do you practice mindfulness? And, most importantly, what are the benefits?

Define Your Goals

Why do you want to introduce mindfulness in your workplace? Here you might look to your findings during the cultural examination to redefine your culture and values.

How would you introduce mindfulness in the workplace?



Before introducing a workplace wide mindfulness strategy, perform a cultural examination. Examine your culture because it directly impacts the employee experience, and therefore your wellness strategy. Create a channel that allows your employees to reflect on their experiences and if they are aware of mindfulness practices and/or currently use them.



Bring in a subject expert or experts to introduce mindfulness to your team. Enroll your team in workshops and educational seminars.



Start your mindfulness project with a pilot project. Enroll a small group of your top leaders and/or executives in mindfulness workshops and educational seminars. Allow them to utilize time in their day to participate and use mindfulness practices. Encourage members of the pilot project to document their experience and feelings. Questions to ask: Has implementing mindfulness practices decreased their stress? Increased their happiness? Impacted their productivity? It is important to document these as it is vital to understanding how this will affect your workforce.



Introduce some mindfulness practices into your workplace's weekly routine (e.g., meditation sessions, gratitude moments, etc.). Create a space they are able to use in order to practice mindfulness. Create mindfulness events throughout the year and identify how it can become engrained into your workplace's culture (e.g., introduce it into your onboarding process)

What are the benefits & risks in implementing mindfulness into your workplace?



Benefits

- Healthy employees
- Happy employees
- Lower absenteeism
- More productivity
- Less health spending
- Better employee engagement
- Better employee retention

Stakeholder Adoption:

Some stakeholders may not understand the benefits of using mindfulness practices, everyone needs to believe in and understand it in order to implement it successful in your workplace. Thinking about a strategy that allows your top leaders and executive teams to understand and believe in these practices—they are the most important in the success of this initiative.



Risks

Consistency:

Once you introduce a mindfulness strategy—practice consistently. Create events and work it in to your workplace routine. The risk in introducing a mindfulness strategy is it becoming a “flavor of the month”. Practice consistently and show your workforce how much you value their well-being.



CSPN offers a full suite of introductory and comprehensive habit-forming programs to easily introduce Mindfulness into the workplace, so employees can quickly begin to implement the concepts and your organization can begin to see positive results.

Course Offerings & Descriptions

- [Mindfulness at Work](#)
- [Mindful Energy Programs for the Proactive Workplace](#)

Contact us to discuss which program best suits your needs.