Mindfulness in the Workplace: Redefining Wellness

Prepared and Presented by:

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What You Will Learn

- What is Wellness? How Has it Been Redefined?
- Why Bring Mindfulness into the Workplace?
- What Mindfulness is and is not
- What it Brings to the Workplace
- How to Practice Mindfulness in the Workplace
- FHS: Quest to Become Mindful.
WELCOA’s Definition of Wellness

- Wellness is the active pursuit to understand and fulfill your individual human needs—which allows you to reach a state where you are flourishing and able to realize your full potential in all aspects of life.

- Every person has wellness aspirations.

- Successful workplace wellness initiatives require supporting employees in fulfilling their needs in seven areas.

(Wellness Council of America, 2018)
Seven Areas WELCOA Shares Successful Workplace Wellness Initiatives Should Support

1. HEALTH - Beyond the absence of mental and physical illness, health is a feeling of strength and energy from your body and mind.

2. MEANING - Feeling part of something bigger than yourself. Knowing that your work matters. Having purpose in your life.

3. SAFETY - Knowing that you are safe from physical and psychological harm at work. Feeling secure enough to take calculated risks and show vulnerability. Free of concern about meeting basic life needs.

4. CONNECTION - Experiencing positive, trusting relationships with others. Feeling a sense of belonging, acceptance and support.

5. ACHIEVEMENT - Feeling you have the support, resources and autonomy to achieve your goals. Succeeding at meeting your individual goals and work aspirations.

6. GROWTH - Feeling like you are progressing in your career. Learning and being challenged to use and expand on your strengths.


(Wellness Council of America, 2018)
WELCOA’s 7 Benchmarks

- Committed and Aligned Leadership
- Collaboration in Support of Wellness
- Collecting Meaningful Data to Evolve a Wellness Strategy
- Crafting an Operating Plan
- Choosing Initiatives that Support the Whole Employee
- Cultivate Supportive Health Promoting Environments, Policies, and Practices
- Conduct Evaluation, Communicate, Celebrate, and Iterate

Welcoa shares: “The structure helps organizations that are dedicated to the health of their employees create a framework that is tailored toward their values, mission, vision and goals for wellness.”

(Wellness Council of America, 2018)
Build Your Why Story

- Why introduce mindfulness in your workplace?

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Why Mindfulness in the Workplace?

- According to the UC Irvine Environmental Health & Safety injury investigative metrics, nearly 70% of our top injuries involve a subject who is inattentive or distracted. (n.a. - 2016)

- 69% of employees say work is a significant stressor. (APA, 2011)
Why Mindfulness in the Workplace?

- **Organizations including**: American Red Cross, Apple Computers, eBay, General Mills, Google, Mayo Clinic, Procter and Gamble, and United Health Care have adopted mindfulness.

- **Business Schools including** Claremont Graduate University and Harvard Business School are providing mindfulness training.

- **In place of detention, kids at Robert W. Coleman Elementary School in Baltimore, are referred to the Mindful Moment Room, an oasis of colorful tapestries and beanbag chairs, oil diffusers and herbal tea, where they practice deep-breathing exercises, meditate and talk about what happened.** (Haupt, 2016)
Five Most Common Meditation Misconceptions

- Myth # 1 - Meditation is a major time suck
- Myth # 2 - Reaching a goal is the point of the practice
- Myth # 3 - There’s a formula for meditating properly
- Myth # 4 - Fidgeting = failure
- Myth # 5 – Meditation is simple

(Harris, 2017)
What is Mindfulness?

- The awareness that rises when we pay attention, on purpose, in the present moment non-judgmentally (with kindness and curiosity) - Dr. Jon Kabat-Zinn – he is the founder of Mindfulness-based Stress Reduction (MBSR). (1990)

- A mental state achieved by focusing one's awareness on the present moment, while calmly acknowledging and accepting one's feelings, thoughts, and bodily sensations, used as a therapeutic technique.

- The quality or state of being conscious or aware of something.

- Mindfulness is the basic human ability to be fully present, aware of where we are and what we’re doing, and not overly reactive or overwhelmed by what’s going on around us.
Benefits of Practicing Mindfulness

- Reduces stress, anxiety and other destructive emotions
- Reduces depression and insomnia
- Increases energy mentally and physically
- Helps promote more focus and memory
- Helps with confidence and emotional resilience
- Creates clearer thinking
- Increases empathy and helps us connect with others
- Mindfulness helps you transform from the inside out to become a “happier” being
Simplicity of Mindfulness

“Paying attention; On purpose, in the present moment, and non-judgmentally.”

~ Jon Kabat Zinn (1990)
Three Components of Mindfulness

- On Purpose
- In the Present Moment
- Non-judgmentally
On Purpose

➢ Conscious and deliberate direct attention

➢ Mindfully “awake” and aware of our current set up and surroundings

➢ Living more consciously helps us become more aware of ourselves

➢ Our attention is immersed in the present
In the Present Moment

- If we leave it to it’s own devices our mind habitually wanders, causing us to rarely be present in the moment.

- Mindful awareness can be experienced when we let go of unnecessary distractions, tension or stress.

- Our attention is held when we stop and accept what is here and now.
Non Judgmentally

- Not aiming to control or stop our thoughts, but accept them
- Paying attention to our experiences as they arise without judging or labelling them
- Becoming the watcher of sense perceptions, thoughts and emotions as they arise without getting caught up in them
- The watcher in this way offers freedom and choice in our lives
Why Mindfulness at FHS?
Evolution of HEAL: Introduction of Culture of Mindfulness

- Despite our WellBalance program successes; employees, leadership, and our WellBalance committee agreed there was a need to design programs not just to prevent disease but to promote mental as well as physical wellbeing.

- We created a HEAL team in 2014 that included: Del Camp, VP Ozark Center Clinical Operations, Dr. Shane Bradley MD MA, Ozark Center, Dr. Jenny Copeland Licensed Psychologist, Ozark Center, Karin Baughman DNP, RN, PMHNP-BC, Ozark Center, Ginnie Becker MPH, RN FHS Infection Prevention, Kris Drake RN, CHPD, FHS Wellness Coordinator, Ryan Melton MBA, FHS Director of Service Excellence, and Ryan Ferguson, FHS Employee Engagement Specialist.

- Our mission is to transform workplaces into healing environments by improving employees’ overall health and to demonstrate both actual cost savings and improvement in patient outcomes.
Mindful Culture Phase I: HEAL Pilot Project
January – March, 2015

- Part 1 involved an eight week program, in which employees (primarily nurses) from high stress areas such as ED, Float Pool, ICU, & Maternal Child were educated regarding holistic health practices.

- Core skills they learned included: relaxation techniques, diaphragmatic breathing, mindfulness meditation, principles of healthy thinking and mindful eating.

- The goal was for these individuals to return to their depts. and share the techniques with their co-workers.

- At the end of the program, measureable outcomes reflecting an increase in knowledge of mindfulness based stress reduction skills was noted as well as improvement in perceived ability to effectively manage stress.
Mindful Culture Phase I Cont’d

- WellBalance Yoga classes offered twice weekly throughout the year
- Mindfulness Meditation Practice sessions were offered
- Mini-Retreats
  - Three held with > 75 participants, cross-section of employees
  - Topics covered included: stress management 101, systematic body relaxation, introduction to mindfulness, meditation, mindful eating and mindful movement.
  - New leaders located as a result of these experiences

- Relaxation Spaces
  - Pilot relaxation spaces created in Cancer Institute, OccuMed, Rehab, & Urgent Care
  - Resources provided: yoga mat, audio-visual meditation resources
  - Guidelines in areas included: free from personal cell phone use and interruptions
EVALUATION OF A MINDFULNESS-BASED STRESS REDUCTION INTERVENTION

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INTRODUCTION

Interventions to help health professionals address unmanaged workplace stress are necessary. Bangladesh unintended stress includes:

- Compassion Fatigue & Burnout (Elna, 2011)
- Illness & Injury (Ayas et al., 2005)
- Turnaround & Staffing Issues (Steele, 2012)
- Quality & Safety Issues (Allen et al., 2012)

PILOT

Among pilot participants (P), how does participation in Project HEAL (H) affect self-reported measures of perceived stress and adaptive responses to stress (O), as measured pre- and post-intervention and again at four months following the intervention (T)?

Objectives

1. 10% increase in knowledge, skill, attitude, & behavior
2. 10% improvement in perceived ability to effectively manage stress
3. 10% improvement in knowledge and use of reported materials
4. Stakeholders at FHS provided with Phase II guidance for workplace health promotion programming

SETTING & PARTICIPANTS

Propositional sampling was conducted within a 481-bed hospital system in a medium-sized town, targeting RNs where the highest occurrence of burnout symptoms, injuries, discipline, and turnover was reported.

Employee Age & Speciality

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<thead>
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<th>Age</th>
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<tr>
<td>1</td>
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<td>2</td>
<td>Nurses</td>
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<td>3</td>
<td>Other</td>
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RESULTS

- Statistical significance of correlations: 0.10 out of 12 completed the intervention; 5/10 and 6/10 completed post-surveys, yielding a 50% return rate.
- Clinical significance is apparent by consistent responses across all measures pre-, post-, and post at 4-month post survey as well as effect size of 0.05 to 0.20.

Objectives

1. 100% report “I know how to manage” after intervention while only 20% know how to manage stress (P = 0.20).
2. 4 months after intervention 83.33% reported using MDSD to relieve stress as compared with 0% prior to intervention.
3. 100% reported being willing to apply MDSD to their job setting.
4. 100% report practicing MDSD minimum 2 days per week following intervention (P = 0.20).

CONCLUSIONS

- Integration of HEAL intervention within existing facility wellness programming will increase access & sustainability.
- A second intervention was conducted with noted modifications.

ACKNOWLEDGMENTS

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Mindful Culture – Phase II: Shifting from Traditional Wellness to Focus on Total Well-being

- WellBalance program shift from traditional weight-loss challenges to mindful eating focus
- Mindful messaging and themes in cafeteria
- Mindful Minute before meetings
- 21 Day Mindfulness Meditation Challenge
- New Employee Orientation now includes mindfulness training
- Annual WellBalance Mandatory In-service includes information on mindfulness & stress reduction
- Wellness Quest Team Be Your Best You and REVAMP Campaign focuses on all aspects of wellness
- CALM – 1 Minute Take a Breather Campaign
How to Practice Mindfulness

2 Forms of practice:

- Meditation (formal)
- Everyday Life (informal)
How Employees Can Practice Mindfulness in the Workplace

- **Stop and take at least 3 deep breaths** when you feel stressed.

- Try to **take uninterrupted breaks** to refocus and or stretch.

- Practice a walking meditation, **simply slow down your pace & notice the ground against your feet**.

- Participate in mindfulness offerings such as yoga, **stress reduction or meditation classes**.

- Utilize reputable resources such as **Mindfulness Based Stress Reduction program** developed by John Kabat-Zinn PhD.

- Utilize mindfulness meditation apps such as: The Mindfulness App, Get Some Headspace, Breathe2Relax, Calm, Insight Timer or MINDBODY Connect.
Preparing to Practice

- Sit or lie comfortably. You may even want to invest in a meditation chair or cushion.
- Close your eyes....
- Make no effort to control the breath; simply breathe naturally.
- Focus your attention on the breath and on how the body moves with inhalation and exhalation.
- When your mind wanders (which it will) simply notice that it’s wandered and return to focusing on the breath.
- Try our Freeman 21 day meditation challenge @ https://www.freemanhealth.com/blog/mindful-meditation and try our CALM – 1 minute take a breather practice.
Let’s Practice Now

1-minute Take a breather

Count your breath
- Inhale 1-2-3
- Pause
- Exhale longer 1-2-3-4-5

Aware of this moment
- What do you notice from all 5 senses?
- What do you notice in your body? Tension? Holding a certain posture? Something else?
- Where are your thoughts? Past events? Future tasks?
- What are your emotions right now?
- Name what you notice. E.g. “This is fear.” “This is sound.”

Let it be, let it go
- Simply observe whatever you notice, without trying to change it.
- Send yourself some kind and non-judgmental self compassion if this moment is a difficult one.
- See if you can make space for whatever you are feeling to be there without making yourself wrong.
- Remember that we all face difficulties in life sometimes; you are not alone. What would you say to a friend in the same situation?
- Think of something you are grateful for right now.

Move mindfully
- Take a moment to stretch your body or stand up from your desk.
- Move mindfully into your next task, being truly present.
Increasing Awareness By Remembering to S.T.O.P

S. T. O. P.

• **S**: STOP
• **T**: Take 3 breaths
• **O**: Observe Sensations, Emotions, Thoughts
• **P**: Proceed in a more modulated, less reactive, more responsive way

(National Wellness Institute, 2015)
Making Mindfulness Part of Corporate Culture

- Starts with senior administration
- Focus wellness efforts on mental as well as physical wellness
- Provide opportunities for uninterrupted breaks
- Include mindful training in new employee orientation
How You Can Introduce Mindfulness

- Appoint wellness champions if you don’t already have them
- Establish touch points to remind employees to take periodic deep breaths
- Consider creating relaxation stations in your workplace
- Promote mindfulness resources such as a 21 Day Mindfulness Challenge
- Consider starting meetings with a Mindful Minute – use the CALM - 1 minute take a breather mnemonic
- Utilize reputable resources including WELCOA and WorkWell Missouri Tool Kit.
Wellness is the active pursuit to understand and fulfill your individual human needs—which allows you to reach a state where you are flourishing and able to realize your full potential in all aspects of life.

Successful workplace wellness initiatives require supporting employees in fulfilling their needs in seven areas: health, meaning, safety, connection, achievement, growth, and resiliency.

Mindfulness is the basic human ability to be fully present, aware of where we are and what we’re doing, and not overly reactive or overwhelmed by what’s going on around us.

Mindfulness can reduce stress, anxiety, depression and insomnia. It can increase energy mentally and physically as well as promotes more focus and memory.

Make mindfulness a part of your culture by providing opportunities to practice mindfulness system wide.
For Questions

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