

Creating a Resilient & Engaged Workforce with Everyday Mindfulness

ASSE ORANGE COUNTY

PROFESSIONAL DEVELOPMENT CONFERENCE

KEYNOTE PRESENTATION

FEBRUARY 21, 2018



"Within you there is
a stillness and
sanctuary to which
you can retreat at
any time and find
yourself."

– *Hermann Hesse*

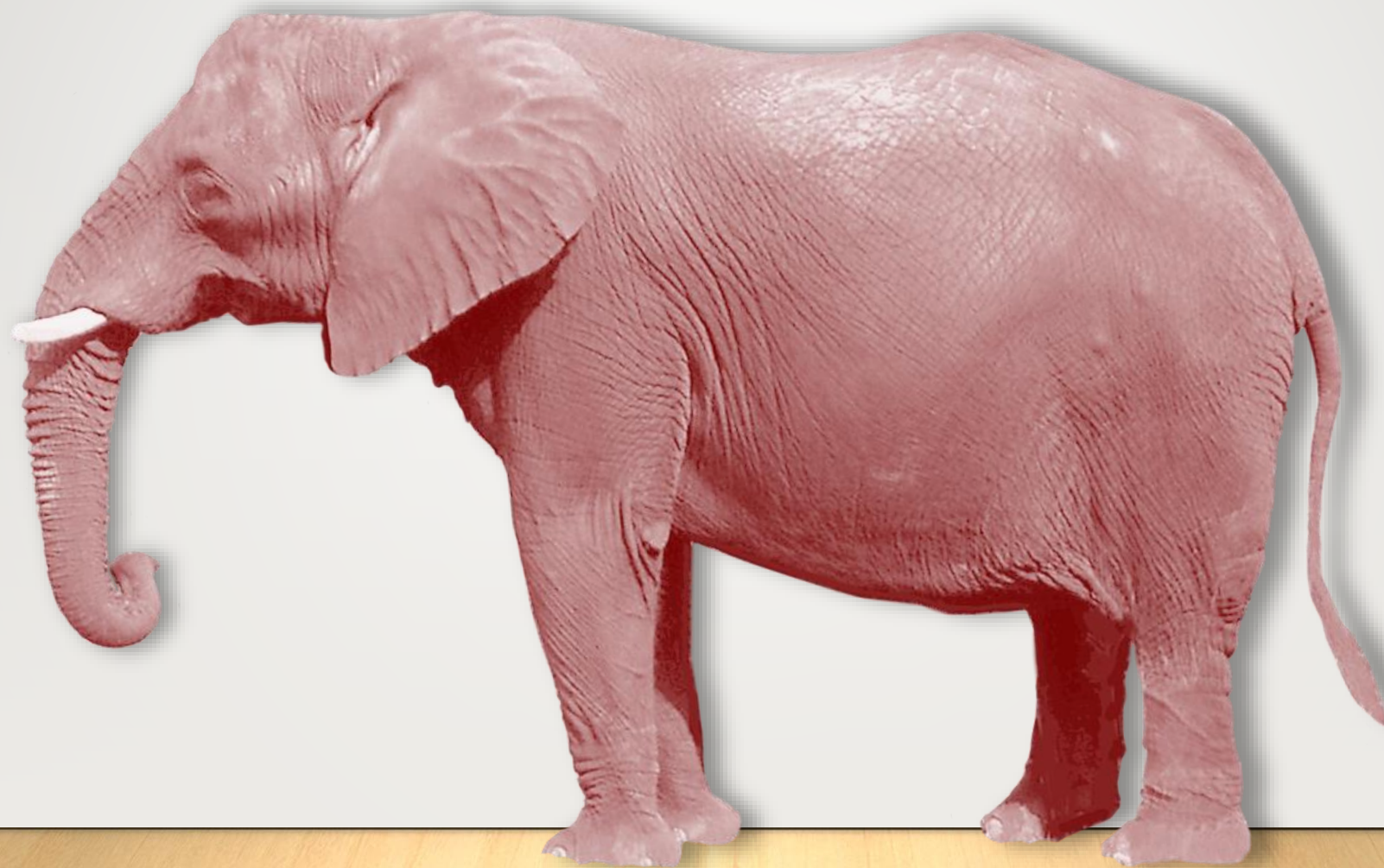


"Meditation is not a way of making your mind quiet.

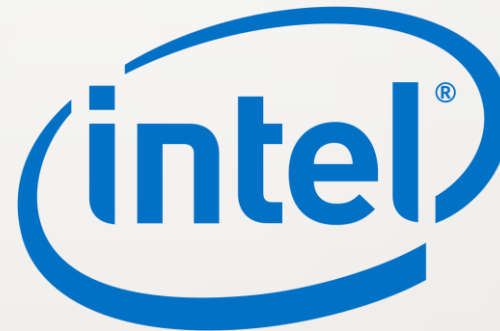
It is a way of entering into the quiet that is already there – buried under the 50,000 thoughts the average person thinks every day."

– Deepak Chopra





Who is integrating mindfulness?



"Mindfulness goes so much further beyond the benefits to the self."

– Sharon Salzberg



The trouble with stress & distractedness in the workplace...

83%

People that report **work** as their biggest source of stress.

83%

Health cases in 2014 due to employee stress.

91%

Workplace accidents due to human error (a safety issue).

Stress is costing U.S. businesses \$300 billion a year in absenteeism, turnover and lost productivity.

The benefits of a culture of mindfulness...

76%

Decrease in absenteeism.

46%

Reduction in employee turnover.

12%

Increase in productivity.

Some Benefits of Mindfulness Training

IMPROVE

Performance

Productivity

Focus

Memory

Relationships

Cardiovascular Health

Immune System

Healing Time

Self-control

Creativity



REDUCE

Absenteeism

Health Care Costs

Stress

Anxiety

Depression

Blood Pressure

Insomnia

Addiction

PTSD

Pain



The Eight Beliefs of Relationship Centered Safety Leadership

- Rosa Antonia Carrillo

“Promoting a quiet revolution in the way that accident prevention programs are designed”

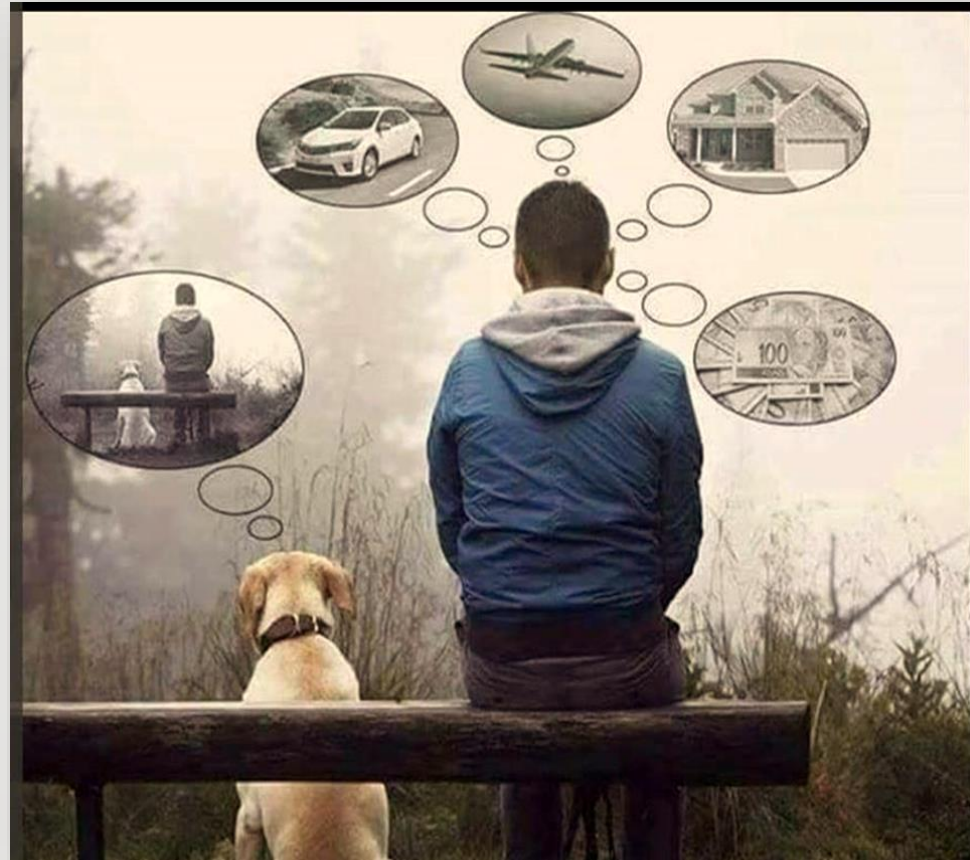
*“The **quality of relationships** plays an important role in restoring good safety performance”*

*“Your **beliefs** about people can **inspire** or **suppress** safety excellence”*

*“Your **reactions** and **resilience** to mistakes and letdowns also inspire **persistence** or **resignation**”*

LATE FOR WORK

by 5secondfilms.com



“Stress is caused by being ‘here’ but
wanting to be ‘there.’ ”

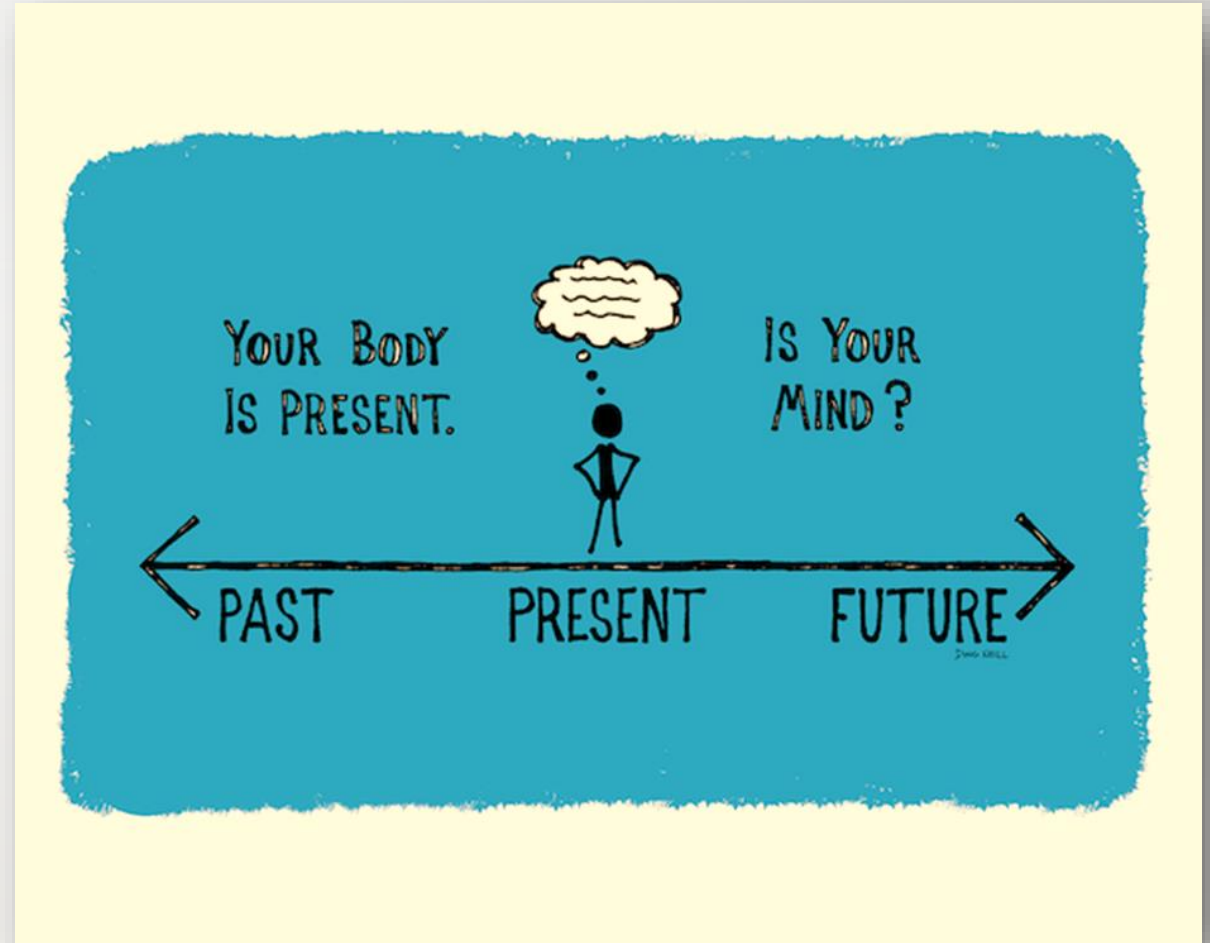
– Eckhart Tolle



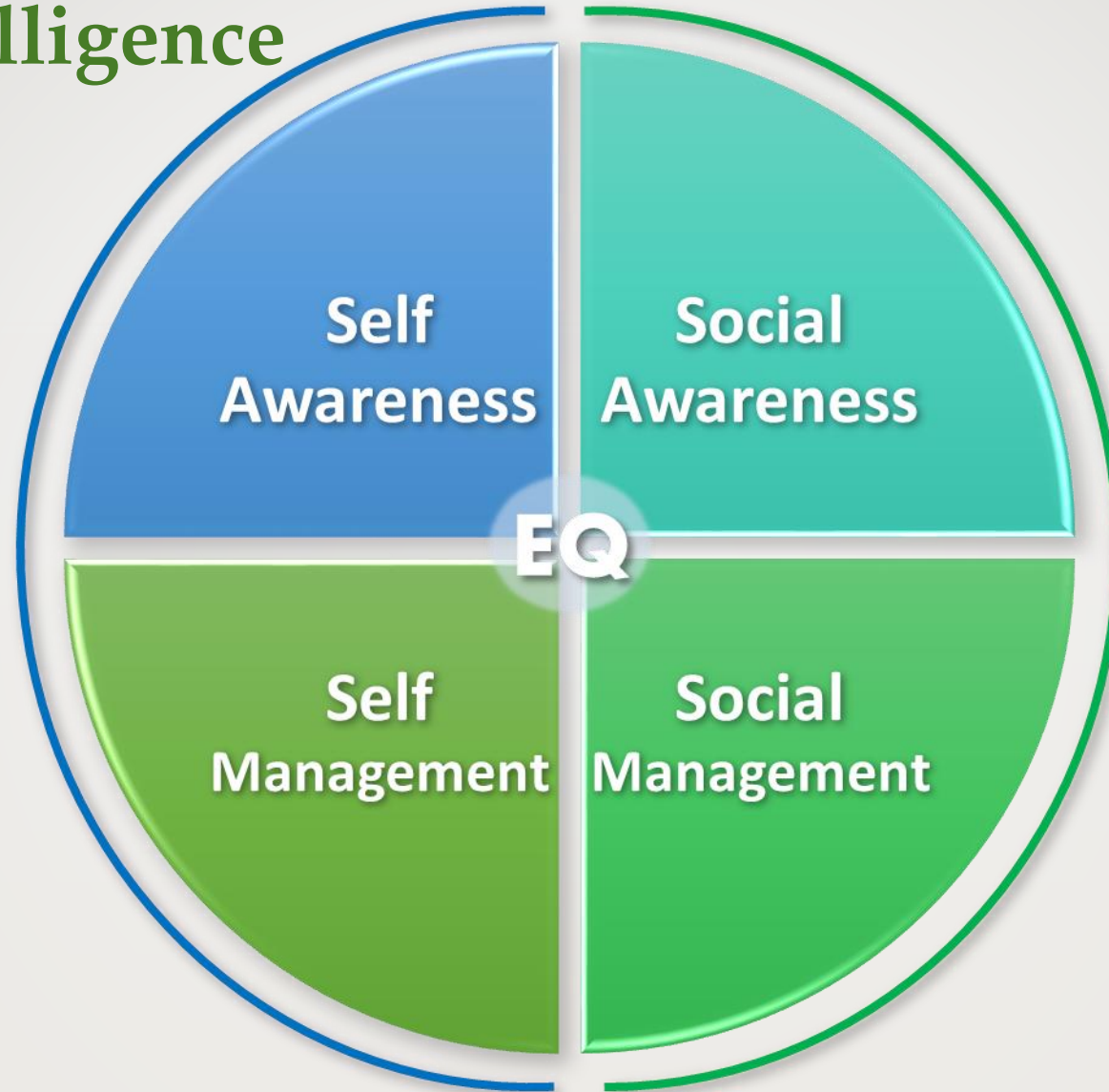


Mindfulness means
paying attention in a
particular way:
on purpose, in the
present moment, and
nonjudgmentally.

– Jon Kabat Zinn



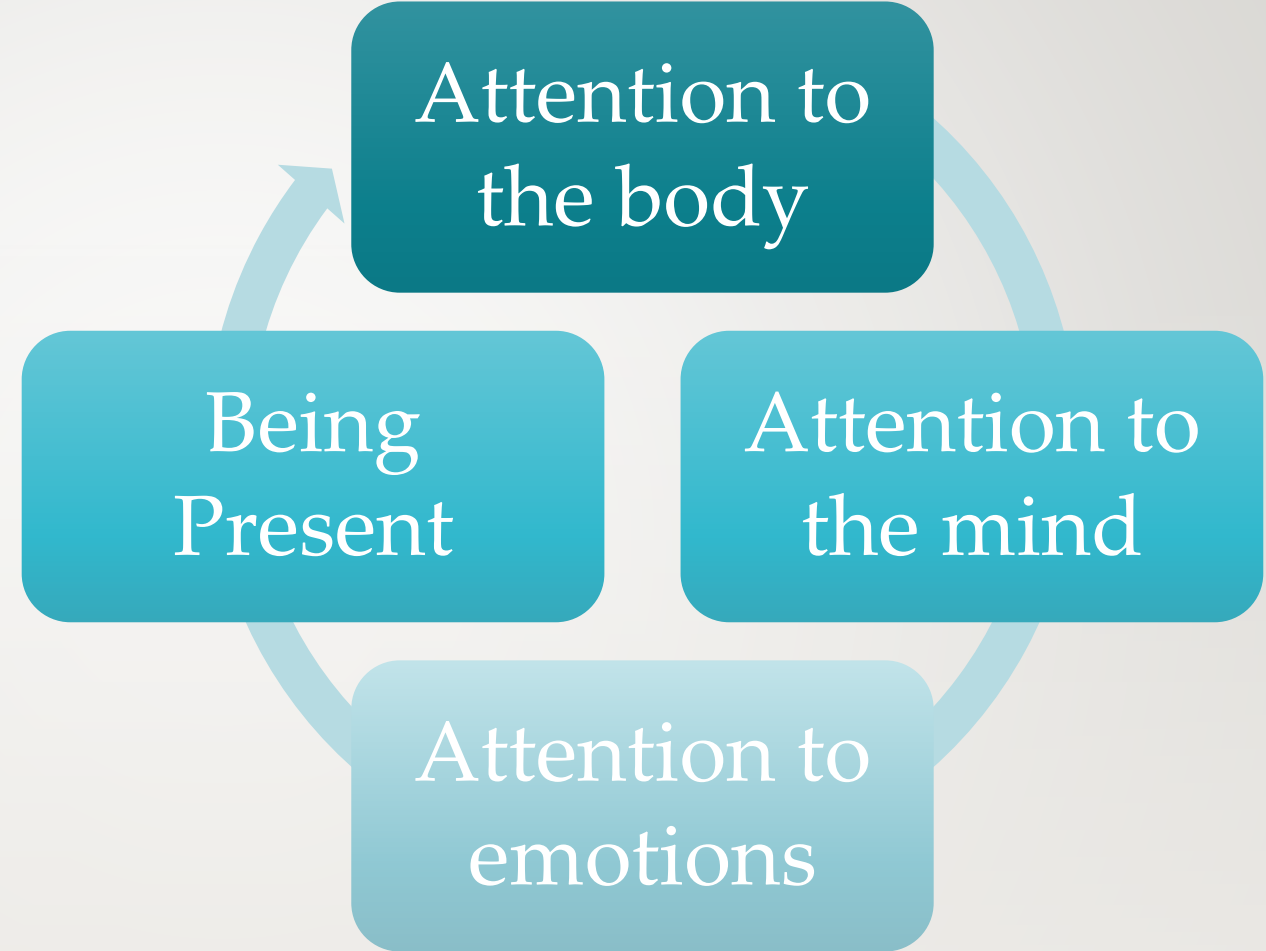
Emotional Intelligence



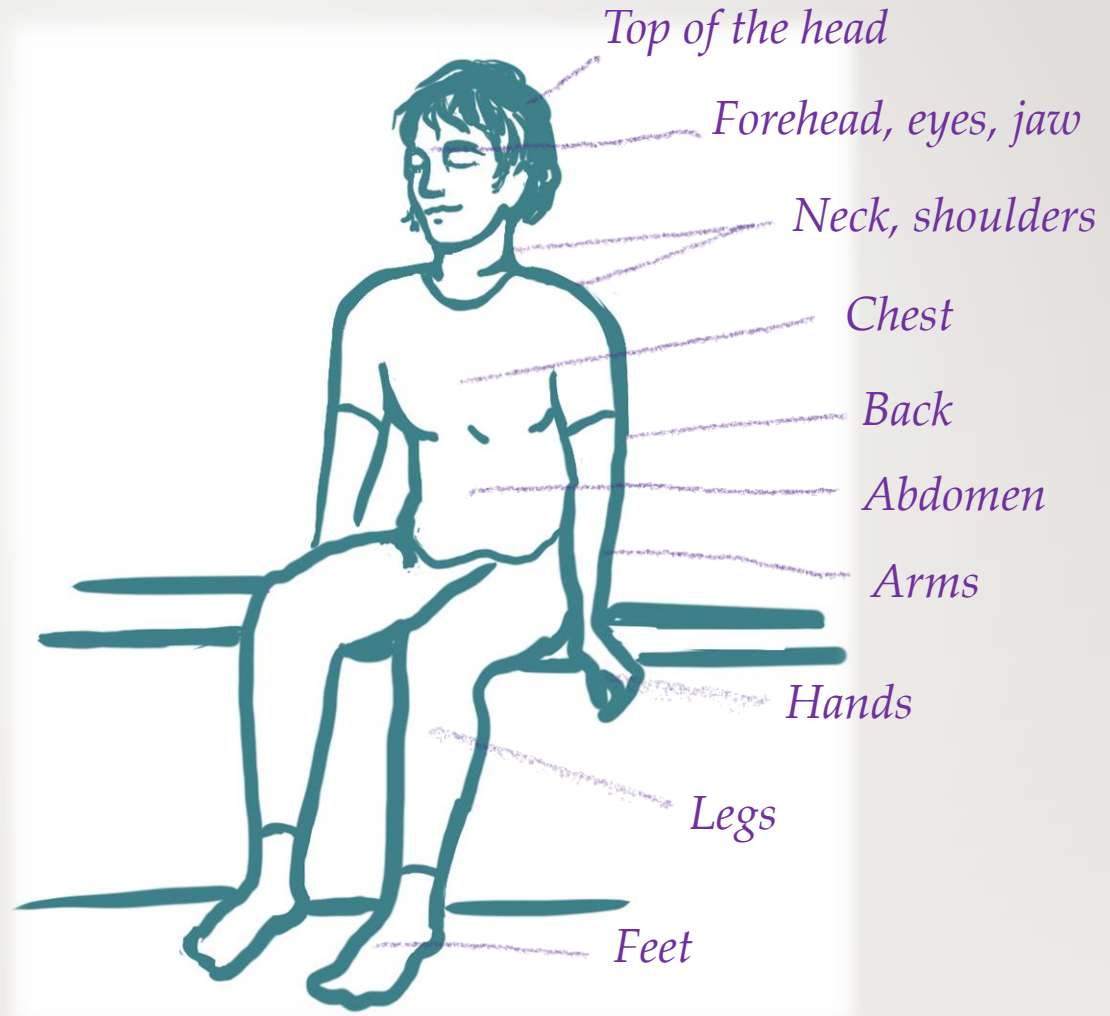
Mindfulness Increases Emotional Intelligence

1. Can you remain calm, energized and focused in the face of another's distress or during an upsetting situation?
2. Are you a good listener?
3. Are you flexible and adaptable in most situations?
4. Can you read the emotions of other people easily?
5. Do you rarely give in to your urges?
6. Can you tell when you are unintentionally making another person uncomfortable or when someone who is smiling is really upset?

Four Components of Mindfulness



Wiser Body Scan



Adjust and re-center

How are you **breathing**?
Take a deep breath

Notice how you feel

Accept that the
emotion is happening



Practice the Wiser Way



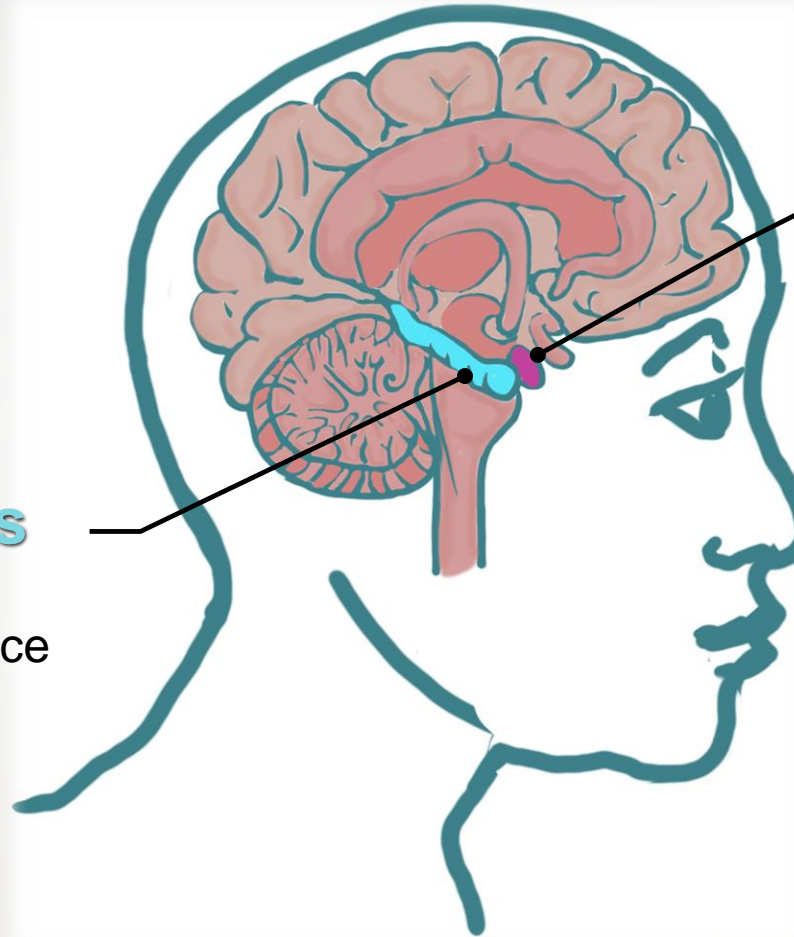
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Weird Science

A Harvard study
determined that
meditation
literally rebuilds
the brain's grey
matter

Hippocampus
Creativity
Emotional Intelligence
Happiness



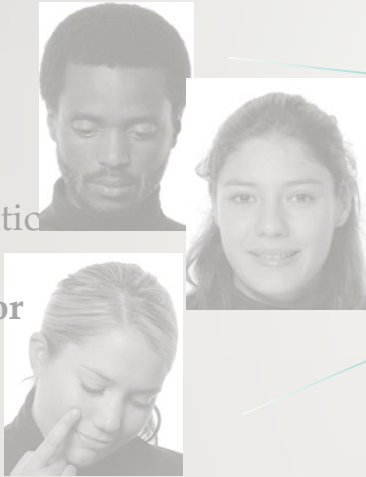
Amygdala
Fight or flight
Stress
Depression
Addictive behaviors

Achieve clarity, insight
and self-awareness
**Discover your true
and authentic self**



Notice
Witness
Observe
Detach from non-
useful
thoughts

Develop more
resonant and authentic
relationships
**Improve empathy for
others**



Notice
Witness
Observe
Manage emotions

Meditation – the foundation of mindfulness

One-Minute Meditation



“Never in human history have we had so many means of communication, yet we remain islands, with little real communication between us.

When we cannot communicate, we suffer and we spill our suffering on to other people.

Mindfulness can help us intervene.”

– *Thich Nhat Hanh*

Thrive at Work

Mindless Thought / Action	Mindful Thought / Action
Being right is most important	Would rather <u>learn</u> than be right
Feels threatened	Everything's going to be alright
People are working against them	Puts others at <u>ease</u>
Feels that they don't have control	Is <u>authentic</u>
Clings to their "power" and opinions	Listens mindfully, makes <u>others feel heard and appreciated</u>
Ranks themselves as better / worse than	Conducts body scan when noticing an emotion
Justifies; Rationalizes	Separates facts from emotions
Finds fault; Places blame	Doesn't jump into arguments
"I got this."	"We got this!"
"Why does this always happen to me?"	"Here's what I learned from this..."
"It's not my fault"	"I take responsibility for..."
"You don't understand"	"What I heard you say is..."

Developing Resilience



Creating a Culture
of Mindfulness
Mindful Leadership



Summation

1. Paying attention to what is happening within you and around you with patience
2. Noting thoughts as the parade through the mind non-judgmentally
3. Tuning in to sensations within the body with self-kindness
4. Responding rather than reacting in a stressful situation
5. Accepting what is happening in the moment; knowing it is temporary
6. Making conscious choices rather than living on autopilot

Mindfulness Toolbox



**Wiser Mind
(Pink Elephant)**



Wiser Body Scan



Wiser Tree



Wiser Bow



Wiser Way



1-minute Meditation

People will forget
what you said,
people will forget
what you did,
but people will
never forget
how you made them feel.

—*Maya Angelou*



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