

# How mindfulness can boost your workplace wellbeing



**We all know that work is stressful. It doesn't matter what your role or responsibilities are, looming deadlines, a heavy workload, demanding clients and even your colleagues can all contribute to feeling stressed.**

Thankfully, organisations increasingly understand the importance of good mental health. A happy and healthy team is a productive one. So, they're looking for ways to make sure their people are feeling good about themselves and their work.

Mindfulness can benefit both the person and the business. So, what is mindfulness, and how can practising it help enhance workplace wellbeing and productivity?

**Mindfulness** is about being fully present and engaged in the moment. Being in the "now" means being aware of your thoughts, emotions, and surroundings without becoming too reactive or overwhelmed by what's happening around at that time, rather than worrying about the past or what's going to happen in the future.<sup>1</sup>

Mindfulness can help people be more aware of and focus on the positive things in their lives. When a person's more mindful, they're more likely to see and appreciate the small, everyday actions and opportunities that benefit them. Studies show that this heightened awareness leads to greater feelings of gratitude, which leads to more positive behaviour – like helping others.<sup>2</sup>

It's a powerful concept that can lead to real benefits for your business.



## Why is this important?

Some may think that 'mindfulness' is a bit warm and fuzzy. But don't be mistaken. It's a powerful concept that can lead to real benefits for your business. Some of these include:

**Boosting productivity.** Studies have shown that mindfulness improves a person's focus and reduces distractions, so they make fewer errors and are more efficient.<sup>3</sup> In fact, businesses that invest in mindfulness training for their employees often see significant improvements in productivity.<sup>4</sup> One study found that mindfulness meditation led to a 14% increase in focus, resulting in reduced 'mind wandering' and better task completion.<sup>5</sup>

**Reducing stress.** Work is a major source of stress for many people. Mindfulness helps them manage this stress by calming emotions and building resilience.<sup>6</sup> Another study showed that mindfulness practice could reduce stress levels more effectively than a holiday and that the effects were long-lasting.<sup>7</sup>

**Reducing absenteeism.** Lower stress levels not only enhance a person's wellbeing but also reduce absenteeism, a common consequence of stress in the workplace.<sup>8</sup>



# How you can encourage mindfulness in your organisation.



**Mindfulness training programs.** Training programs, such as workshops, mobile apps, or online courses, can help people learn the basics of mindfulness, including meditation, breathing exercises, and techniques for staying present.<sup>9</sup> Even short mindfulness practices can significantly impact a person's wellbeing and productivity.<sup>10</sup>

**Encourage regular breaks.** Encourage your teams to take regular short breaks is a great way to promote mindfulness by allowing them to reset, focus, and return to their tasks with renewed energy. These breaks can involve a quick walk, deep breathing exercises, or a few minutes of meditation.



**Journaling.** Encourage people to keep journals where they can note down things they are thankful for on a daily or weekly basis. This helps individuals focus on the positive aspects of their day and cultivates a more grateful mindset, which can lead to increased job satisfaction and overall happiness.<sup>11</sup>

**Create mindful spaces.** Make spaces within your workplace where people can practice mindfulness. These can be quiet rooms where employees can meditate, relax, or take a break. Having a place dedicated to mindfulness reminds people to take time for themselves to manage stress and improve focus.<sup>12</sup>

**Lead by example.** When managers and supervisors practise mindfulness and express gratitude, it sets a positive example for the rest of the team.<sup>13</sup> You can encourage these practices by leading mindful meetings or starting meetings with a moment of gratitude or reflection.

There's no doubt that mindfulness is an important tool for enhancing people's wellbeing and improving a business's overall organisational performance. By cultivating mindfulness, your teams can better manage their stress, stay focused, and be more productive. Which can create a more engaged, satisfied, and productive workforce, and drive growth and success.

The information contained in this article is for educational and informational purposes only and is not intended as health or medical advice. Always consult a physician or other qualified health provider regarding any questions you may have about a medical condition or health objectives.

## Sources

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