



## Case Study 1: Workplace<sup>MT</sup> mindfulness training UK based Local Authority Social workers

### Organisational challenge

- Staff retention
- High turnover rates.
- Perceptions of high caseloads.
- Dissatisfaction with time spent to complete administrative tasks

### Our solution

- 2 x WorkplaceMT mindfulness training programmes 12-13 participants per course with an adapted delivery format to suit work requirements delivered in 2015
- Short home practice exercises daily over a 6 week period
- Web based resources available to participants along with email contact with the trainer: Juliet Adams

### Outcomes

- Between 85% and 100% of participants reported that **mindfulness had in some way helped them to improve their performance at work**, with between 15% and 62% reporting a great or significant increase in performance.
- An overall **decrease in depression, anxiety and stress**, with some participants decreasing their levels of depression, anxiety and stress from extremely severe to mild.
- A slight **increase in self-compassion** within the normal range, and a **slight increase in compassion for others** within the high range.
- **100% of participants plan to continue practicing mindfulness.** (54% strongly agreed, 46% agreed)
- **100% of participants agreed it was a good use of their time.** (85% strongly agreed, 15% agreed)
- The average time participants reported spending practicing mindfulness each day was 10 minutes (31% practiced for 5 minutes or less a day, 62% practiced for 10 or 15 minutes a day, 8% practiced for 20 minutes or more a day)

This data, although based on a relatively small sample number **suggests that mindfulness training not only has a positive impact on staff well-being, it can also help staff find new ways of working and thinking about work that increase their productivity.**



## Feedback from participants

Question: Any other benefits of practicing mindfulness from a workplace perspective? (Optional)

- Mindfully managing the worries outside work will help me be more effective in work
- I feel I am so much calmer and efficient at work and make more effective decisions

Question: Have you any other comments on what you have gained from the course? (Optional)

- To invest in myself. Having the opportunity to understand the research that supports the benefits personally and to the organisation from taking a mindful approach to life.
- I do experience anxiety at work and have found that practising techniques learned on the Mindfulness Course has helped me to reduce this.
- Reinforced that time to reflect is important and clarify what is important rather than listening to "noise" unnecessary panic from others.
- An understanding of the principles of mindfulness and how this can help me in my work and everyday life.
- I found the course very useful; it has helped me not to become too stressed at work. it has helped me to stay in the present , not to become too worried
- I have gained a great deal I think from this course. Not only for work related reasons but home life as well.
- Really useful for working and personal life, feel less anxious and 'on edge' and able to handle changes day to day which used to stress me.

Trainer: Juliet Adams FCIPD, WorkplaceMT Master Trainer