

Commentaries

Some Key Research Questions for Mindfulness Interventions

Christopher Castille and Katina Sawyer
Villanova University

Christian Thoroughgood
Northeastern University

John Buckner V
Livonia, Michigan

For industrial and organizational psychologists who are unfamiliar with the mindfulness literature, Hyland, Lee, and Mills (2015) nicely introduce the concept by highlighting key findings from prior studies. Although their review focuses on the many benefits of mindfulness, we believe that mindfulness research should address certain questions that will help us understand whether mindfulness interventions result in a cost-effective positive return on investment. In alignment with the perspective of evidence-based practice (Briner & Rousseau, 2011; Pfeffer & Sutton, 2006), we call for a holistic evaluation of mindfulness, including a consideration of when or how unintended side effects emerge. Importantly, we discuss the potential mechanisms by which mindfulness generates valued outcomes (e.g., performance and collective psychological climate) and the need for more sophisticated research to isolate these causal effects. We also consider how the judicious use of utility analytics (e.g., cost effectiveness and return on investment) might help demonstrate the value of mindfulness interventions while also acknowledging questions of causality that must be addressed for such value to be experienced. We close by clarifying that we have the intention of promoting research to further evidence-based practices. There are organizations that

Christopher Castille and Katina Sawyer, College of Liberal Arts and Sciences, Villanova University; Christian Thoroughgood, School of Business, Northeastern University; John Buckner V, Livonia, Michigan.

Correspondence concerning this article should be addressed to Christopher Castille, College of Liberal Arts and Sciences, Villanova University, 800 East Lancaster Avenue, Villanova, PA 19085. E-mail: chris_castille@icloud.com