

Mindfulness & Emotional Intelligence

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A Challenge:
Turn off ALL tech for this hour

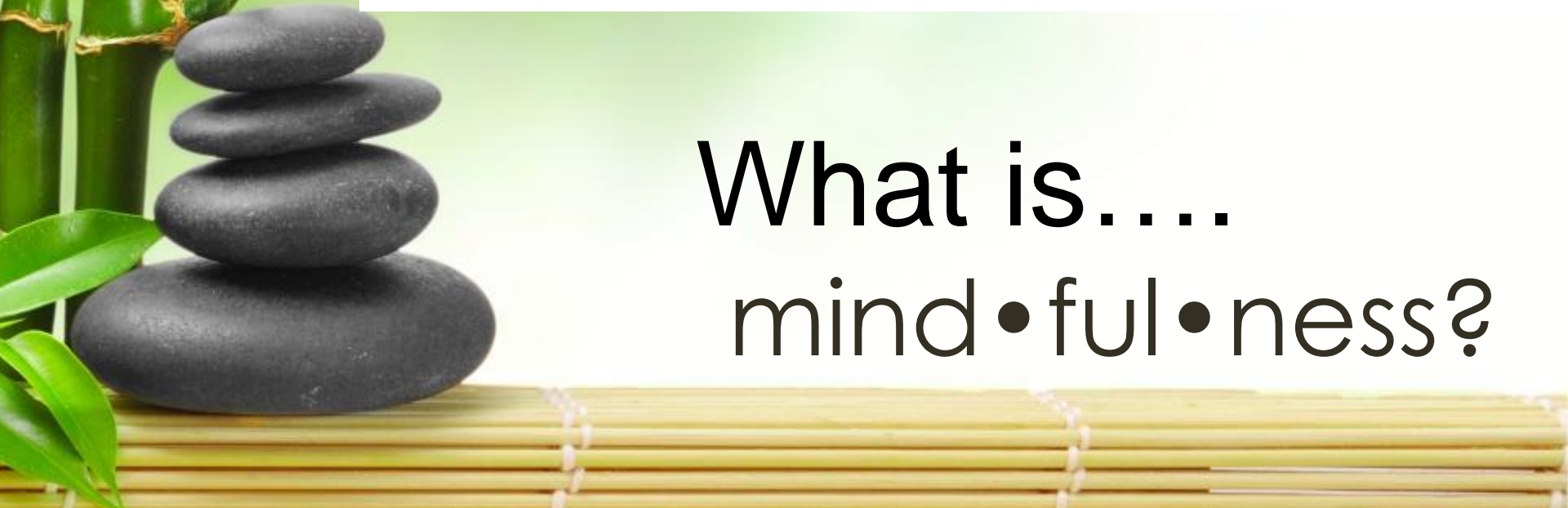
what?

A full-page background image showing a person in a black wetsuit surfing a large, curling wave. The water is a vibrant green-blue, and the sky is a clear, deep blue. In the distance, a range of dark, rugged mountains is visible under the bright sky. The surfer is positioned on the left side of the frame, riding the face of the wave as it curls over. The overall scene conveys a sense of adventure and mastery over nature.

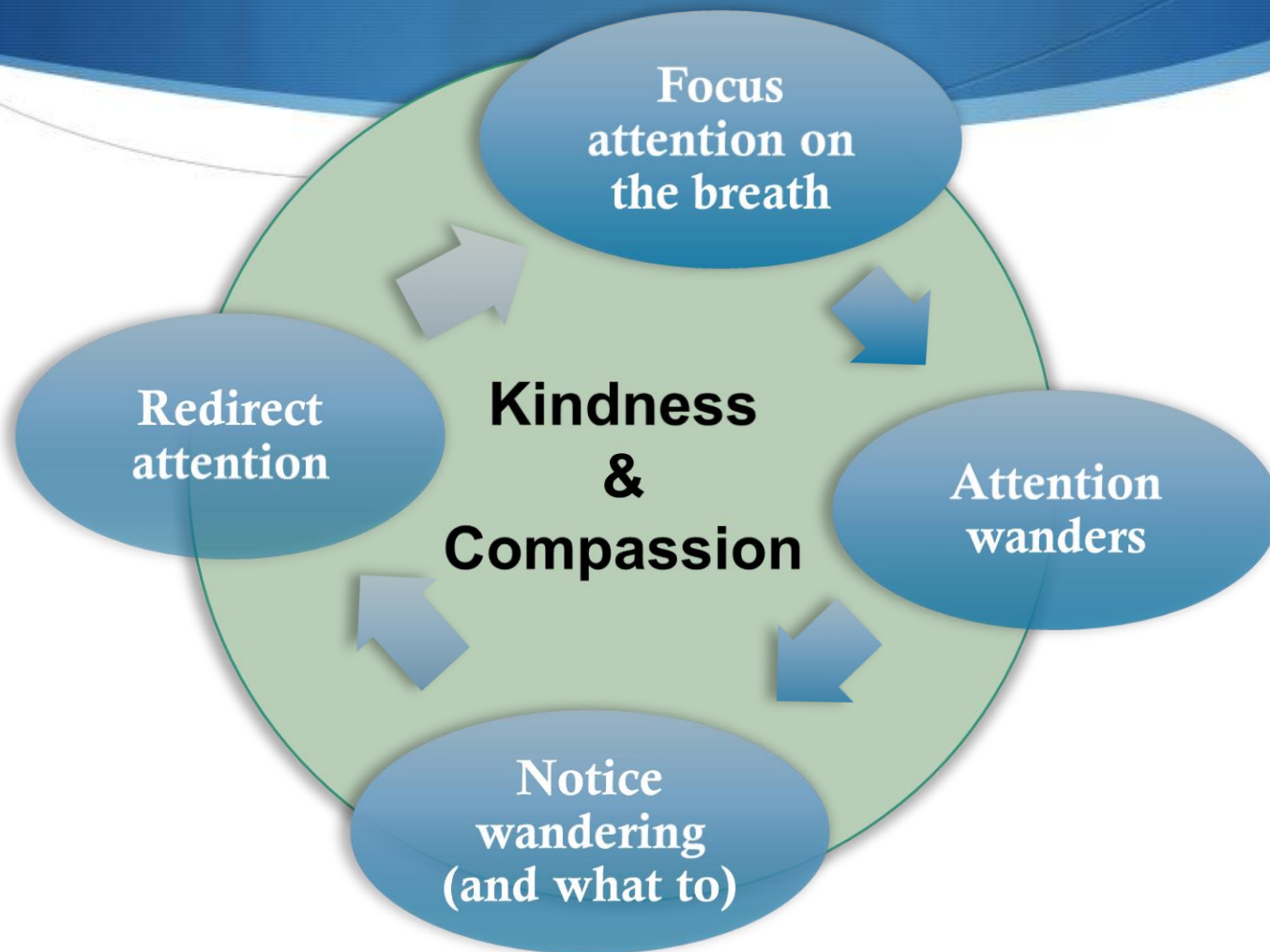
You can't control the waves,
but you can learn to surf.
~Jon Kabat-Zinn



What is....
mind•ful•ness?



Self-Regulation of Attention



Mindfulness is not...

- 💧 Religious
- 💧 Checking out/Blissing out
- 💧 Emptying your mind
- 💧 Relaxation training
- 💧 Doing nothing

Two types of Mindfulness practice

Formal Practice

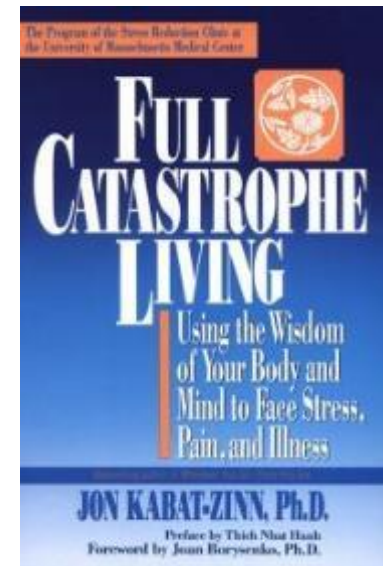
- 🌿 sitting meditation
- 🌿 walking meditation
- 🌿 body scan meditation
- 🌿 mindful movement-yoga

Informal Practice

- 🌿 driving in traffic
- 🌿 taking a walk
- 🌿 brushing your teeth
- 🌿 eating a meal
- 🌿 listening in conversation

Mindfulness-Based Stress Reduction (MBSR)

- Developed and implemented at the University of Massachusetts Medical Center over the past 40 years by Jon Kabat-Zinn, Ph.D.
- An 8-Week Program of . . .
 - Guided Meditative Practices
 - Mindful Movement
 - Group support/discussion
 - Weekly classes for 2.5 hours
 - Daily practice of 45 to 60 minutes



benefits?

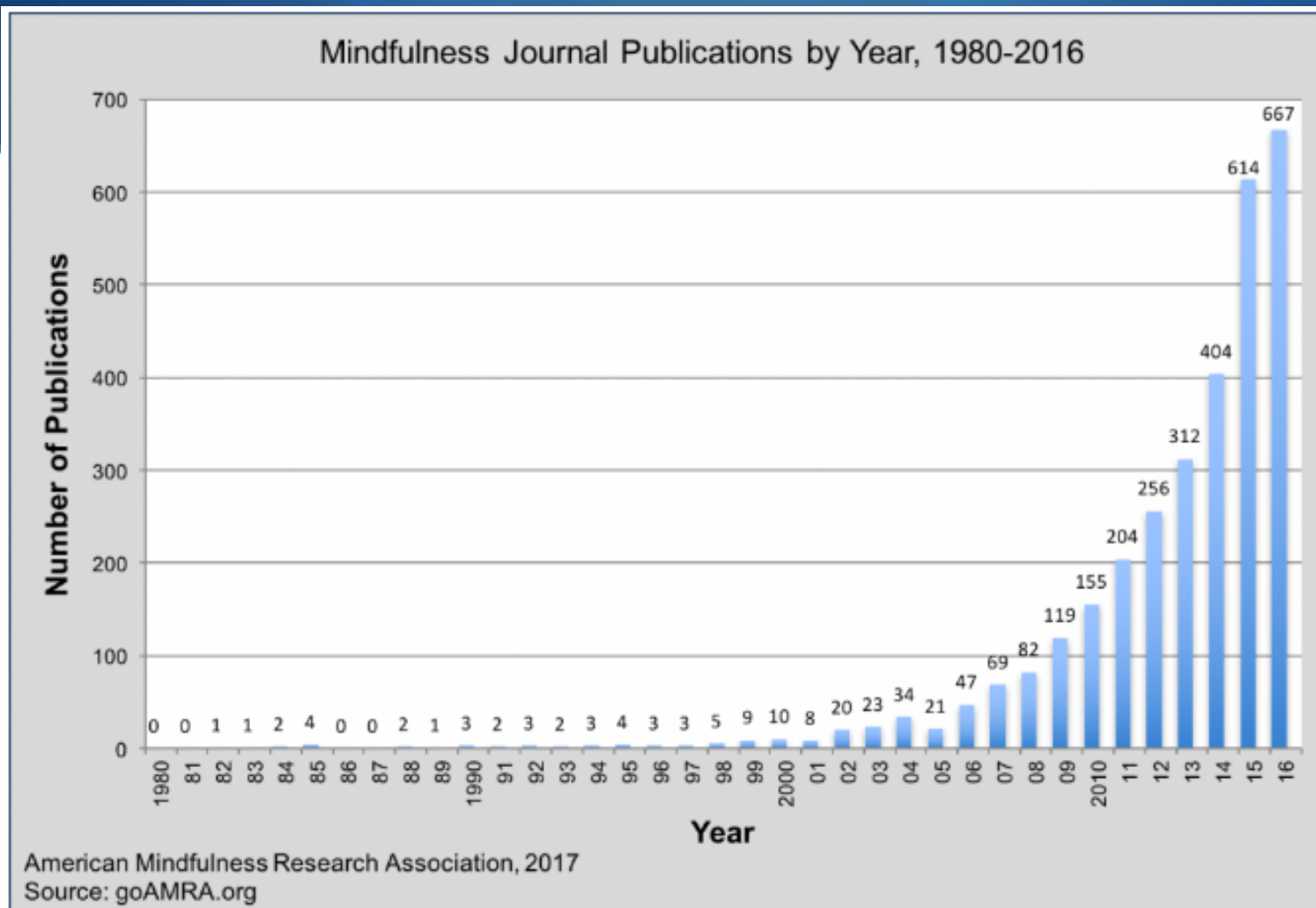
AMRA
American Mindfulness Research Association

Make a Gift

The American Mindfulness Research Association (AMRA) was founded in 2013. Our mission is to support empirical and conceptual efforts to: (1) establish an evidence base for the process, practice, and construct of mindfulness; (2) promote best evidence-based standards for the use of mindfulness research and its applications; and (3) facilitate mindfulness-related dialogue and discovery.

www.goamra.org

Research Results Thus Far...



This image is free for reuse and reprint for research and teaching purposes but modifications to the image are not allowed. Data obtained from an ISI Web of Science search of the term "mindfulness" in academic journal article titles.



Some Benefits of Mindfulness

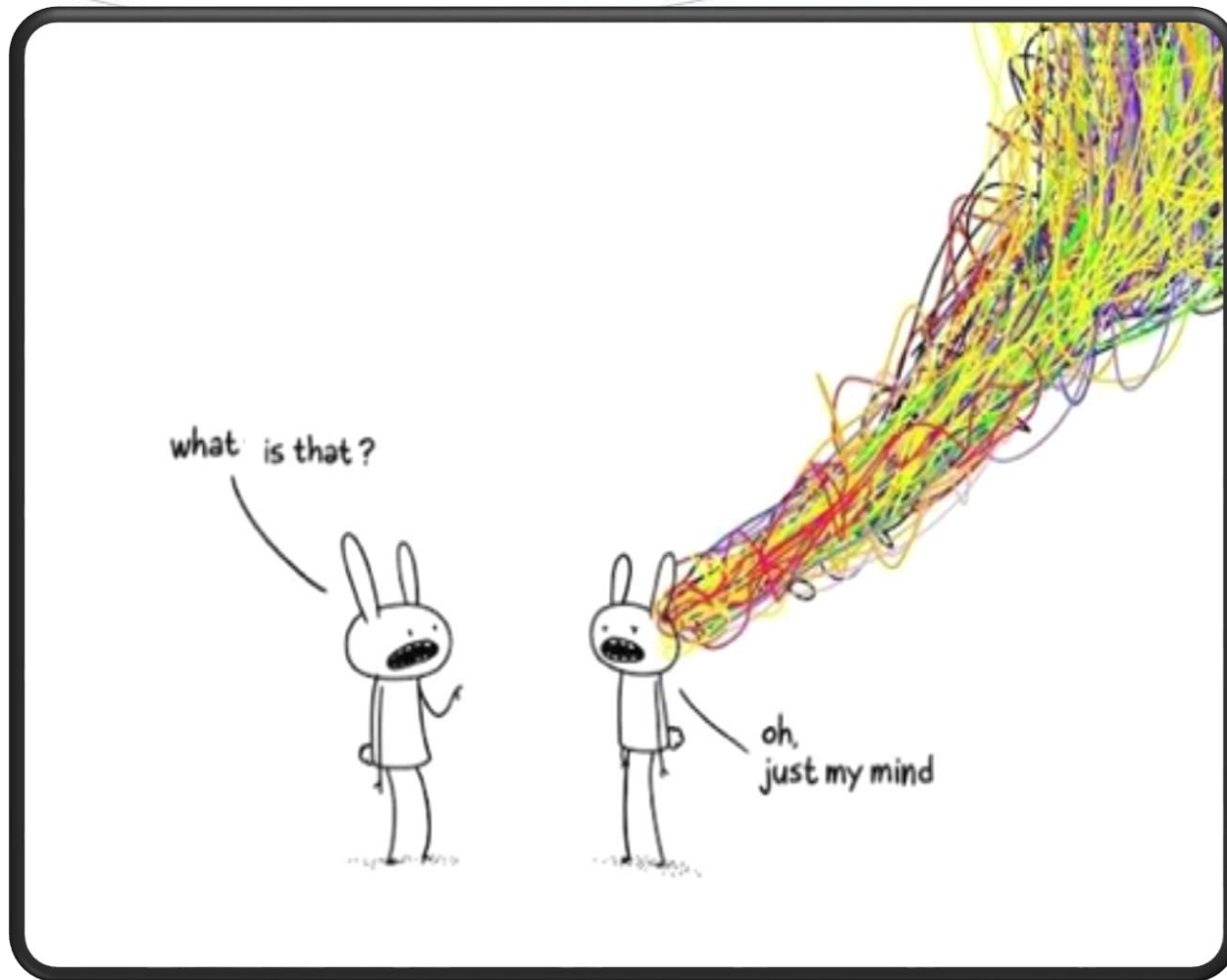
Physical Health

- 💧 Sleep Disorders
- 💧 Chronic Pain
- 💧 Blood Pressure
- 💧 Cardiovascular Disease
- 💧 Diabetes
- 💧 Chronic Fatigue Syndrome
- 💧 GI Distress
- 💧 Cancer
- 💧 Asthma
- 💧 Headaches

Mental Health

- 💧 Stress
- 💧 Depression
- 💧 Anxiety
- 💧 Substance Abuse
- 💧 Phobias
- 💧 PTSD
- 💧 Panic Attacks
- 💧 Eating Disturbances

why?



Evolutionary Strategies

“You can take the person out of the Stone Age, not the Stone Age out of the person.”

How Hardwired is Human Behavior?
1998 Harvard Business Review

1. **Survive**- stay alive when threatened
2. **Scan**- stay on alert for potential survival threats
3. **Seek**- food & mating

1. Survival: A Life Threatening Scenario



stress

noun

pressure,

(nervous)

difficult

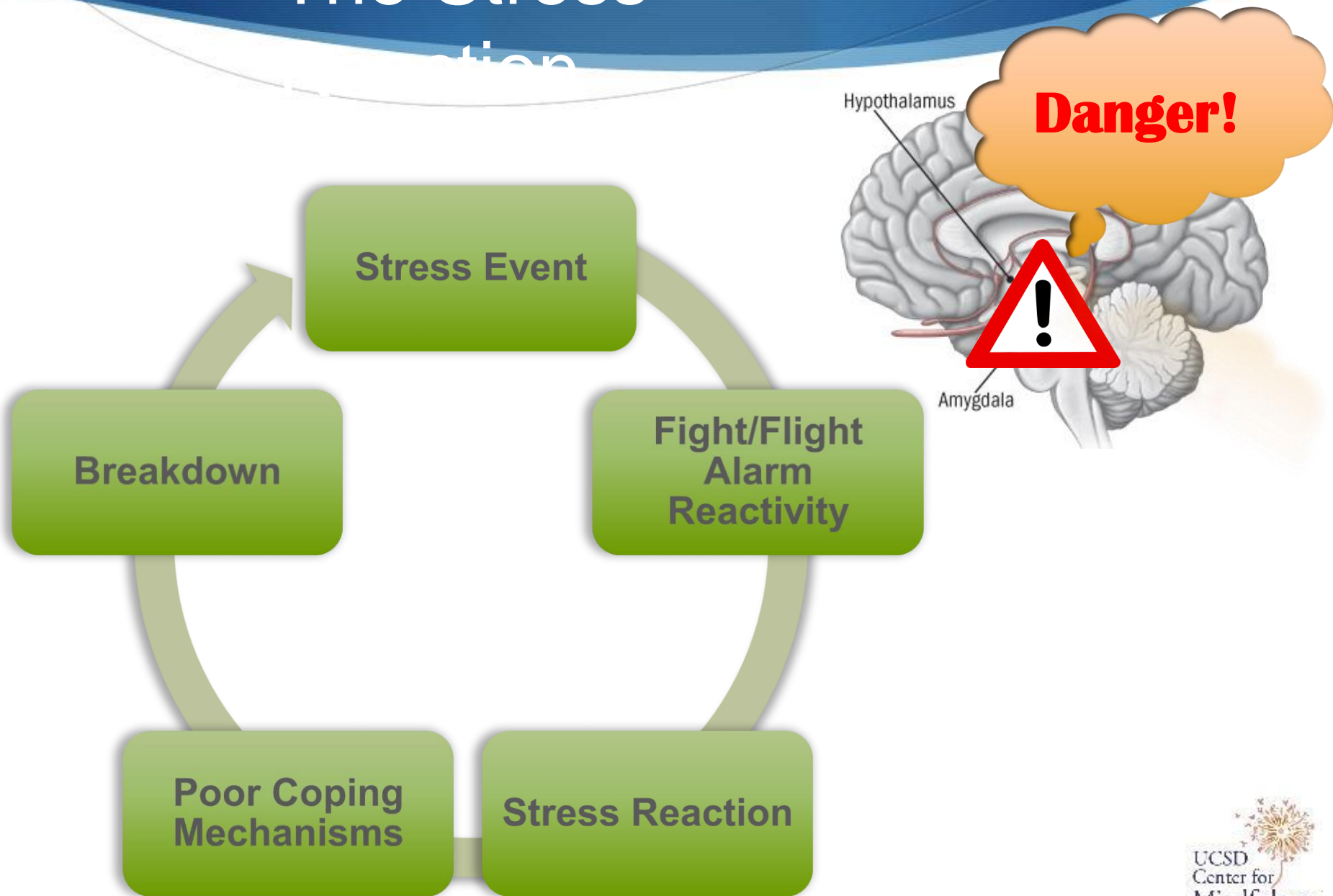
How do you know
when you are
under stress?

io

Q

The Stress

Reaction



“Amygdala Hijack”



- 💧 Reactionary
- 💧 Fear-based
- 💧 Thoughtless
- 💧 Irrational
- 💧 Inflexible
- 💧 Poor executive decision-making
- 💧 Poor access to memory

The Human in Chronic Stress

Physical Symptoms

- ◆ High blood pressure
- ◆ Cardiac arrhythmias
- ◆ Digestive problems
- ◆ Chronic headaches
- ◆ Backaches
- ◆ Sleep disorders
- ◆ Anxiety & depression

Behavioral Symptoms

- ◆ Irritability
- ◆ Impulsivity
- ◆ Short temper
- ◆ Compulsive worry
- ◆ Panic
- ◆ Reduced creativity
- ◆ Racing thoughts
- ◆ Poor decision-making

Chronic Stress at Work

aka “Leadership
Lockdown Syndrome”



- ◆ Impaired Language Processing
- ◆ Impaired Memory
- ◆ Reduced Creativity
- ◆ Limited Problem-Solving Ability
- ◆ Impaired Concentration
- ◆ Reduced Ability to Learn
- ◆ Lost Curiosity
- ◆ Diminished Creativity
- ◆ Emotional Reactivity

2. Scanning

- 💧 **The Default Mode Network-**
searching for problems, “me-focused”
- 💧 **Wandering Mind Research-**
a wandering mind in an unhappy mind!
- 💧 **Negativity Bias-** 3x more likely to
remember the negative than positive!



Mindfulness helps...

- The Default Mode Network
 - Mindfulness reduces activation of DMN
- Wandering Minds
 - Mindfulness trains focus and attentional control
- Negativity Bias
 - Mindfulness helps us notice the positives in our lives

3. Seeking



- 💧 Dopamine-driven technology addiction
 - 💧 Social media is more addictive than cigarettes & alcohol
- 💧 Distraction overload
 - 💧 We consume up to 74 GB of data every day per person = 15.5 hours every day
- 💧 Multi-tasking is a myth
 - 💧 Reduces productivity 40%, IQ to that of an 8 year old & shrinks the brain

Mindfulness helps...

- 💧 Dopamine-driven technology addiction
 - 💧 Mindfulness allows us to notice when attention is pulled by technology and noticing gives us choice
- 💧 Distraction overload
 - 💧 Mindfulness helps us be more selective about what we take in
- 💧 Multi-tasking is a myth
 - 💧 Mindfulness trains focus and attentional control

The Stress Response



Hypothalamus

Danger!

Amygdala

Breathe

Hypothalamus

Cerebral cortex

Amygdala

Remembering How to Breathe



Taking Yourself to Work



The Way We're Working Isn't Working

Health

- 💧 Workplace-associated maladies
 - 💧 **120,000+** deaths each year
 - 💧 **5th leading cause of death**-more lethal than diabetes, alzheimer's, or influenza
 - 💧 **= \$190 Billion** in health care costs

Working Study submitted to *Management Science*:
The Relationship Between Workplace Stressors and Mortality and Health Costs
in the United States, Goh, J, et al, 2015.



The Way We're Working Isn't Working

Work-Stress

- 💧 **80%** of US workers are stressed about their jobs
- 💧 **90%** of primary doc visits related to stress
- 💧 The World Health Organization estimates that stress-related illness costs US Companies at least **\$300 billion per year** in absenteeism, turn-over and low productivity

The Way We're Working Isn't Working

Inattention & Distraction

- ◆ Inability to focus on one thing at a time reduces efficiency and productivity up to 40%
- ◆ 43% of employees are distracted 21- 75% (or more) of the workday.
- ◆ A 2010 survey found that distractions cost US companies up to \$650 billion per year.

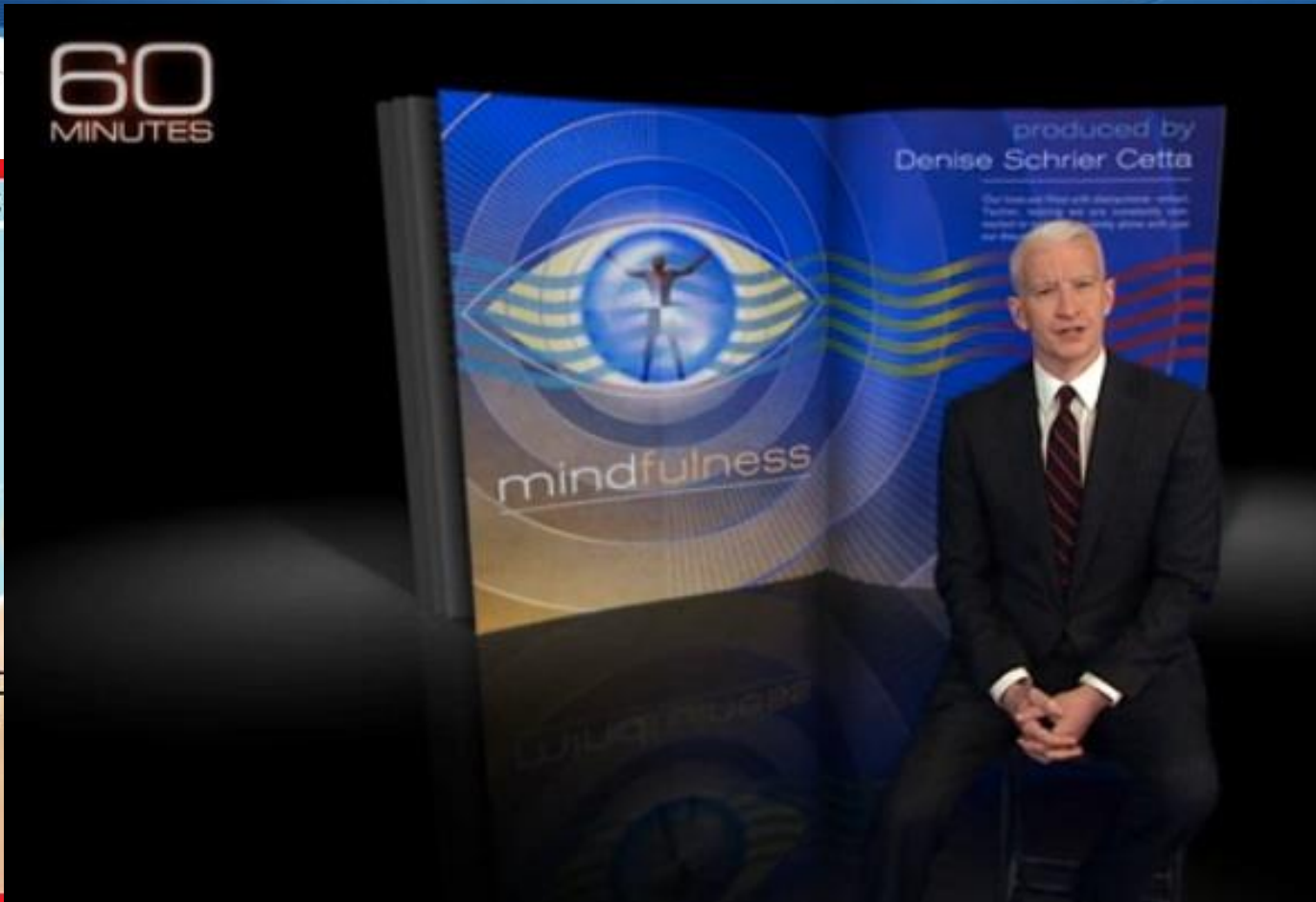
<http://www.businessnewsdaily.com/267-distracted-workforce-costs-businesses-billions.html>



“I came back to mindfulness to sustain high performance-my own and my employees.”

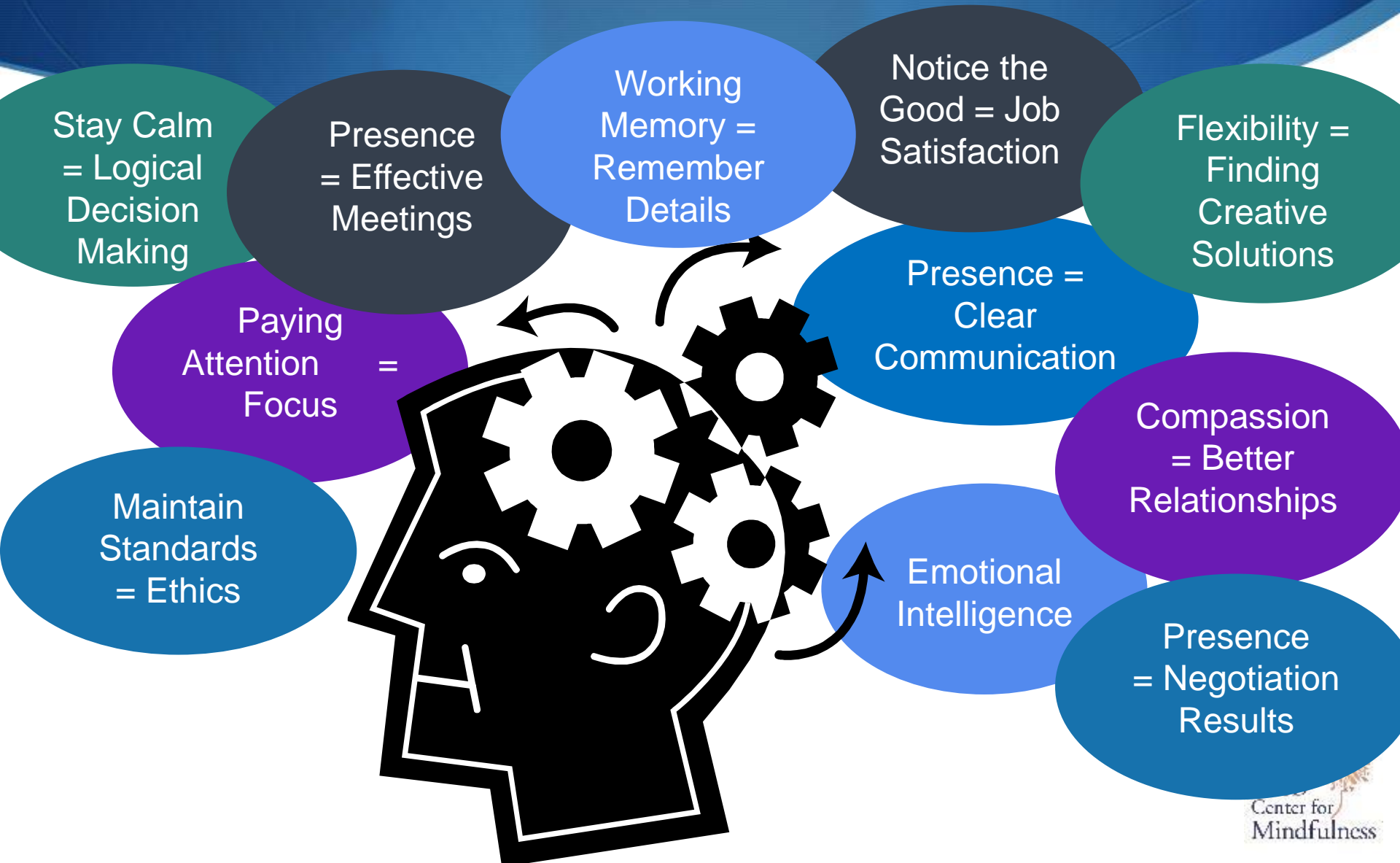
-Evan Williams
Twitter Co-Founder

Who's Practicing Mindfulness?



Yahoo!
Genentech
Deutsche
Bank
Twitter
Zappos
Etsy
Lumina
Qualcomm
Mazzetti

Mindfulness at Work



Healthy Benefits for the Bottom Line

re: Health Costs

- ◆ Decreased stress levels
- ◆ Improved symptoms of chronic illness
- ◆ Improved overall mental health
- ◆ Improved immune function
- ◆ Increased resilience

Bottom Line Results

- ◆ Fewer days out due to health issues
- ◆ Reduced health care costs
- ◆ Better performance
- ◆ Higher engagement and job satisfaction

A Grounding Practice



Emotional Intelligence

“It is very important to understand that emotional intelligence is not the opposite of intelligence, it is not the triumph of heart over head -- it is the unique intersection of both.”

David Caruso
Yale Researcher
Co-creator MSCEIT

Emotional Intelligence

- ◆ Generally, refers to the abilities to recognize and regulate emotions in ourselves and in others.
- ◆ Most EI theories (based on the first book written by Daniel Goleman in 1995) include four major EI domains:
 - ◆ Self-Awareness
 - ◆ Self-Management
 - ◆ Social Awareness
 - ◆ Relationship Management

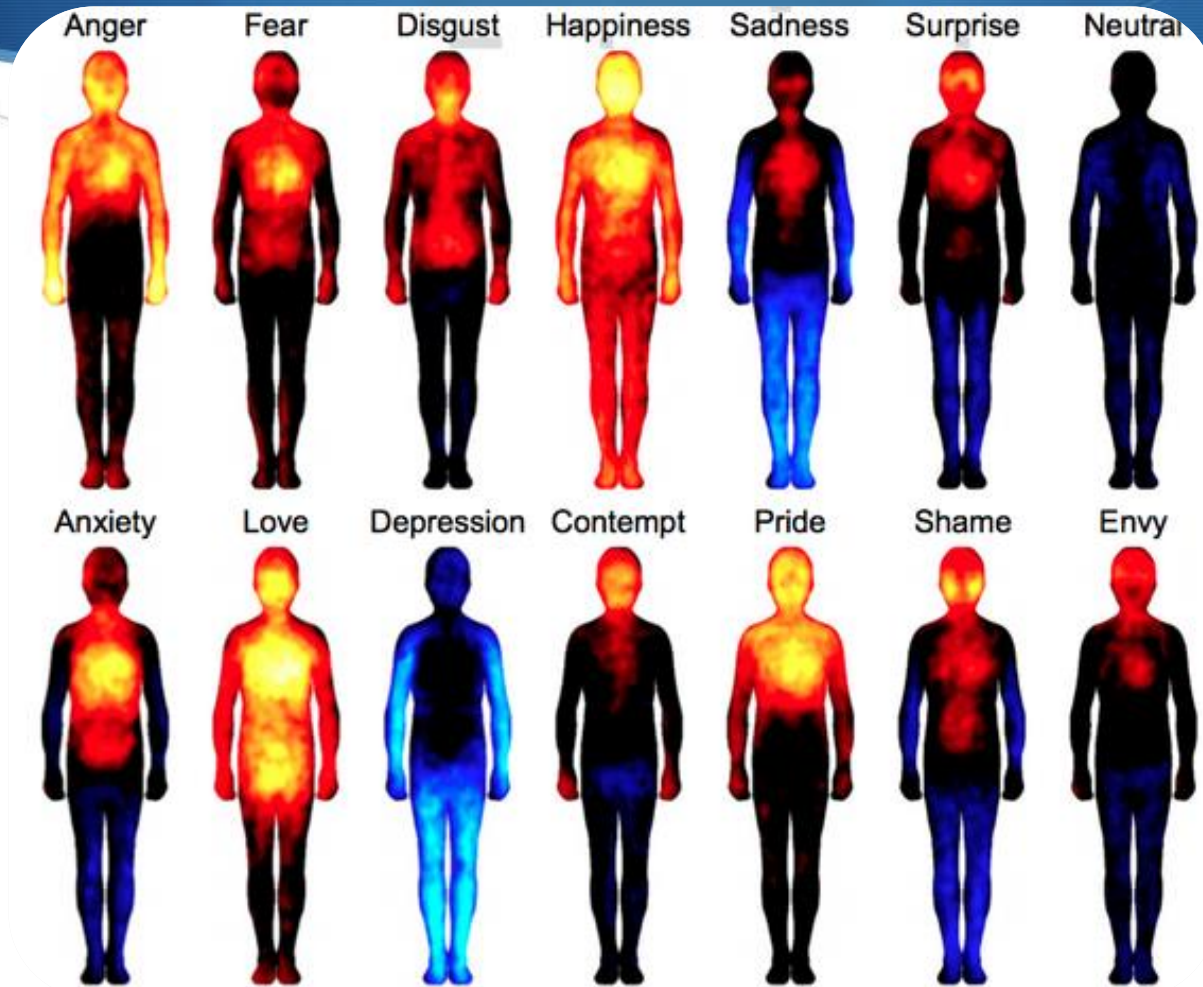
What does EI look like?

Domain	Low Competency	High Competency
Self-awareness	<ul style="list-style-type: none">• Deny that emotions affect one's behavior• Deny that others' emotions influence own decisions and behavior• Unaware of own weaknesses	<ul style="list-style-type: none">• Acknowledges emotions present in charged situations• Recognize when others emotions impact own state• Aware of own strengths and weaknesses
Self-regulation	<ul style="list-style-type: none">• Blows up or becomes defensive when challenged• Has trouble returning to normal emotional baseline after setbacks	<ul style="list-style-type: none">• Maintains communication even when frustrated or challenged• Can bounce back from setbacks
Empathy	<ul style="list-style-type: none">• Focus on the task and ignore the people involved• Inability to understand others' motivations	<ul style="list-style-type: none">• Consider impact on people involved• Able to put self into another's position so as to understand their perspective
Social skills	<ul style="list-style-type: none">• Oblivious to unspoken tension• Inability to understand social dynamics in a group	<ul style="list-style-type: none">• Accurately pick up on the mood of a room• Able to understand and respond to various social dynamics at play in a group

Benefits of EI at Work

- ◆ Improved decision- making
- ◆ Increased engagement
- ◆ Increased productivity
- ◆ Increased sales & profits
- ◆ Improved customer relations
- ◆ Decreased attrition rates
- ◆ Improved communications & interpersonal relations
- ◆ Improved ability to handle stress
- ◆ Increased empathy
- ◆ Increased resilience
- ◆ Improved team-work

Emotions in the Body



Mapping How Emotions Manifest in the Body, The Atlantic 12/2013

Success = More than IQ



How is Emotional Intelligence Connected to Mindfulness?

- 💧 Self-awareness: I am aware of my emotions
-in the body, thoughts, feeling tones
- 💧 Self-Management- I notice my emotion
-but am not consumed or carried away by it
- 💧 Other awareness- I feel empathy and compassion
for you
- 💧 Social skills- I am mindful of how I communicate with
you and how I respond, as well as what you are
feeling

“ *Between stimulus and response
there is a space.*

*In that space is our power to
choose our response.*

*In our response lies our
growth and our freedom. ”*

Victor Frankl,
psychologist & holocaust
survivor



HABITS

are at first

cobwebs,

then

cables.

~Spanish Proverb

Cultivating Mindfulness

- 💧 3 minute breathing space
- 💧 Where are my feet?
- 💧 Take a class

Thank you!

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For more information about our
public and workplace programs,
visit

<http://mindfulness.ucsd.edu>