

## The Evidence<sup>i</sup>

### Emotional Regulation

Mindfulness facilitates the self-regulation of thoughts, emotions, and behaviours in a way that impacts positively on both performance and employee well-being<sup>4,5</sup>.

### Strategic Thinking

Research indicates that mindfulness helps people see 'the bigger picture'<sup>8,9,10</sup>.

Neurological evidence corroborates this by demonstrating that mindfulness leads to increased activity in the brain regions involved in perspective-taking<sup>11</sup>.

### Decision making

People who practice meditation show increased activity in the areas of the brain associated with rational decision making<sup>13</sup>.

### Focus and Concentration

Research into the use of mindfulness in work settings indicates that mindfulness increases 'attentional breadth' facilitating an increase in awareness of many things simultaneously<sup>6</sup>.

Neurological analysis of participants on an 8-week mindfulness course demonstrates an increase in grey matter concentration in the parts of the brain associated with learning and memory processes<sup>7</sup>.

### Stress Reduction and Resilience

There is evidence that mindfulness can reduce stress in the work environment and increase resilience to stress<sup>2,12</sup>.

### Communication and Empathy

In a program investigating the effect of mindful communication on primary care physicians participants reported that "mindfulness skills improved the participants' ability to be attentive and listen deeply to patients' concerns, respond to patients more effectively, and develop adaptive reserve"<sup>15</sup>. Mindfulness-based Stress Reduction (MBSR) has also been shown to increase empathy scores in medical and premedical students.<sup>19</sup>

The practice of mindfulness meditation is also linked with increase emotional intelligence<sup>16</sup>.

### Performance and Wellbeing

A wealth of studies indicates that mindfulness can improve performance and wellbeing at work. Glomb et al (2001) review the evidence and the factors and processes underlying this link<sup>12</sup>. Research by Davidson et al, demonstrates that mindfulness training promotes a shift from brain activity associated with stress and worry to that associated with joy and wellbeing (see below)<sup>18</sup>.

### Productivity

In addition to the results of mindfulness programs carried out by Transport for London, another study showed that just four session of mindfulness training "significantly improved visuo-spatial processing, working memory, and executive functioning"<sup>14</sup>.