

Mindfulness in the Workplace

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Brief introduction

- Taught English in China ('98)
- PhD on meditation & men's mental health ('08-'12)
- Lecturer in positive psychology ('13-20)
- Researcher on cross-cultural perspectives ('15 -)

Systematic review & meta-analyses

- Lomas, T., Medina, J. C., Ivtzan, I., Rupperecht, S., & Eiroa-Orosa, F. J. (2019). Mindfulness-based interventions in the workplace: An inclusive systematic review and meta-analysis of their impact upon wellbeing. *Journal of Positive Psychology*, 14(5), 625-640
- Lomas, T., Medina, J. C., Ivtzan, I., Rupperecht, S., & Eiroa-Orosa, F. J. (2019). A systematic review and meta-analysis of the impact of mindfulness-based interventions on the wellbeing of healthcare professionals. *Mindfulness*, 10(7), 1193-1216.
- Lomas, T., Medina, J. C., Ivtzan, I., Rupperecht, S., & Eiroa-Orosa, F. J. (2018). A systematic review of the impact of mindfulness on the wellbeing of healthcare professionals. *Journal of Clinical Psychology*, 7(3), 319-355.
- Lomas, T., Medina, J. C., Ivtzan, I., Rupperecht, S., Hart, R., & Eiroa-Orosa, F. J. (2017). The impact of mindfulness on wellbeing and performance in the workplace: An inclusive systematic review of the empirical literature. *European Journal of Work and Organizational Psychology*, 26(4), 492-513. [doi: 10.1080/1359432X.2017.1308924](https://doi.org/10.1080/1359432X.2017.1308924)
- Lomas, T., Medina, J. C., Ivtzan, I., Rupperecht, S., & Eiroa-Orosa, F. J. (2017). The impact of mindfulness on the wellbeing and performance of educators: A systematic review of the empirical literature. *Teaching and Teacher Education*, 61, 132-141.

General work systematic review

- 721 potentially relevant papers identified
- 153 papers included in the review
 - 112 intervention
 - 41 non-intervention
- 12,571 participants
 - 5755 intervention (3728 expt. & 2027 control)
 - 6816 non-intervention

Outcome	Number of studies assessing	Improvement related to mindfulness intervention	No change in relation to mindfulness intervention	Worsening related to mindfulness intervention	Association (benign) with mindfulness in non-intervention studies
Anxiety	25	17	5	1	2
Burnout	57	33	11	3	10
Compassion & empathy	40	24	10	2	4
Depression	30	13	5	1	4
Distress & anger	35	28	4	0	4
Emotional intelligence	40	23	3	0	10
Health	29	19	3	3	4
Job performance	60	37	6	0	17
Mindfulness & awareness	76	60	6	4	6
Relationships	23	16	0	0	7
Resilience	9	6	3	0	0
Stress & strain	83	55	15	5	8
Wellbeing, satisfaction & flourishing	66	40	10	2	14

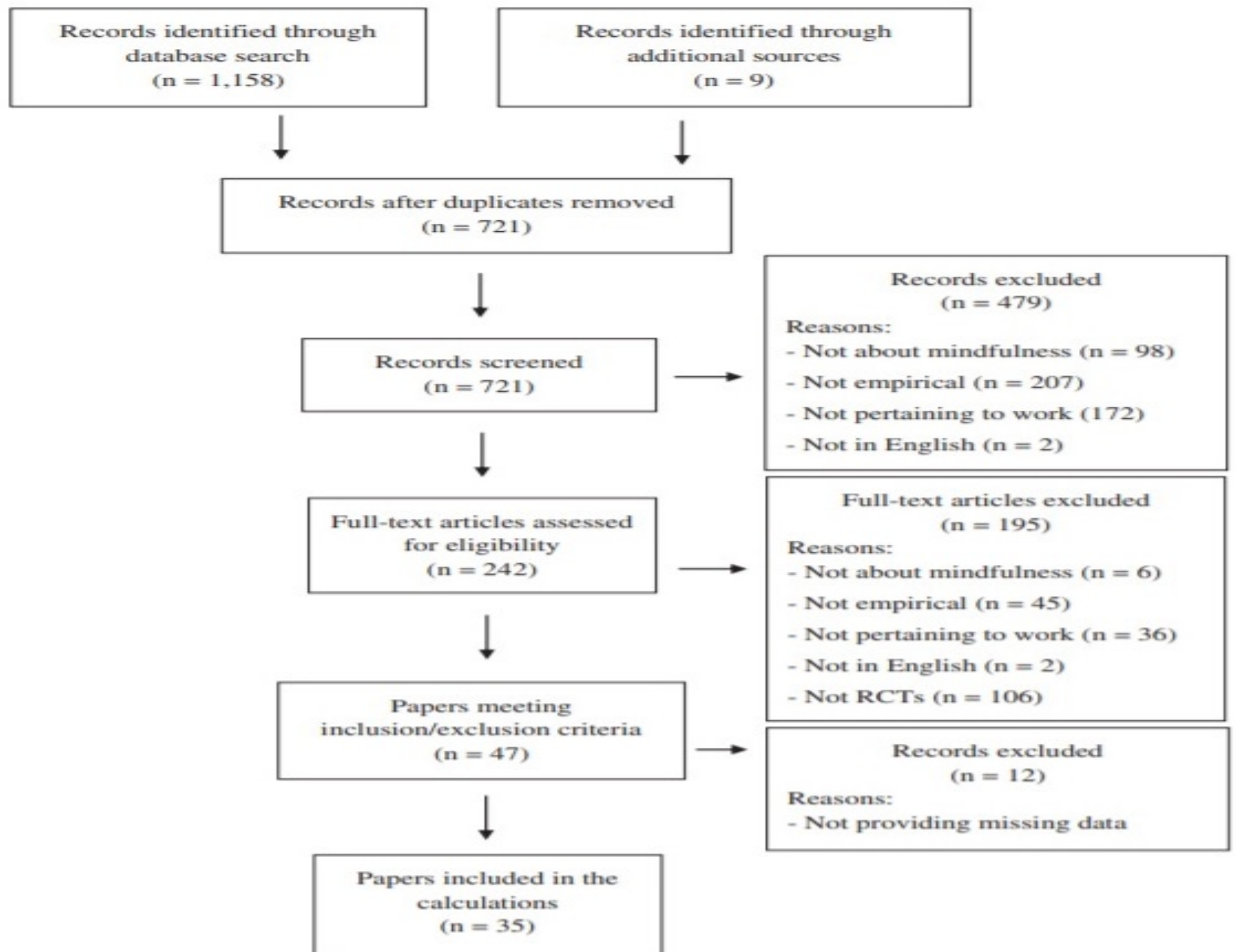


Table 1. Summary of meta-analytic parameters.

Outcome	N° studies	Instruments	SMD	95% CI	z	p	Heterogeneity		
							Q	p	I ² %
Anxiety	5	Depression Anxiety Stress Scale – Anxiety Smith Anxiety Scale State-Trait Anxiety Inventory Symptom Checklist-90-R – Anxiety	−0.57	−0.81, −0.33	−4.71	< .0001	1.51	.824	0
Burnout	14	Maslach Burnout Inventory Questionnaire on the Experience and Evaluation of Work Recovery Experience Questionnaire – Psychological detachment Shirom-Melamed Burnout Measure Shirom Vigor Scale	−0.36	−0.55, −0.16	−3.55	.0004	31.99	.0024	59.4
Compassion/empathy	8	Empathy Construct Rating Scale Jefferson Scale of Physician Empathy Santa Clara Brief Compassion Scale Self-Compassion Scale Tendency to Forgive scale	0.42	0.21, 0.71	3.66	.0002	11.84	.1060	40.9
Depression	6	Beck Depression Inventory Center for Epidemiological Studies – Depression Depression Anxiety and Stress Scales – Depression Symptom Checklist-90-R – Depression	−0.48	−0.99, 0.03	1.86	.0631	32.05	< .0001	84.4
Distress	14	Brief Symptom Inventory Chinese Health Questionnaire Distress Tolerance Scale General Health Questionnaire Profile of Mood States Psychological Distress Manifestation Scale Symptom Checklist-90-R – GSI	−0.56	−0.72, −0.41	−7.14	< .0001	19.48	.1090	33.3
Emotional regulation	6	Affective Self -Regulatory Efficacy Scale Difficulties in Emotion Regulation Scale – Impulse control difficulties Emotion Regulation Questionnaire Teacher-Teacher Relational Trust	0.28	−0.33, 0.89	0.89	.373	33.68	< .0001	85.2

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Outcome	N° studies	Instruments	SMD	95% CI	z	p	Heterogeneity		
							Q	p	I ² %
Health	9*	Checklist Individual Strength Questionnaire Daily Physical Symptoms Scale Fatigue Scale Physical activity (accelerometer) PROMIS Sleep-Related Impairment Scale PSQI RAND-36 – Mental health items Short Questionnaire to Assess Health Enhancing Physical Activity	0.63	0.39, 0.88	5.15	< .0001	21.19	.0067	62.2
Job performance	9	Absences from work Caring Efficacy Scale Classroom Assessment Scoring System – Classroom organisation Job Content Questionnaire Performance Score Test Teachers' Sense of Efficacy Scale Utrecht Work Engagement Scale Work Limitations Questionnaire	0.43	0.04, 0.82	2.16	.0305	57.77	< .0001	86.2
Mindfulness	20	Affective Go/No-Go task – Affective attentional bias Cognitive and Affective Mindfulness Scale– Revised Difficulties in Emotion Regulation Scale – Lack of emotional awareness Errors on math distractor problems Five Facet Mindfulness Questionnaire Heart Rate Coherence Mindfulness Attention Awareness Scale Operation span Rapid Visual Information Processing task – Sustained attention RR interval (time between heart beats)	0.39	0.10, 0.68	2.61	.0091	132.11	< .0001	86.4

Table 1. Summary of meta-analytic parameters.

Outcome	N° studies	Instruments	SMD	95% CI	z	p	Heterogeneity		
							Q	p	I ² %
Stress	23	Breathing rate	-0.60	-0.89, -0.31	-4.07	.0001	174.99	.0001	87.9
		Classroom appraisal of resources and demands							
		Coping with Stress Questionnaire							
		Cortisol day's slope							
		Depression Anxiety and Stress Scale – Stress							
		Diastolic blood pressure							
		Heart Rate Coherence							
		Inflammatory peptide CRP							
		Interleukin 6							
		Morning cortisol							
		Perceived Stress Scale							
		Perceived Medical School Stress							
		Psychological Stress Measure							
		Systolic blood pressure							
		Time urgency scale							
Work-Related Stress Indicator Tool									
Positive wellbeing	15	Connor–Davidson Resilience Scale	0.36	0.17, 0.55	3.74	.0002	24.75	.025	47.5
		Index of Core Spiritual Experiences							
		Job Satisfaction Index							
		Job Satisfaction Scale – Intrinsic Job Satisfaction							
		Linear Analog Self-Assessment Scale							
		Positive and Negative Affect Scales							
		Physician Job Satisfaction Scale							
		Psychological Well- Being Manifestations at Work Scale							
		Resilience Scale							
		Satisfaction with Life Scale							
		Sense of coherence							
		Smith Relaxation Dispositions Inventory							
		Subjective wellbeing scale							
		Warwick-Edinburgh Mental Well-Being Scale							