



RethinkCare Presents

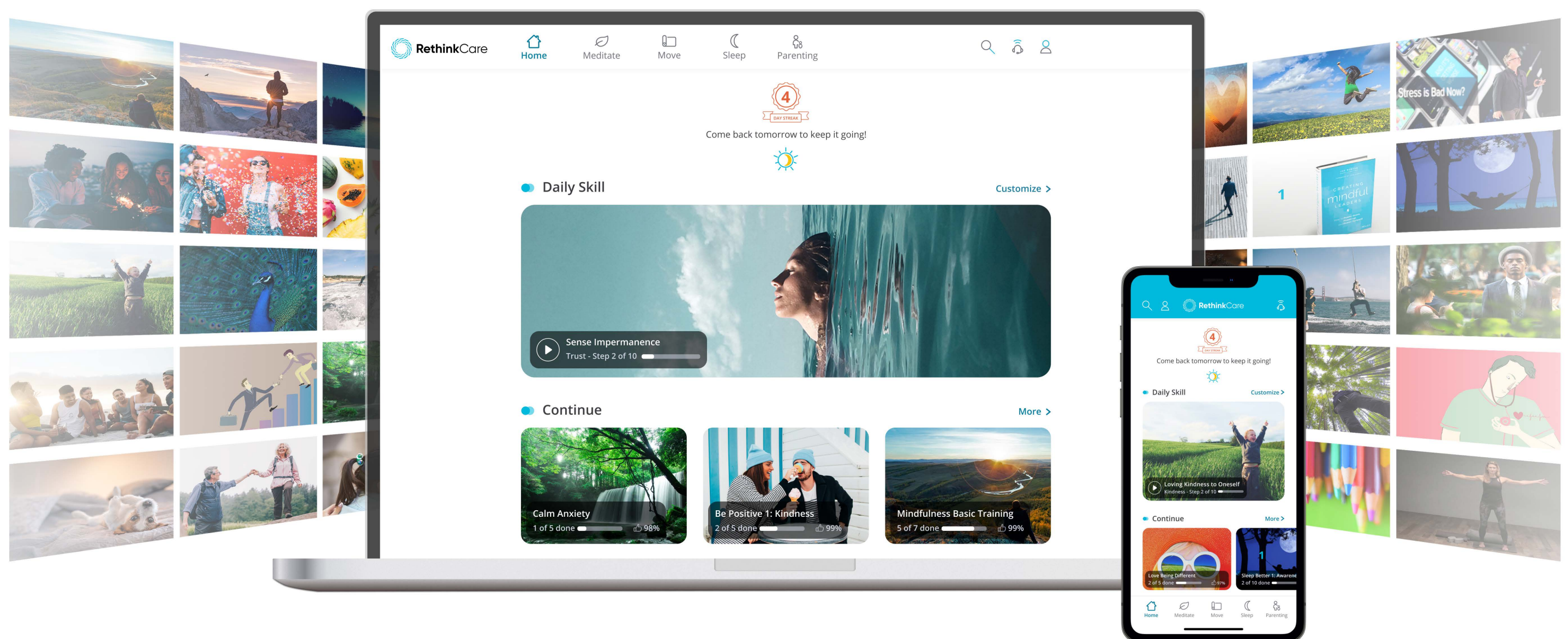
Creating Mindful Leaders Workshop

Key Takeaways to Understand the Science
and Immediately Apply New Skills



Contents

| | |
|--|----|
| What is Mindfulness Training? | 3 |
| Why is Everyone Talking About Mindfulness? | 3 |
| Cue the Science | 5 |
| Increase Productivity, Energy and Performance | 6 |
| Improve Your Health, Longevity and Healing Time | 8 |
| Improve Self Awareness, Relationships and Creativity | 10 |
| Reduce Stress, Anxiety, and Depression | 11 |
| Improve Team Company and Culture | 13 |
| Reduce Insomnia, Bad Habits, and Pain | 15 |
| | |
| What is RethinkCare? | 16 |
| Contact Us | 17 |
| About the Authors | 17 |



 9+ Languages

 30+ Training Areas

 370+ Mini-Courses

 9,000+ Sessions, Tips & Resources

What is Mindfulness Training?

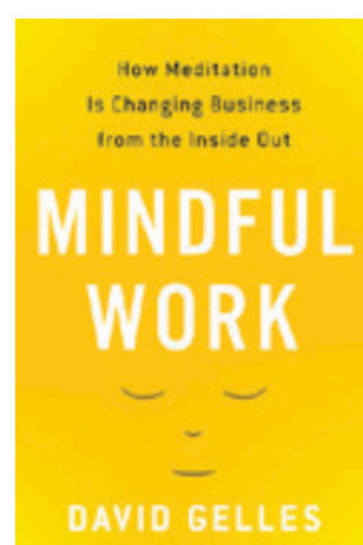
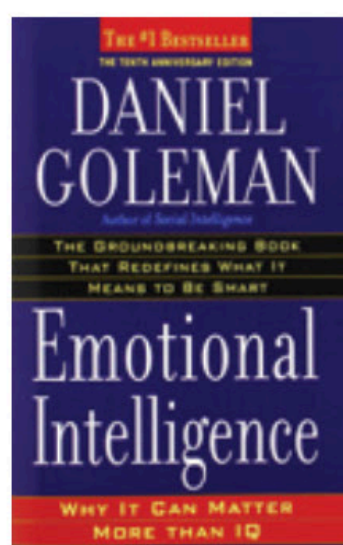
Mindfulness is awareness training used to reduce stress, focus attention and perform in the present moment with a calm, curious and non-judgmental mind.

Mindfulness is also often referred to as attention training, resilience training, brain training, situational awareness and emotional intelligence training. Whatever you call it, learning to be calm, cool and collected is one of the keys to reducing stress, improving performance and increasing resilience in modern times.

Why is everyone talking about mindfulness?

Our culture is taken with the mindfulness movement. Top sports teams use it to gain an edge. Top businesses embrace it to help their employees take care of themselves while performing at their best. And people everywhere are embracing mindfulness as a tool to live healthier, happier and more engaged lives.

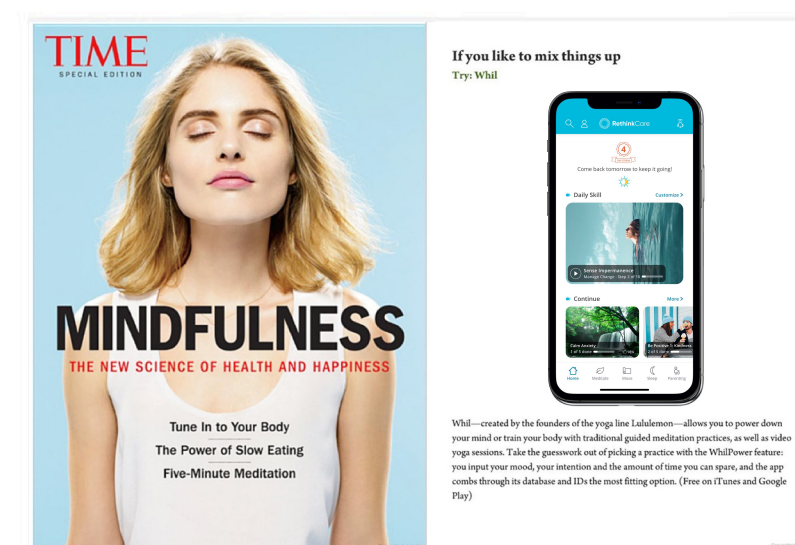
In Business



In Sports



In the Media



The world's fascination with mindfulness is driven by two key trends:

1 An explosion of scientific studies showing the many benefits of mindfulness, particularly as a tool for stress resilience.

2 Stress is the leading cause of illness, costing the U.S economy **\$500bn** per year in absenteeism, turnover, diminished productivity, and medical costs.

The human brain hasn't changed much in 3,000 years, but technology has transformed every aspect of life in the past few decades. Without the right skills, we're not equipped for the pace of modern living. Ongoing change and disruption isn't good or bad. It's simply the norm. Professionals need the right skills to be resilient and thrive in the face of these norms.

What does mindfulness mean to you?

| | | | |
|---------------|--------------|---------------|----------------|
| Accepting | Creativity | Insightful | Present |
| Adaptable | Culture | Intentional | Purposeful |
| Alert | Curious | Kind | Reflective |
| At ease | Decluttered | Leadership | Resilient |
| Authentic | Direct | Listening | Retrospective |
| Available | Disciplined | Lower costs | Saving lives |
| Aware | Emotional | Lower stress | Self-aware |
| Balanced | Intelligence | Management | Self-regulated |
| Calm | Empathetic | Metrics | Social skills |
| Centered | Engaged | Motivated | Stable |
| Change | Grateful | Nonjudgmental | Strong |
| Clear | Grounded | Non Reactive | Thoughtful |
| Collected | Happy | Open | Transparent |
| Confident | Harmonious | Peaceful | Unbiased |
| Connected | Human | Performance | Understanding |
| Compassionate | In control | Positive | Vulnerable |
| Considerate | In the zone | Pragmatic | Wellbeing |
| | Inclusive | | |

Cue the Science

More than 4,500 studies have shown that mindfulness training has a wide array of health and performance benefits. This includes reducing stress, anxiety and depression and improving the immune system and the cognitive skills that are key to high performance.

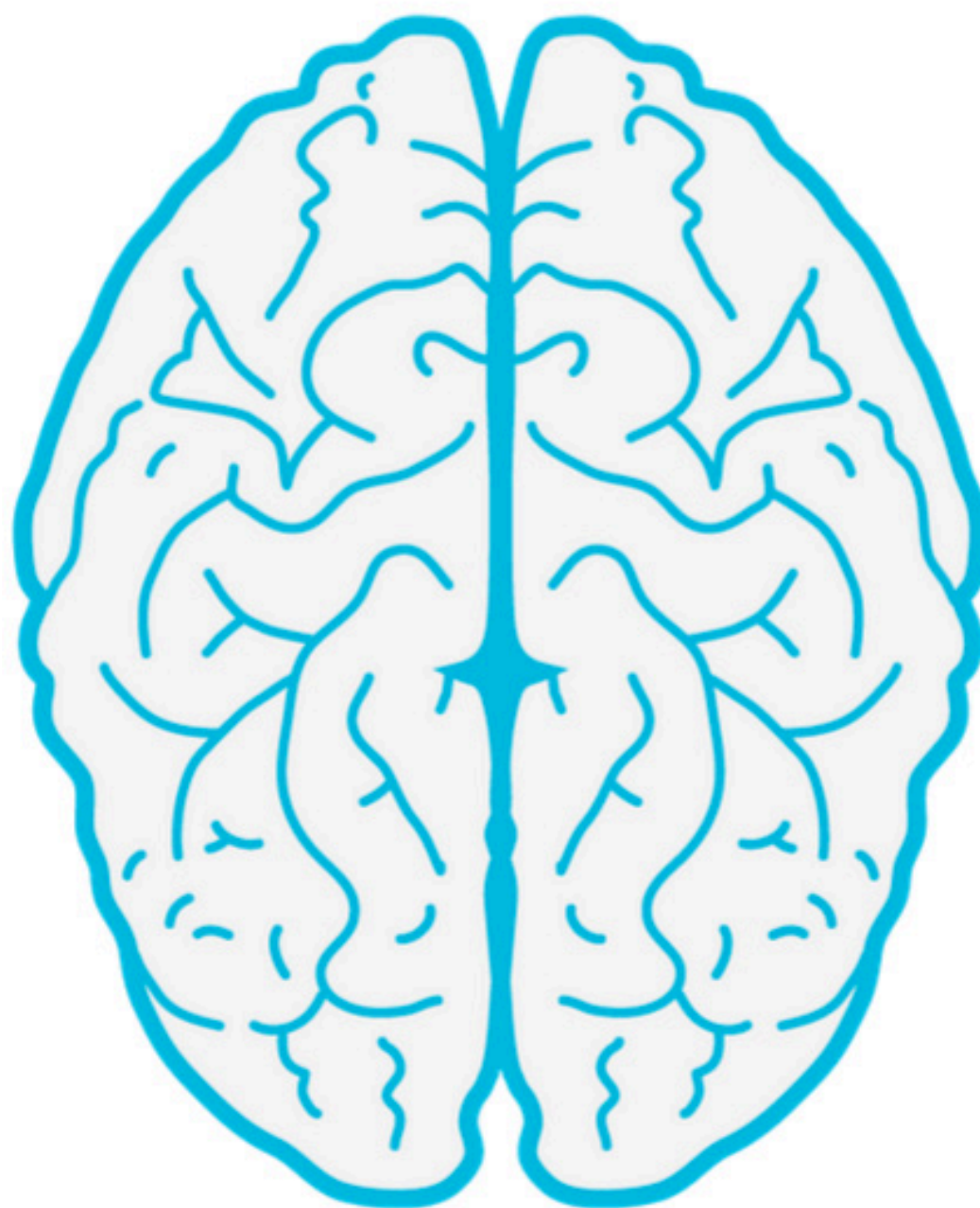
Much of this research focuses on neuroplasticity (the brain's ability to change in response to

experience and training...like mindfulness and meditation) and the relationship between the "thinking brain" (prefrontal cortex) and the "emotional brain" (amygdala). When these two parts of the brain work together well, people act calm, thoughtful, and reasonable. When they don't, people act stressed, unhappy, and tend to lose their cool. Sound familiar?

The Benefits of Mindfulness Meditation Training

IMPROVE

Performance
Productivity
Focus
Memory
Relationships
Cardiovascular
Health Immune
System Healing Time
Self-control Creativity



REDUCE

Absenteeism
Healthcare
Costs
Stress Anxiety
Depression
Blood Pressure
Addiction
Insomnia PTSD
Pain

Mindfulness training helps you increase emotional intelligence, attention span, and working memory while developing innovative problem solving and compassionate leadership skills.

Increase Productivity, Energy and Performance

Mindfulness training improves focus, attention, memory and other cognitive skills necessary for sustainable high performance.

Increase focus:

Professionals trained in mindfulness were able to concentrate better, stay on task longer, multitask more effectively, and remember what they'd done better than those who didn't take the training (Levy et. al 2012).

Reduce your error rate:

Mindfulness participants were able to shorten the "attentional blink" (a human tendency to miss a certain number details - whether in conversation, emails, writing code, etc.). This results in in the increased control over brain resources to process more data. It's like getting more Random Access Memory (RAM) in your brain (Slagter, Davidson, et. al. 2007).

Be happier and more energetic:

Professionals who practiced mindfulness reported less emotional exhaustion and greater job satisfaction (Hulsheger et. al., 2012).

Curb the wandering mind:

Mindfulness training curbed mind wandering and improved cognitive function including improving working memory, reducing distracting thoughts, and improving test accuracy (Mrazek et. al. 2013).

Be more innovative:

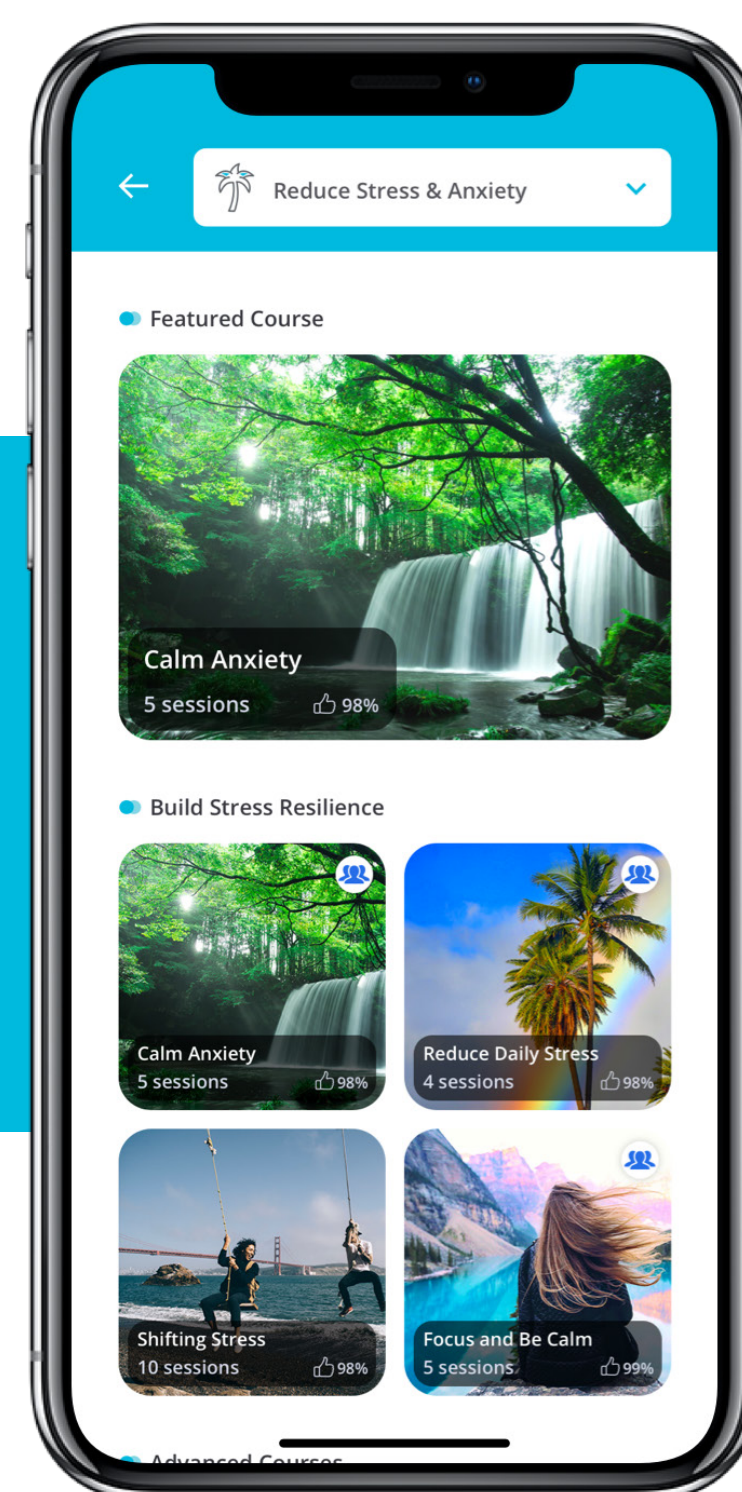
In a survey of leaders, 93% reported mindfulness training helped them create space for innovation (Institute for Mindful Leadership, 2011).



Some of the RethinkCare Takeaways we shared:

- 1 **Multitasking** actually decreases productivity by as much as 40% and creates added stress.
- 2 **Try meditation** as one form of attention training. Even 5 minutes a day on a regular basis will be transformative. With our digital training, you'll learn dozens of different practices in 250+ mini-courses.
- 3 **Push and recover.** Build in one-minute breaks throughout your day. Use the search feature to find the right session in-the-moment.

“5 minutes of meditation a day can help reduce stress and increase productivity.”



Improve Your Health, Longevity, and Healing Time

Mindfulness training improves your health including the immune system, cardiovascular system and the body's ability to heal.

Improve cardiovascular health:

Mindfulness is positively associated with good cardiovascular health, particularly shown in risk factors such as smoking, body mass index, fasting glucose, and physical activity. Practitioners with high mindfulness scores were 83% more likely to have good cardiovascular health than those with low scores (Levy et. al 2014).

Increase your immune system:

After eight weeks of mindfulness training, professionals showed decreased anxiety and significant increased activity in the parts of their brains associated with positive emotions. Participants also developed more antibodies to the influenza vaccine (Davidson, Kabat-Zinn, et. al., 2003).

Increase Longevity:

Meditation increases longevity by slowing the aging process. Meditation practitioners had 30% higher levels of telomerase, an enzyme that repairs damaged telomeres, which protect DNA from deteriorating as we age (Epel, E. et. al., 2009).

Feel better and show up:

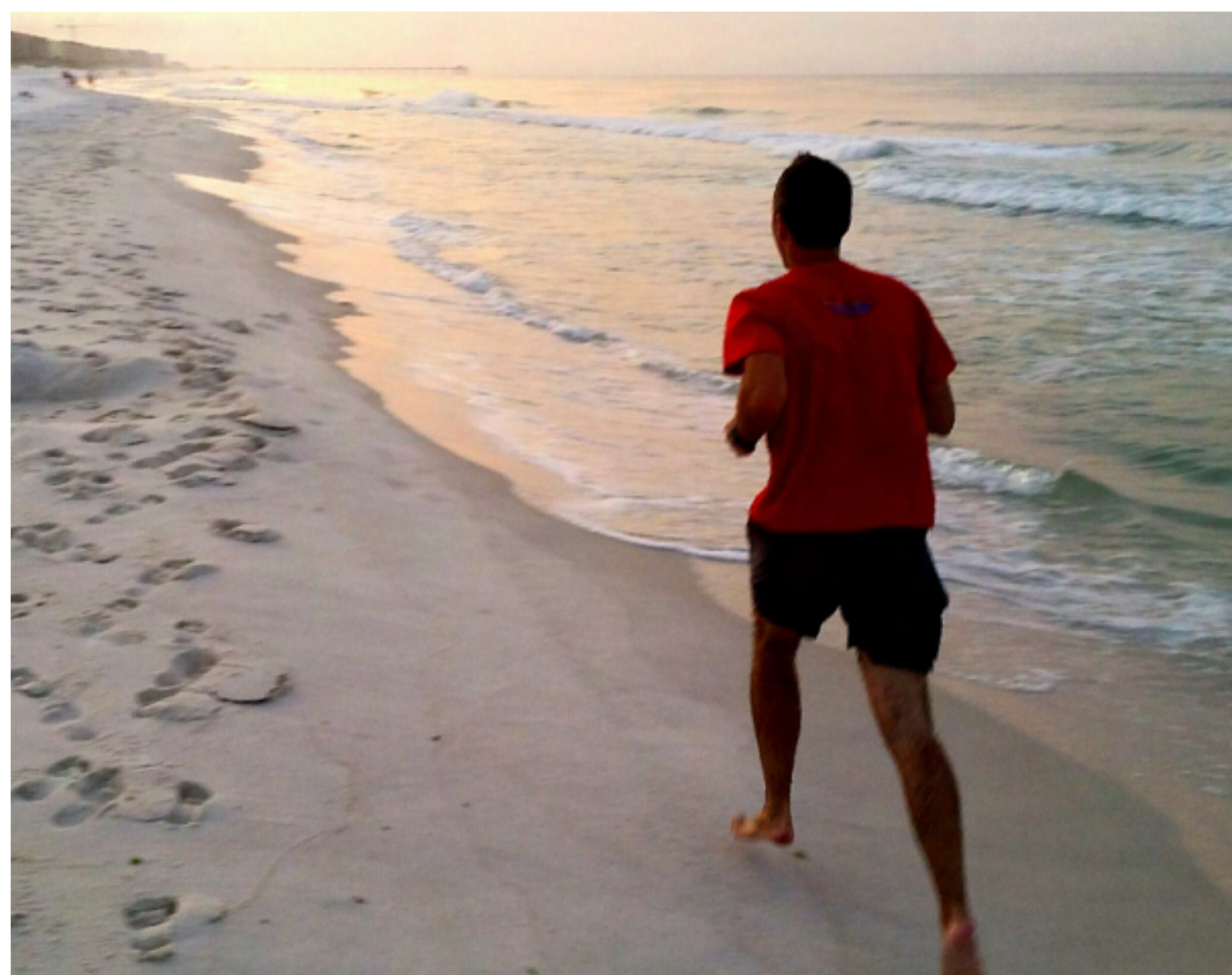
Mindfulness training was linked to a 50% decrease in cold and flu symptoms and 76% decrease in absenteeism for those who practiced vs. those participants who did not practice. Hard to be a baller when you're home sick (Barrett, et. al. 2012).

Heal faster:

Audio mindfulness training significantly accelerated the rate of skin clearing / healing for practitioners suffering from psoriasis, a skin condition (Jon Kabat-Zinn, et. al., 2003).

Lower your blood pressure:

Mindfulness training is similar to many drug interventions for high blood pressure, and leads to lower risk of heart attack or stroke. Patients who received mindfulness training had significant decreases in systolic blood pressure and diastolic blood pressure (Hughes, 2013).



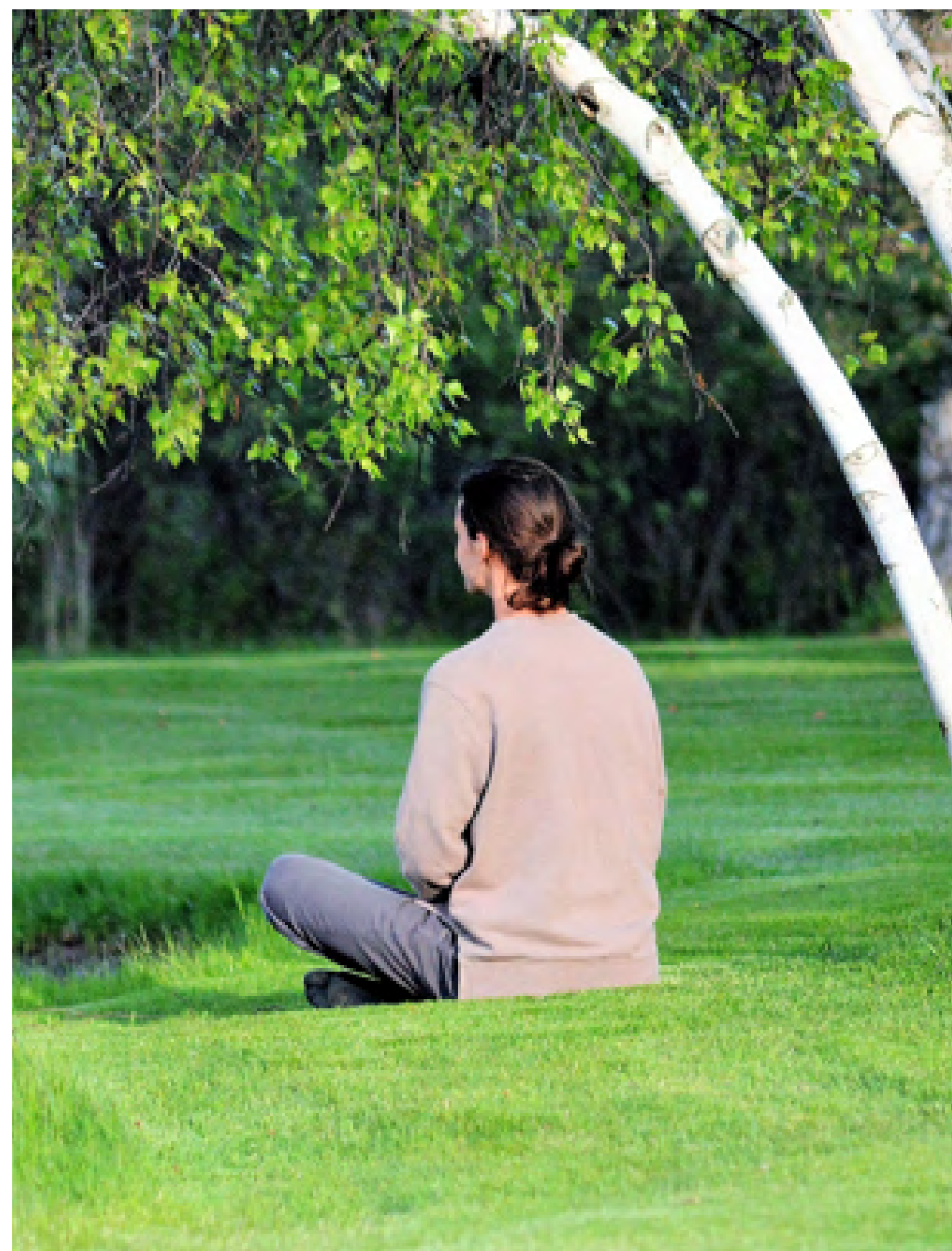
Some of the RethinkCare Takeaways we shared:

- 1 When **meditating**, take deep breaths, hold for three seconds, and completely release. This brings the greatest benefit to your central nervous system.
- 2 Check in on your own stress with the Holmes & Rahe Stress Scale.
- 3 Train a **positive mindset** as your default by noticing when the distracted mind takes you to a negative stance or mood.



We saw a \$3,000 reduction in their healthcare costs through the next year. We saw 69 more minutes of productivity a month."

Mark Bertolini,
Former CEO, Aetna



Improve Self-Awareness, Self-Regulation, and Relationships

Emotions show up as physiological experiences in the body. Mindfulness training helps us to be more skillful in understanding and managing emotions as they arise. This helps you to be kinder including to yourself, increase empathy, be more open to innovative solutions and less judgemental with others.

Be a better colleague:

Participants found an increase in size and activation of the prefrontal cortex (PFC) after mindfulness training. The PFC ("thinking brain") plays an important role in regulating the "emotional" brain areas. Training the connection between the brain's "thinking" and "feeling" areas allows for more stable emotional relationships (Farb, et. al. 2007).

Improve self-control. Build gray matter:

The insula is thicker in long term mindfulness meditators. It's the area of the brain involved in self-awareness and in processing information about the internal state of our body. It integrates this information with cognitive control parts of the brain so that you can have an appropriate response to that sensory information (Lazar et. al. Neuroreport, 2005).

Some of the RethinkCare Takeaways we shared:

- 1** Use the **Stop-Breath-Notice-Reflect-Respond (SBNRR)** technique to slow down and bring the thinking brain online before responding.
- 2** Apply **System 2 thinking** to be slow down and be more thoughtful and deliberate, especially with relationships.
- 3** Check in on your approach periodically with the **How to be Mindful, Not Mindless** handout.

Reduce Stress, Anxiety and Depression

Mindfulness training helps change the way you think about and respond to difficult experiences. You can actually train yourself to recognize and disrupt cycles of needless negativity, anxiety, fear, and regret that can lead to depression.

Calm Yourself:

People with meditation training had less activity in the amygdala (the fight or flight trigger in the brain) when negative distracting sounds were played. The more hours of training, the lower the activation in the amygdala (**Brefczynski-Lewis, J.A. et. al. 2007**).

Improve your mood:

Mindfulness-based training has been effective for improving anxiety and mood symptoms. In a randomized study of patients with depression, mindfulness training prevented relapses by 42% (Kuyken, 2008). In a meta-analysis of 39 studies, mindfulness-based treatment was shown to significantly reduce depression and anxiety (**Hofmann et al., 2010**).

Take things less personally:

Mindfulness can help you not to take your successes and failures so personally. Practitioners were able to shift from over-reliance on their internal narratives to view life experiences with more objectivity and not linked to their underlying worth (**Farb, N.A., et. al., 2007**).



Some of the RethinkCare Takeaways we shared:

- 1** **Label your emotions** as they arise to bring the thinking brain online. Ask “Why am I feeling this way?”, “How can I resolve this issue?”, etc. Move from passive emotional experiences to active thinking and resolution.
- 2** **Notice** when the distracted mind introduces your inner critics. Replace inner critics with inner champions by “talking yourself up” regularly.
- 3** **Train a positive mindset.** Start and end each day with a gratitude practice, simply naming two things you are grateful for. If you have a partner, share the experience.



Simply put, mindfulness occurs when you become more aware of your thoughts. That grit is a characteristic that helps athletes to get closer to their full potential on and off the field.”

Pete Carroll,
Seattle Seahawks Head Coach

Improve Team and Company Culture

The pace of corporate life is increasingly intense. More companies are using the old military term “VUCA” to describe the pace of business today (Volatile, Uncertain, Complex, Ambiguous). Ongoing disruption can make professionals feel like we’re “on the front lines.” In his research, Dan Goleman covered the following six types of leadership styles:

The Six Leadership Styles

| | Commanding | Visionary | Affiliative | Democratic | Pacesetting | Coaching |
|--|--|--|--|---|---|--|
| The leader’s modus operandi | Demands immediate compliance | Mobilizes people toward a vision | Creates harmony and builds emotional bonds | Forges consensus through participation | Sets high standards for performance | Develops people for the future |
| The style in a phrase | “Do what I tell you.” | “Come with me.” | “People come first.” | “What do you think?” | “Do as I do, now.” | “Try this.” |
| Underlying emotional intelligence competencies | Drive to achieve, initiative, self-control | Self-confidence, empathy, change catalyst | Empathy, building relationships, communication | Collaboration, team leadership, communication | Conscientiousness, drive to achieve, initiative | Developing others, empathy, self-awareness |
| When the style works best | In a crisis, to kick start a turnaround, or with problem employees | When changes require a new vision, or when a clear direction is needed | To heal rifts in a team or to motivate people during stressful circumstances | To build buy-in or consensus, or to get input from valuable employees | To get quick results from a highly motivated and competent team | To help an employee improve performance or develop long-term strengths |
| Overall impact on climate | Negative | Most strongly positive | Positive | Positive | Negative | Positive |

Our research found that leaders use six styles, each springing from different components of emotional intelligence. Here is a summary of the styles, their origin, when they work best, and their impact on an organization’s climate and thus its performance.

Adapted and reprinted with permission.
Goleman, Daniel, "Leadership that Gets Results."
Harvard Business Review. March-April 2000 p. 82-83.

When stressed, we all tend to move towards the “**Commanding**” style of leadership. Over time, that can burn team members out and create negative emotional cultures.



Meditation, more than any other factor, has been the reason for what success I’ve had.”

Ray Dallo,
Bridgewater Associates Founder

Create a Positive Emotional Culture:

Research shows that positive emotional cultures outperform negative emotional cultures in every key performance indicator, including top and bottom line growth, quality and customer service. (Wharton and George Mason University).

Calm the Corporate Warrior:

Just four short sessions of meditation training was shown to reduce fatigue and anxiety and significantly improve information processing, working memory, and decision making (Zeidan, F., Johnson, S. K., Diamond, B. J., David, Z., & Goolkasian, P., 2010).

Improve PTSD:

48% of veterans with Post Traumatic Stress Disorder (PTSD) had clinically significant improvements in symptoms such as depression, behavioral activation and experiential avoidance

“

Every day, you're training your brain. Why not be intentional about it?

Some of the RethinkCare Takeaways we shared:

- 1** Start meetings with a one-minute session to ground the team. Drop whatever distractions they may have entered with and be intentional about the meeting outcomes.
- 2** Use the “If you really knew me...” exercise to enable team members to get to know each other better
- 3** Use a 3-5 minute journaling practice to explore an issue AND the resolution. And when it comes to culture, always remember to explore your personal accountability to create the culture you want to be part of.

Reduce Insomnia, Addiction, and Pain

RethinkCare provides five different sleep programs based in iRest and CBTi. Mindfulness training provides new mental tools to relate differently to unpleasant feelings to better manage sleep, smoking cessation and pain. Change your habits and change your world.

Improve self-control. Build gray matter:

The insula is thicker in long term mindfulness meditators. It's the area of the brain involved in self-awareness and in processing information about the internal state of our body. It integrates this information with cognitive control parts of the brain so that you can have an appropriate response to that sensory information (Lazar et. al. Neuroreport, 2005).

Sleep better:

In patients with insomnia, mindfulness training improved both the quality and duration of their sleep. (Garland, 2012).



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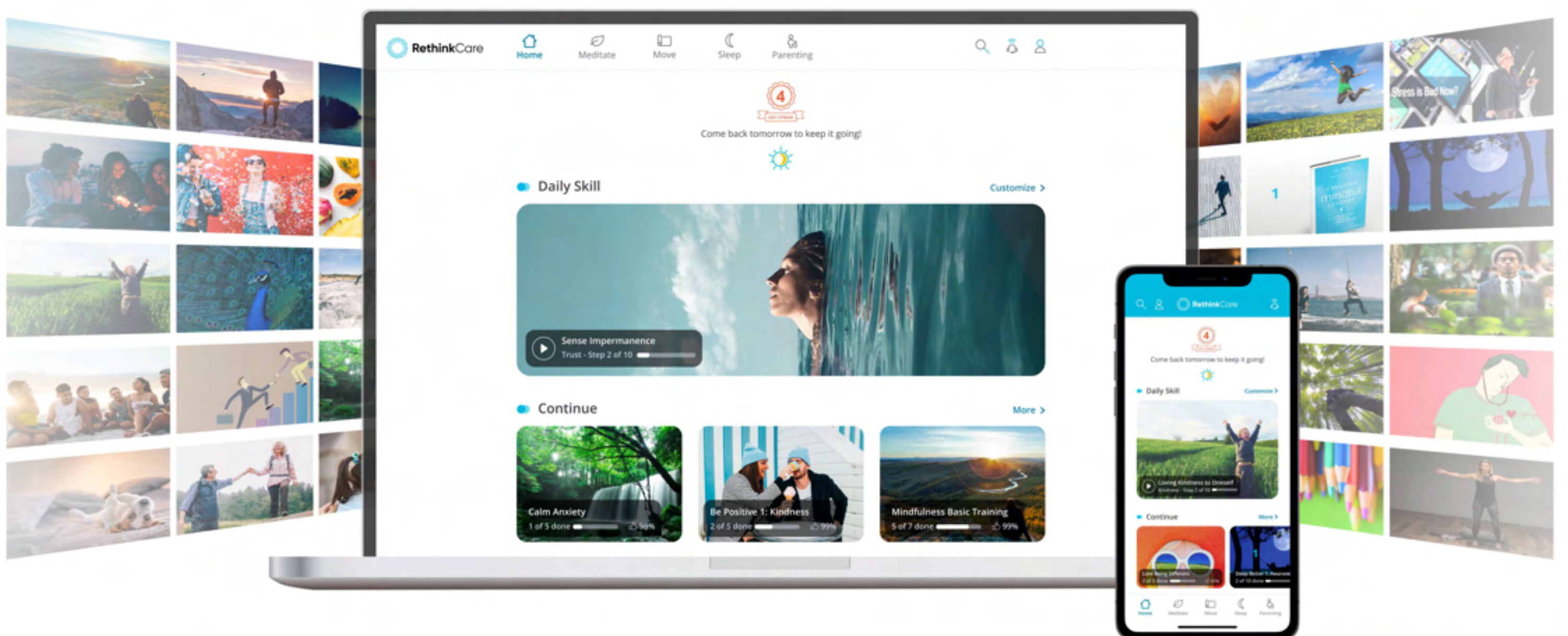
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How to get RethinkCare's "Mindful Leader Certification"

Look for an email from team@rethinkcare.com that contains a link to the certification exam. The exam takes approx. 20 minutes. Please take it ASAP while the information is fresh in your mind. This eBook provides some reminders of the learning. Upon passing, Accredible will send you the badge and instructions for sharing it on LinkedIn.

What is RethinkCare?

RethinkCare is the leading holistic care platform for working parents, caregivers, and their families. The platform's live, expert parenting support and evidence-based trainings empower your people to be better parents, better employees, and better versions of themselves. We support the various needs of employees across all areas of their lives – from work life to home life and everything in between. Thirty of the Fortune 100 companies rely on RethinkCare's global enterprise platform to drive individual productivity and organizational performance. The platform is available in nine languages and can integrate with leading corporate wellness platforms and employee assistance programs (EAPs).



9+ Languages

30+ Training Areas

370+ Mini-Courses

9,000+ Sessions, Tips & Resources

Contact

To find out more about how RethinkCare's digital mindfulness, resilience and sleep training can improve outcomes for your employees and company, contact us at info@rethinkcare.com.

Because life is stressful and we're here to help.

The RethinkCare Team

Click here for more
RethinkCare resources

Get a Demo