

RETURN ON MEANING

Results of the world's largest
mindfulness study in a tech company



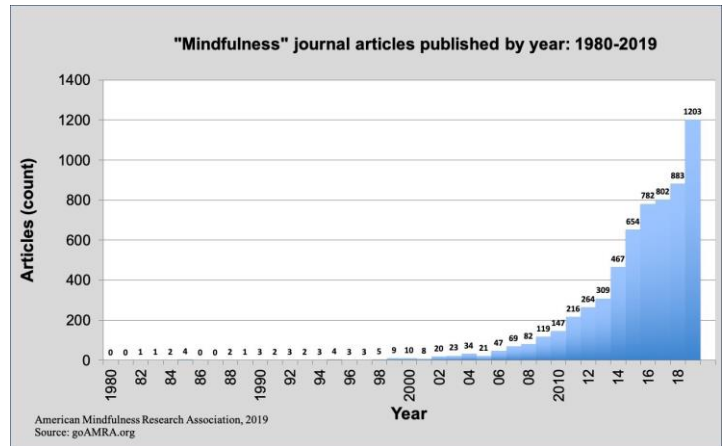
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1. BACKGROUND

For some years now, the **effects of mindfulness** have been increasingly explored (cf. Hehn & Hehn, 2015). In 2019, for example, there were over 1,000 scientific studies worldwide. The positive effect of mindfulness on resilience, serenity, and well-being as well as other psychological concepts has been shown repeatedly (Bartlett et al., 2019; Vonderlin et al., 2020).




In the context of **mindfulness in organisations**, however, the research situation is rather scarce. In particular, studies that scientifically measure the effect of different mindfulness interventions (e.g., training, app) over time and compared to a control group are rare.

The current study by RETURN ON MEANING fulfils these criteria. Moreover, with >340 participants it is the world's largest mindfulness study in the tech industry (Vonderlin et al., 2020). The research focusses on the relevance of mindfulness techniques for leadership and health as well as on the effects of a specific meditation app called MOMENTUM. A second study is planned under the scientific direction of **Prof. Johannes Michalak**, Chair of the Faculty of Health at the University of Witten/Herdecke and a luminary in the field of mindfulness. He is supported by **Prof. Hannah Möltner**, Professor of Business Psychology at the FOM University of Applied Sciences in Essen, who has also proven herself to be an expert in the field of mindfulness.



Source: [www.https://goamra.org/resources/](https://goamra.org/resources/)

2. STUDY DESIGN

TEAM	FACTS
 <p>Prof. Dr. Johannes Michalak</p>  <p>Prof. Dr. Hannah Möltner</p> <p>RETURN ON MEANING Dr. Svea von Hehn Johanna Rauls</p>	<p>Survey period: Sep 2019 – Sep 2020, pre-post design with 2 observations (pretest before intervention, posttest after 6 weeks)</p> <p>Sample: n = 344, Ø 39 years, 37% male, 62% female, 1% diverse</p> <p>Methods: Questionnaire composed of 8 scales (57 questions):</p> <ul style="list-style-type: none"> • Mindfulness (CAMS-R) • Well-being (WHO-I-5) • Emotional exhaustion (MBI subscale) • Work engagement (UWES-9) • Self-efficacy (OSS-SF) • Demands, control, social support (DCSQ) <p>Design: Quasi-experimental intervention control group design</p> <ul style="list-style-type: none"> • Group 1: One-day in-person training • Group 2: MOMENTUM app over a period of six weeks • Group 3: Combination of in-person training, app and weekly webinars • Control group
<p>SMARTPHONE APP</p>	
	<p>Evaluation: Mixed ANOVAs, post hoc tests and correlations at 5%-significance level</p>

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3. RESULTS																	
LEADERSHIP	HEALTH	SELF-MANAGEMENT															
<ul style="list-style-type: none"> Mindfulness significantly increases occupational self-efficacy¹, which in turn correlates positively with work performance and satisfaction Mindfulness also increases work engagement, which correlates positively with joy at work² <p>Specifically, the intervention also increases self-efficacy</p> <table border="1"> <caption>Self-efficacy scores by group and observation</caption> <thead> <tr> <th>Group</th> <th>Observation 1</th> <th>Observation 2</th> </tr> </thead> <tbody> <tr> <td>Training</td> <td>4.35</td> <td>4.50</td> </tr> <tr> <td>Training app and website</td> <td>4.15</td> <td>4.45</td> </tr> <tr> <td>App</td> <td>4.10</td> <td>4.40</td> </tr> <tr> <td>Control Group</td> <td>4.60</td> <td>4.55</td> </tr> </tbody> </table> <p>¹ $p < .05$, partial $\eta^2 = .084$ (medium effect according to Cohen, 1988) ² $r = .50 / .57$</p>	Group	Observation 1	Observation 2	Training	4.35	4.50	Training app and website	4.15	4.45	App	4.10	4.40	Control Group	4.60	4.55	<ul style="list-style-type: none"> Mindfulness is associated with an increase in well-being³ and a decrease in emotional exhaustion⁴ In particular, the use of the MOMENTUM app over a period of 6 weeks shows large effects (compared to before-after and compared to the control group) <p>³ Correlation with well-being $r = .38 / .49$ ⁴ Correlation with emotional exhaustion $r = -.48 / -.54$</p>	<ul style="list-style-type: none"> The mindfulness trainings and the app also train serenity, i.e., the ability to stop for a moment and find the internal "pause button" before reacting This is associated with less anger and reduced conflict in interactions
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4. CONCLUSION

The intervention study shows that mindfulness has **significant positive effects on job-related skills** for both leadership and health management. Furthermore, it was shown that a training program over several weeks in combination with the MOMENTUM app brings about a sustainable change. In view of the challenges of the VUCA¹ world, mindfulness is an empowering resource that should be cultivated as much as possible.

¹ VUCA = Volatility, Uncertainty, Complexity, Ambiguity

Literature:

Bartlett, L., Martin, A., Neil, A. L., Memish, K., Otahal, P., Kilpatrick, M., & Sanderson, K. (2019). A systematic review and meta-analysis of workplace mindfulness training randomized controlled trials. *Journal of occupational health psychology, 24*(1), 108.

Cohen, J. (1988). Set correlation and contingency tables. *Applied psychological measurement, 12*(4), 425-434.

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For further questions about the study, please contact:

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