

Mindfulness for Preventing Psychosocial Risks

Subjects: Psychology, Social

Contributor: María del Carmen Pérez-Fuentes

Mindfulness-based intervention programs in the context of the workplace must be supported by a synthesis of empirical evidence in which the heterogeneity of the different studies shows their efficacy. Meta-analytical studies are intended to overcome the deficiencies and contradictions found in the literature by analyzing the empirical evidence available [38]. This meta-analytical review emphasizes exactly which results the various interventions now show and what influence they exert on psychological variables of employees. Therefore, the main objective of this study was to analyze the efficacy of MBIs on psychological variables of employees.

Keywords: Mindfulness ; workplace ; stress ; anxiety ; depression

Mindfulness is defined as paying full attention to experiences at the present moment, with an open, accepting attitude [1]. In the context of labor, highly stressed employees are exposed to greater health risks, which can increase costs for the organization and even loss of productivity [2]. To counteract these effects, some studies have demonstrated that mindfulness-based interventions (MBIs) can improve mental health [3][4][5] and employee performance [6].

1. The Potential of Mindfulness

Mind/body intervention programs are currently enjoying great popularity. Mindfulness-based interventions, such as mindfulness-based cognitive therapy (MBCT) or mindfulness-based stress reduction therapy (MBSRT) are the most common, and are focused on treatment of mental health problems, such as depression or anxiety [7]. Today, they have strong empirical backing [8]. These programs are conceptually based on traditional mindfulness teaching, that is, they form part of philosophical mindfulness and psychoeducation and act on psychological and neuropsychological mechanisms [9]. In the work environment, development of MBIs is acquiring more presence through online intervention, as it offers a promising new direction for intervention and preventive health [10][11]. Such intervention leads to improvement in general subjective wellbeing [12][13], and, therefore, the first hypothesis posed for this study was that after mindfulness-based intervention, professionals would have lower levels of stress, anxiety, and depression.

2. Training in Mindfulness in the Workplace

Organizations are quickly implementing cognitive-behavioral interventions in the workplace to promote employee wellbeing and performance [14]. This may be related to growing violence in the worksite [15]. MBIs can provide employees with competencies and skills for coping with such situations and promote their strengths [16]. Some studies have shown the positive effects of such interventions for promoting health in the workplace [17] and increasing employee engagement [18], enabling them to make a higher-quality effort to achieve results [19]. Along with this evidence, the literature shows the positive repercussions that mindfulness intervention could have on employee psychological health in specific work contexts [20], influencing their ability to cope with adverse situations that may arise [21]. Therefore, keeping these considerations in mind, the second hypothesis was posed, in which we expected employees to show more engagement and resilience after mindfulness intervention.

Job stress is one of the main causes of lowered productivity and absenteeism [22]. It affects psychological health and contributes to burnout [23][24], causing the employee to feel apathetic and lose interest in the job [25]. Emotional intelligence is very important here in coping with such stress and burnout [26]. MBIs also help reduce professionals' stress, which notably and significantly alleviates issues associated with sleep problems [27][28][29]. Furthermore, many studies have analyzed the relationship of MBIs with other variables, such as psychological distress [30][31], negative and positive affects [32], fatigue [33], and so forth [34][35]. Therefore, organizations are starting up MBIs in the workplace to alleviate employee stress [36][37]. Based on these findings, we posed the third hypothesis, in which we expected employees to have less burnout, emotional exhaustion, fatigue, and negative effects and experience an increase in positive affects and sleep quality, showing greater self-efficacy and better personal wellbeing after participation in mindfulness intervention.

3. This Study

Mindfulness-based intervention programs in the context of the workplace must be supported by a synthesis of empirical evidence in which the heterogeneity of the different studies shows their efficacy. Meta-analytical studies are intended to overcome the deficiencies and contradictions found in the literature by analyzing the empirical evidence available [38]. This meta-analytical review emphasizes exactly which results the various interventions now show and what influence they exert on psychological variables of employees. Therefore, the main objective of this study was to analyze the efficacy of MBIs on psychological variables of employees.

Its specific objectives were the following: (a) Study the influence of MBIs in reducing stress, anxiety, and depression; (b) analyze engagement, mindfulness, and resilience levels after participation in MBIs, and (c) identify the influence of MBIs on positive and negative affects, burnout, emotional exhaustion, fatigue, sleep quality, self-efficacy, and wellbeing. Based on prior empirical evidence, the following hypotheses were posed:

H.1. Mindfulness intervention reduces stress, anxiety and depression.

H.2. Mindfulness-based intervention programs positively influence engagement, mindfulness, and resilience.

H.3. Mindfulness practice positively influences sleep quality, self-efficacy, wellbeing, positive affects, and reduces burnout, fatigue, emotional exhaustion, and negative affects.

References

1. Shu-Ling Huang; Ren-Hau Li; Feng-Ying Huang; Feng-Cheng Tang; The Potential for Mindfulness-Based Intervention in Workplace Mental Health Promotion: Results of a Randomized Controlled Trial. *PLOS ONE* **2015**, *10*, e0138089, [10.1371/journal.pone.0138089](https://doi.org/10.1371/journal.pone.0138089).
2. Ruth Q. Wolever; Kyra J. Bobinet; Kelley McCabe; Elizabeth R. MacKenzie; Erin Fekete; Catherine A. Kusnick; Michael Baime; Effective and viable mind-body stress reduction in the workplace: A randomized controlled trial.. *Journal of Occupational Health Psychology* **2012**, *17*, 246-258, [10.1037/a0027278](https://doi.org/10.1037/a0027278).
3. Brito, G.; Programa de reducción del estrés basado en la atención plena (mindfulness): Sistematización de una experiencia de su aplicación en un hospital público semi-rural del sur de Chile. *Psicoperspectivas* **2011**, *10*, 221–242, .
4. Fish, J.; Brimson, J.; Lynch, S.; Mindfulness interventions delivered by technology without facilitator involvement: What research exists and what are the clinical outcomes?. *Mindfulness* **2016**, *7*, 1011–1023, .
5. García-Rubio, C.; Luna, T.; Castillo, R.; Rodríguez-Carvajal, R.; Impacto de una intervención breve basada en mindfulness en niños: Un estudio piloto. *Rev. Interuniv. Form. Prof.* **2016**, *87*, 61–74, .
6. Slatyer, S.; Craige, M.; Heritage, B.; Davis, S.; Rees, C.; Evaluating the effectiveness of a brief Mindful Self-Care and Resiliency (MSCR) intervention for nurses: A wait-list controlled trial.. *Mindfulness* **2017**, *9*, 534–546, .
7. Bonilla, K.; Padilla, Y.; Estudio piloto de un modelo grupal de meditación de atención plena (mindfulness) de manejo de la ansiedad para estudiantes universitarios en Puerto Rico.. *Rev. Puertorriquena Psicol.* **2015**, *26* , 72–87, .
8. Gallego, J.; Aguilar-Parra, J.M.; Cangas, A.J.; Rosado, A.; Langer, A.I.; Efecto de intervenciones mente/cuerpo sobre los niveles de ansiedad, estrés y depresión en futuros docentes de educación primaria: Un estudio controlado.. *Rev. Psicodidáctica* **2016**, *21*, 87–101, .
9. Wendy M. Kersemaekers; Silke Rupprecht; Marc Wittmann; Chris Tamdjidi; Pia Falke; Rogier Donders; Anne Speckens; Niko Kohls; A Workplace Mindfulness Intervention May Be Associated With Improved Psychological Well-Being and Productivity. A Preliminary Field Study in a Company Setting. *Frontiers in Psychology* **2018**, *9*, 1-11, [10.3389/fpsyg.2018.00195](https://doi.org/10.3389/fpsyg.2018.00195).
10. Aikens, K.A.; Astin, J.; Pelletier, K.R.; Levanovich, K.; Baase, C.M.; Park, Y.Y.; Bodnar, C.M. Mindfulness Goes to Work: Impact of an Online Workplace Intervention. *J. Occup. Med.* 2014, *56*, 721–731.
11. Michelle Lilly; Rebecca Calhoun; Ian Painter; Randal Beaton; Scott Stangenes; Debra Revere; Janet Baseman; Hendrika Meischke; Destress 9-1-1—an online mindfulness-based intervention in reducing stress among emergency medical dispatchers: a randomised controlled trial. *Occupational and Environmental Medicine* **2019**, *76*, 705-711, [10.1136/oemed-2018-105598](https://doi.org/10.1136/oemed-2018-105598).
12. Alana Dobie; Alison Tucker; Madeleine Ferrari; Jeffrey M Rogers; Preliminary evaluation of a brief mindfulness-based stress reduction intervention for mental health professionals. *Australasian Psychiatry* **2015**, *24*, 42-45, [10.1177/1039856215618524](https://doi.org/10.1177/1039856215618524).

13. Wersebe, H.; Lieb, R.; Meyer, A.H.; Miche, M.; Mikoteit, T.; Imboden, C.; Hoyer, J.; Badere, K.; Hatzinger, M.; Gloster, A.T. Well-being in major depression and social phobia with and without comorbidity. *Int. J. Clin. Health Psychol.* **2018**, *18*, 201–208. [Google Scholar] [CrossRef] [PubMed]
14. Brian Chin; Jerry Slutsky; Julianna Raye; J. David Creswell; Mindfulness Training Reduces Stress at Work: a Randomized Controlled Trial. *Mindfulness* **2018**, *10*, 627–638, [10.1007/s12671-018-1022-0](https://doi.org/10.1007/s12671-018-1022-0).
15. Cecilia López-García; José A. Ruiz-Hernández; Laura Llor-Zaragoza; Paloma Llor-Zaragoza; José Antonio Jiménez-Barbero; User Violence and Psychological Well-being in Primary Health-Care Professionals. *The European Journal of Psychology Applied to Legal Context* **2018**, *10*, 57–63, [10.5093/ejpalc2018a6](https://doi.org/10.5093/ejpalc2018a6).
16. Blanco, L.M.; García, C.; Moreno-Jiménez, M.L.; Rodríguez de la Pinta, S.; Moraleda, S.; Garrosa, E.; Intervención breve basada en ACT y mindfulness: Estudio piloto con profesionales de Enfermería en UCI y Urgencias. *Int. J. Psychiat Clin.* **2017**, *17*, 57–73, .
17. Klatt, M.; Norre, C.; Reader, B.; Yodice, L.; White, S.; Mindfulness in motion: A mindfulness-based intervention to reduce stress and enhance quality of sleep in scandinavian employees. *Mindfulness* **2017**, *8*, 481–488, .
18. van Berkel, J.; Boot, C.R.L.; Proper, K.I.; Bongers, P.M.; van der Beek, A.J.; Effectiveness of a Worksite Mindfulness-Related Multi- Component Health Promotion Intervention on Work Engagement and Mental Health: Results of a Randomized Controlled Trial.. *PLoS ONE* **2014**, *9*, e84118, .
19. África Martos; María Del Carmen Pérez-Fuentes; María Del Mar Molero; José Jesús Gázquez; María Del Mar Simón; Ana Belén Barragán; Burnout y engagement en estudiantes de Ciencias de la Salud. *European Journal of Investigation in Health, Psychology and Education* **2018**, *8*, 23–36, [10.30552/ejihpe.v8i1.223](https://doi.org/10.30552/ejihpe.v8i1.223).
20. Virginia Williams; Joseph Ciarrochi; Frank P. Deane; On being mindful, emotionally aware, and more resilient: Longitudinal pilot study of police recruits. *Australian Psychologist* **2010**, *45*, 274–282, [10.1080/00050060903573197](https://doi.org/10.1080/00050060903573197).
21. Mark Craigie; Susan Slatyer; Desley Hegney; Rebecca Osseiran-Moisson; Eric Gentry; Sue Davis; Tony Dolan; Clare Rees; A Pilot Evaluation of a Mindful Self-care and Resiliency (MSCR) Intervention for Nurses. *Mindfulness* **2016**, *7*, 764–774, [10.1007/s12671-016-0516-x](https://doi.org/10.1007/s12671-016-0516-x).
22. M. Arredondo; Montse Sabaté; N. Valveny; M. Langa; R. Dosantos; J. Moreno; Luis Botella; A mindfulness training program based on brief practices (M-PBI) to reduce stress in the workplace: a randomised controlled pilot study. *International Journal of Occupational and Environmental Health* **2017**, *23*, 40–51, [10.1080/10773525.2017.1386607](https://doi.org/10.1080/10773525.2017.1386607).
23. María Del Carmen Pérez-Fuentes; María Del Mar Molero Jurado; África Martos Martínez; José Jesús Gázquez Linares; Analysis of the risk and protective roles of work-related and individual variables in burnout syndrome in nurses. **2019**, , 517383, [10.1101/517383](https://doi.org/10.1101/517383).
24. Carmen M. Vizoso Gómez; Olga Arias-GunDín; Resiliencia, optimismo y burnout académico en estudiantes universitarios. *European Journal of Education and Psychology* **2018**, *11*, 47, [10.30552/ejep.v11i1.185](https://doi.org/10.30552/ejep.v11i1.185).
25. Pérez-Fuentes, M.C.; Gázquez, J.J.; Ruiz, M.D.; Molero, M.M.; Inventory of Overburden in Alzheimer's Patient Family Caregivers with no Specialized Training. *Int. J. Clin. Health Psychol.* **2017**, *17*, 56–64, .
26. Ma Del Carmen Pérez Fuentes; José Jesús Gázquez Linares; Isabel Mercader Rubio; Ma Del Mar Molero Jurado; Brief Emotional Intelligence Inventory for Senior Citizens (EQ-i-M20).. *Psicothema* **2014**, *26*, 524–530, [10.7334/psicothema2014.166](https://doi.org/10.7334/psicothema2014.166).
27. Alberto Amutio; Clemente Franco; Laura C. Sánchez-Sánchez; María Del C. Pérez-Fuentes; José Jesús Gázquez Linares; William Van Gordon; María Del M. Molero Jurado; Effects of Mindfulness Training on Sleep Problems in Patients With Fibromyalgia. *Frontiers in Psychology* **2018**, *9*, , [10.3389/fpsyg.2018.01365](https://doi.org/10.3389/fpsyg.2018.01365).
28. Tori L. Crain; Kimberly A. Schonert-Reichl; Robert W. Roeser; Crain Tori L.; Schonert-Reichl Kimberly A.; Roeser Robert W.; Cultivating teacher mindfulness: Effects of a randomized controlled trial on work, home, and sleep outcomes.. *Journal of Occupational Health Psychology* **2017**, *22*, 138–152, [10.1037/ocp0000043](https://doi.org/10.1037/ocp0000043).
29. Jesús Gázquez Linares; Pérez- Fuentes; Del Mar Molero Jurado; Fátima Oropesa Ruiz; Del Mar Simón Márquez; Mahia Saracosti; José Jesús Gázquez Linares; María Del Carmen Pérez-Fuentes; María Del Mar Molero Jurado; Nieves Fátima Oropesa Ruiz; et al. Sleep Quality and the Mediating Role of Stress Management on Eating by Nursing Personnel. *Nutrients* **2019**, *11*, 1731, [10.3390/nu11081731](https://doi.org/10.3390/nu11081731).
30. Larissa Bartlett; Pamela Lovell; Petr Otahal; Kristy Sanderson; Acceptability, Feasibility, and Efficacy of a Workplace Mindfulness Program for Public Sector Employees: a Pilot Randomized Controlled Trial with Informant Reports. *Mindfulness* **2016**, *8*, 639–654, [10.1007/s12671-016-0643-4](https://doi.org/10.1007/s12671-016-0643-4).
31. Tomás Esteban Sard-Peck; Andrés Martín-Asuero; María Teresa Oller; Ana Calvo; Olga Santesteban-Echarri; Estudio comparativo entre un programa de reducción del estrés basado en mindfulness presencial y online en población general española. *Psiquiatría Biológica* **2019**, *26*, 73–79, [10.1016/j.psiq.2019.03.001](https://doi.org/10.1016/j.psiq.2019.03.001).

32. Mäkinen, J.P.; Heikkilä-Tammi, K.; Promoting Sustainability: The Effects of Workplace Mindfulness Training. *J. Bus. Ethics Organ. Stud.* **2018**, *23*, 20–28, .
33. Grégoire, S.; Lachance, L.; Evaluation of a Brief Mindfulness-Based Intervention to Reduce Psychological Distress in the Workplace. *Mindfulness* **2015**, *6*, 836–847, .
34. Duchemin, A.M.; Steinberg, B.A.; Marks, D.R.; Vanover, K.; Klatt, M. A Small Randomized Pilot Study of a Workplace Mindfulness-Based Intervention for Surgical Intensive Care Unit Personnel: Effects on Salivary α -Amylase Levels. *J. Occup. Med.* **2015**, *57*, 393–409.
35. Horan, K.A.; Taylor, M.B. Mindfulness and self-compassion as tools nt health behavior change: An evaluation of a workplace intervention pilot study. *J. Contextual Behav. Sci.* **2018**, *8*, 8–16.
36. Supplemental Material for Fusing Character Strengths and Mindfulness Interventions: Benefits for Job Satisfaction and Performance. *Journal of Occupational Health Psychology* **2019**, , , [10.1037/ocp0000144.suppl](https://doi.org/10.1037/ocp0000144.suppl).
37. Trowbridge, K.; Lawson, L.M.; Andrews, A.; Pecora, J. Preliminary Investigation of Workplace-Provided Compressed Mindfulness-Based Stress Reduction with Pediatric Medical Social Employees. *Health Soc. Work* **2017**, *42*, 1–8. [Google Scholar] [CrossRef]
38. García, A.M.; Sánchez-Meca, J.; Álvarez, F.J.; Rubio-Paricio, M.; Navarro-Mateu, F.; Neuroticismo e ideas suicidas: Un estudio meta-analítico. *Rev. Esp. Salud. Pública.* **2018**, *92*, 1–18, .

Retrieved from <https://encyclopedia.pub/entry/history/show/8113>