Czech University of Life Sciences Prague

Faculty of Economics and Management

Department of Faculty of Economics and Management

Bachelor Thesis

Mindfulness and Self-Compassion at Workplace

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Thesis title

Mindfulness and Self-Compassion at Workplace

Objectives of thesis

•To make a conclusion by reviewing the existing literature: Is Mindfulness and self-compassion an ancient concept or a newly hyped term?

• To explain what is Mindfulness Mediation? Is it effective? If yes, how?

• Describe Effect of Mindfulness and Self-compassion:

1.On Health

2.On Mental, Psychological and Psychiatric condition

3.On Neuroscience level (Brain Activity)

4.On Thoughts, emotion, and behavior

• To Study Effect of Mindfulness and self-compassion at different workplaces/Job sectors.

• Mapping the Effect of Mindfulness and self-compassion on Employees performance.

• Effect of Mindfulness and self-compassion training in workplace.

• Comparison between before mindfulness practices and after mindfulness practices.

• To suggest recommendations for practice that would support well-being and self-compassion of workers

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MINDFULNESS AT WORK Theresa M. Glomb, Michelle K. Duffy, Joyce E. Bono and Tao Yang

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Declaration

I declare that I have worked on my bachelor thesis titled "Mindfulness and self-compassion at workplace" by myself and I have used only the sources mentioned at the end of the thesis. As the author of the bachelor thesis, I declare that the thesis does not break any copyrights.

In Prague on 15.03.2024 _____

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Mindfulness and Self-Compassion at Workplace

Abstract

The Objective of this work is to study the literature on Mindfulness and Self-compassion, find the relation between connection of terms and finally understand the effects of practicing Mindfulness and Self-compassion in workplace at different job sectors. How to promote the practices in workplaces and what challenges limit the practices. Through practical part aim is to achieve the marking of effectiveness of mindfulness and self-compassion in people studying or working at different job sectors in regards with different age groups.

Keywords Mindfulness, Self-compassion, anxiety, depression, stress, workplace, awareness, Job sectors, Effectiveness

Všímavost a sebesoucit na pracovišti

Abstrakt

Cílem této práce je prostudovat literaturu o všímavosti a sebesoucitu, najít vztah mezi spojením pojmů a nakonec porozumět účinkům praktikování všímavosti a sebesoucitu na pracovišti v různých pracovních sektorech. Jak propagovat praktiky na pracovištích a jaké výzvy je omezují. Prostřednictvím praktické části je cílem dosáhnout hodnocení účinnosti všímavosti a sebesoucitu u lidí studujících nebo pracujících v různých pracovních odvětvích s ohledem na různé věkové skupiny.

Klíčová slova: všímavost, sebesoucit, úzkost, deprese, stres, pracoviště, povědomí, pracovní sektory, efektivita

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List of Abbreviation

ADHD - Attention Deficit Hyperactivity Disorder

CTT - Classical Test Theory

DASS - Depression Anxiety Stress Scales

FFMQ - Five Facet Mindfulness Questionnaire

GRM - Graded Response Model

GD – Group Discussion

IRT - Item Response Theory

IBM - International Business Machines Corporation

KIMS - Kentucky Inventory of Mindfulness Skills

MBSR - Mindfulness-Based Stress Reduction

MBCT - Mindfulness-Based Cognitive Therapy

MAAS - Mindful Attention Awareness Scale

OCBs - Organizational Citizenship Behaviors.

PTSD - Post-Traumatic Stress Disorder

PSS - Perceived Stress Scale

SCS - Self-Compassion Scale

SCDS - Self-Compassion Dimension Scale

SC - Self-Compassion Inventory

SD - Standard Deviation

SOCS-S - Sussex Oxford Compassion for the Self-measure

1 Introduction

Mindfulness and self-compassion are rapidly gaining popularity as key components of a positive and productive workplace culture. The practice of mindfulness involves focusing attention on the here and now while maintaining an open, curious, and nonjudgmental mindset. It helps individuals reduce stress, improve focus, and increase emotional intelligence. Treating oneself with the same consideration, consideration, and understanding that one would show a close friend is a key component of self-compassion. It promotes resilience and reduces anxiety, depression, and burnout.

Studies conducted as we go through the text of thesis have shown that mindfulness and self-compassion can have a significant impact on work-related outcomes such as job satisfaction, job performance, and teamwork. Mindfulness practices can help employees manage difficult emotions and navigate challenging situations with greater ease, leading to improved decision-making and problem-solving skills. Self-compassion can enhance employees' capacity for empathy and support, creating a more supportive and collaborative work environment.

Organizations that prioritize mindfulness and self-compassion can reap numerous benefits, including increased productivity, employee engagement, and reduced turnover. Implementing mindfulness and self-compassion practices in the workplace can involve offering regular workshops or training sessions, creating quiet spaces for meditation or reflection, and encouraging employees to incorporate these practices into their daily routine.

2 Objectives and Methodology

1.1. Objectives

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3 Literature Review

1.3. Theoretical and methodological approaches to study mindfulness and self-compassion in life.

3.1.1 History

Mindfulness and self-compassion are practices that have been gaining popularity in recent years, but their roots go back centuries, to ancient Eastern philosophy, particularly Buddhism. The practice of mindfulness has been a key aspect of Buddhist meditation for centuries and involves paying attention to the present moment with an attitude of curiosity and non-judgment. Self-compassion, on the other hand, involves treating oneself with kindness and understanding during difficult times and has roots in Buddhist teachings on loving-kindness and compassion.

In the Western world, mindfulness and self-compassion gained widespread popularity in recent decades due to the work of several key individuals. Jon Kabat-Zinn, a professor of medicine emeritus at the University of Massachusetts Medical School, is widely credited with bringing mindfulness into mainstream Western medicine. In 1979, he developed a mindfulness-based stress reduction program (MBSR), which combined mindfulness meditation with yoga and other elements of Eastern philosophy. This program has been widely adopted by hospitals, clinics, and other healthcare organizations, and has been shown to have a positive impact on a wide range of physical and mental health conditions.

In the field of self-compassion, Kristin Neff, a professor of human development and culture at the University of Texas at Austin, has been a key figure. Neff's research has shown that self-compassion can have a positive impact on a person's emotional well-being, and she has developed several tools and techniques for promoting self-compassion in everyday life. Her work has been widely adopted in therapy, education, and other settings, and has helped to bring self-compassion into the mainstream.

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1. Theresa M. Glomb, Michelle K. Duffy, Joyce E. Bono and Tao Yang. (2008). MINDFULNESS AT WORK.1-43.

In recent years, mindfulness and self-compassion have been recognized as valuable tools for mental and emotional well-being, and are used in a variety of contexts, including therapy, education, and workplace wellness programs. They have been shown to be effective in reducing stress, anxiety, and depression, and in promoting feelings of happiness, contentment, and well-being. Additionally, they have been shown to have a positive impact on physical health, including reducing symptoms of chronic pain, improving sleep quality, and boosting the immune system.

Despite the growing popularity of mindfulness and self-compassion, there are still some challenges associated with their implementation in the Western world. Some people find the practices difficult to understand or to integrate into their lives, and there is ongoing debate about the best ways to teach mindfulness and self-compassion to others. Additionally, some people may find the practices to be too "touchy-feely" or "new age," and may be resistant to embracing them.

In conclusion, mindfulness and self-compassion have a rich history rooted in Eastern philosophy and have gained widespread popularity in recent years due to the work of key individuals in the field. These practices are now widely recognized as valuable tools for mental and emotional well-being and are used in a variety of settings. While there are still some challenges associated with their implementation, the benefits of mindfulness and self-compassion are well established, and they offer a powerful tool for promoting mental and emotional well-being in today's fast-paced world.

3.1.2 Defining mindfulness and self-compassion

Self-compassion and mindfulness are two interrelated but distinct ideas that have come under more and more scrutiny in recent years due to their ability to support resilience and well-being in people.

The term "mindfulness" describes a condition of acceptance of one's ideas, feelings, and sensations without passing judgment. It entails focusing on the present moment rather than getting sidetracked or preoccupied with concerns about the past or the future. Yoga and

meditation are two mindfulness techniques that work to improve this awareness and give people a better understanding of the stability and clarity of their thoughts and emotions.

"Mindfulness is a difficult notion to describe, let alone operationalize," observed Grossman (2008). (p. 405). Despite outward disputes about the nature and significance. There is agreement over the fundamental nature of mindfulness, which Brown and colleagues define as "a receptive attention to and awareness of present events and experience." (Brown et al., 2007, p. 212; original emphasis added; also see Brown & Ryan, 2003) Simply put, mindfulness is the process of focusing on what is happening in the present moment, both internally (through thoughts and bodily sensations) and externally (through physical and social surroundings), and observing those stimuli without passing judgment on, evaluating, or giving them any particular meaning. Examples of mindfulness at its most fundamental level include observing "the postures of our hands and the feelings of holding a knife and bagel," "our bodies sitting in the car when we drive," and "the traffic, the road, and the surroundings."
Fleeting vistas (Siegel, Germer, & Olendzki, 2009, p. 21). As a mental state devoid of evaluation, judgment, and cognitive filters, mindfulness is defined by receptive awareness of current events and experiences. Given empirical evidence of significant within-individual variation in mindfulness over time (Brown & Ryan, 2003) and evidence that mindfulness can be developed or improved through practices and training like mindfulness meditation (see Brown & Ryan, 2003), loving-kindness meditation (see Fredrickson et al., 2008), as well as MBSR and MBCT, our definition clearly establishes mindfulness as a state of consciousness (see Giluk, 2010).

The ability of mindfulness to lessen stress and improve emotional control is one of its main advantages. People might get fresh insight into their thoughts and emotions by encouraging increased awareness of their experiences, which may aid them in resolving challenging circumstances in a more efficient and adaptable manner. Additionally, studies have shown that mindfulness can promote relationships and boost cognitive and physical wellness.

2Kristin D. Neff and Katie A. Dahm. Self-Compassion: What it is, what it does, and how it relates to mindfulness. 1-40.

3Theresa M. Glomb, Michelle K. Duffy, Joyce E. Bono and Tao Yang. (2008). MINDFULNESS AT WORK.1-43.

Since 2003, when the first two studies defining and assessing self-compassion were published, more than 200 journal articles and dissertations have examined the topic, indicating that self-compassion has recently attracted considerable study attention (Neff, 2003a; Neff, 2003b).

We first examine the definition of compassion to comprehend self compassion. According to Buddhism, compassion is shown for both our own suffering and that of others. Because to do differently would result in the creation of a fictitious sense of a separate self, we include ourselves in the circle of compassion (Salzberg, 1997).

On the other side, self-compassion refers to a method of treating oneself with compassion and understanding through times of sorrow or difficulty. It entails embracing one's own flaws and reacting to trying situations with warmth and compassion rather than with judgment and self-blame. Being nice and compassionate toward oneself in the same ways that one would a friend or loved one in a comparable circumstance is another aspect of self-compassion. Self-compassion is simply compassion that is turned inward when dealing with pain, referring to ourselves as the subject of care and concern (Neff, 2003a).

Self-compassion has been associated with a variety of advantageous outcomes, such as improved wellbeing, resiliency, and a decrease in the signs of stress, anxiety, and depression. Unlike self-esteem, which is frequently based on achievement and furthermore, self-compassion offers a consistent and unwavering supply of emotional support, which can aid people in coping with life's ups and downs more easily and resiliently.

Neff (2003b) operationalized self-compassion as having three main components: kindness, shared humanity, and mindfulness, drawing on the writings of various Buddhist masters (Brach, 2003; Kornfield, 1993; Salzberg 1997). A self-compassionate state of mind is created by the interaction and combination of several factors. Self-compassion is crucial while dealing with our own flaws, errors, and failings as well as with larger-scale life issues that cause us mental, emotional, or physical suffering.

3.1.3 Relation between mindfulness and self-compassion

Understanding the definitions of the terms described in the preceding chapter will help explain how mindfulness and self-compassion relate to one another. It seems reasonable to believe that when one becomes more attentive and aware of their own suffering, they will

begin acting in self-compassionate and self-comforting ways because self-compassion addresses and decreases one's pain and mindfulness makes one aware of their own suffering. We can approach our negative thoughts and feelings with equilibrium and composure if we are attentively aware of them. Being mindful allows us to experience the present moment honestly and without passing judgment, avoiding it, or suppressing it (Bishop et al., 2004).

Why does mindfulness play such a crucial role in self-compassion? We must first be compassionate with ourselves be willing to acknowledge and confront our uncomfortable ideas and feelings. Many people refuse to acknowledge the extent of their suffering, even if it may seem to be blindingly obvious to others, especially when it is being caused by their own inner self-critic. Or when faced with challenges in life, people frequently become so focused on finding solutions that they forget to take a step back and recognize how challenging things actually are. By being aware of our unfavorable thoughts and feelings, we can avoid "overidentifying" (Neff, 2003b) with them and letting our unpleasant emotions sweep us away (Bishop et al., 2004).

Self-compassion and the aforementioned notion of mindfulness have a number of operational characteristics. As evidenced by the considerable literature both include approaching painful situations from an accepting stance in order to reduce destructive processes of response. Self-compassion, which as a whole encompasses a broader range of concepts than mindfulness, also includes extra elements of self-kindness and universal humanity. These elements include understanding that unpleasant feelings are a natural part of being a person and deliberately soothing and comforting oneself when they emerge. These are not characteristics that mindfulness per se entails (Bishop et al., 2004). Naturally, feelings of self-kindness and human compassion may regularly accompany awareness of unpleasant situations, so self-compassion may naturally occur alongside mindfulness of painful events. Without consciously centering oneself, soothing oneself, or maintaining It is nevertheless possible to be attentively aware of unpleasant thoughts and sensations, keeping in mind that these emotions are a normal part of the human experience. It can frequently require extra deliberate effort to be sympathetic toward our own suffering when our troubling thoughts and feelings involve self-criticism and deficiencies.

The different aims that mindfulness and self-compassion aim to achieve are another difference. Self-compassion is a means of relating to the experiencer who is in pain, whereas mindfulness is a way of relating to interior experience (Germer, 2009). If I'm aware of a stabbing pain in my knee, for instance, it means I'm not criticizing or opposing the hot, pulsing sensation; rather, I'm allowing it the mental space it requires to "be" what it is. self-compassion when it also manifests It expresses feelings of care and worry for the fact that I am going through this misery, together with the desire to make myself as comfortable and eased as possible in response to that pain. So there is a tiny paradox associated with self-compassion. The motivation at the core of compassion, the desire for the experiencer to be free of sorrow in the future, is present at the same time that one's present-moment experience is attentively accepted without resistance.

1.4. Effect of Mindfulness and self-compassion at different workplaces/Job sectors

People in a variety of occupations, including but not limited to those in healthcare, education, business, and technology, can benefit from practicing mindfulness. According to research, mindfulness can aid in reducing stress and burnout, improving mental and physical health as well as job satisfaction and productivity. Additionally, studies in numerous fields have demonstrated that mindfulness techniques improve concentration, creativity, and decision-making abilities. To ascertain the precise impacts of mindfulness in various employment sectors and the likelihood of its general adoption in the workplace, more research is required.

A study by Burke and colleagues (2010) found that a mindfulness-based stress reduction program led to significant reductions in stress, anxiety, and depression among employees in a high-stress work environment. (Neff, 2003). In addition, a study by Schutte and colleagues (2014) found that self-compassion was positively associated with job satisfaction and engagement, and negatively associated with turnover intention.

4 Helen Egana,n, Rebecca Keytea, Karen McGowanb, Lyanne Petersa, Nicole Lemona, Sophie Parsonsa, Sophie Meadowsa, Tamara Fardya, Pawandeep Singha, Michail Mantziosa, Helen Egana,n, Rebecca Keytea, Karen McGowanb, Lyanne Petersa, Nicole Lemona, Sophie Parsonas, Sophie Meadowsa, Tamara Fardya, Pawandeep Singha, Michail Mantziosa (2019)

5 Theresa M. Glomb, Michelle K. Duffy,Joyce E. Bono and Tao Yang, MINDFULNESS AT WORK, (2011)

3.2.1. At Healthcare Sector

It has been demonstrated that mindfulness techniques benefit medical staff members and the healthcare system as a whole, practicing mindfulness can improve the mental and physical health of healthcare professionals by lowering stress and preventing burnout. Additionally, mindfulness can enhance their overall job performance as well as their capacity to provide patients with sympathetic and compassionate treatment.

In terms of patient outcomes, mindfulness techniques have been demonstrated to lessen the signs of several medical and psychological illnesses, including depression, anxiety, and chronic pain. Furthermore, mindfulness-based therapies have been applied in medical settings to encourage lifestyle modifications, such as increased physical activity and a better diet, which enhance general health and wellbeing. To fully understand the benefits of mindfulness in healthcare and the possibility for its widespread adoption in the healthcare system, more research is required.

The healthcare sector as a whole, including patients and healthcare providers, may benefit from self-compassion practices, self-compassion can help healthcare professionals feel less stressed and burnt out, which will benefit their physical and mental health as well as their performance at work. Self-compassion exercises can also help healthcare professionals better manage difficult situations, promote empathy, and build good relationships with patients.

Self-compassion techniques have been demonstrated to benefit patients' quality of life and general wellbeing, especially in those with chronic illnesses. Promoting self-compassion among patients can also aid them in better symptom management and improve the results of their overall health. To fully understand the benefits of self-compassion in healthcare and the likelihood of its general acceptance in the sector, more research is required.

3.2.2. At Education Sector

In educational contexts, mindfulness techniques have been found to benefit both teachers and pupils. Practicing mindfulness can help kids cope with stress better and feel better

6 Abira Reizer, Bringing Self-Kindness Into the Workplace: Exploring the Mediating Role of Self-Compassion in the Associations Between Attachment and Organizational Outcomes, (2019)

7 Kristin D. Neff and Katie A. Dahm, Self-Compassion: What it is, what it does, and how it relates to mindfulness

overall, which will enhance their academic performance. Additionally, introducing mindfulness into the classroom can strengthen teachers' teaching abilities while also helping kids focus and behave better.
Mindfulness techniques can help teachers feel less stressed and burnt out, which will

enhance their mental and physical health. Additionally, mindfulness training can help teachers better control their emotions and build stronger bonds with their kids. To fully understand the benefits of mindfulness in education and the likelihood of its general acceptance in classrooms, more research is necessary.

Self-compassion exercises have the ability to improve people's lives, especially students and teachers in educational settings. Self-compassion can help students feel better and do better academically by lowering stress and enhancing wellbeing. A helpful and encouraging learning atmosphere can be created in the classroom by encouraging self-compassion, which will also help students' resilience and self-esteem.
Self-compassion exercises can help instructors feel less stressed and burned out, which will enhance their mental and physical health. Additionally, cultivating self-compassion might help people better control their emotions, feel more fulfilled in their jobs, and build relationships with students. To fully understand the benefits of self-compassion in education and the likelihood of its general acceptance in classrooms, more research is nonetheless required.

3.2.3. At Technical Sector

Practices of mindfulness have been found to benefit people working in sectors related to technology. Mindfulness practices can improve the mental and physical health of computer professionals by reducing stress and burnout. Additionally, mindfulness training can improve concentration, creativity, and judgment—skills that are crucial in the quick-moving

8 Erik Dane, Examining workplace mindfulness and its relations to job performance and turnover intention 2013)

9 Erik Dane, Paying Attention to Mindfulness and Its Effects on Task Performance in the Workplace (2011)

10 Wiphawan Limphaibool , Nattakarn Limphaibool, Chenoa Davidson , The Relationship between Mindfulness [1] and the Work Performance of Employees Working in the Manufacturing Sector , (2017)

and always changing technology sector.

It has been demonstrated that mindfulness techniques enhance tech workers' teamwork and communication, which boosts productivity and innovation from an organizational perspective. Technology firms that practice mindfulness have also reported higher employee happiness and engagement levels, as well as decreased turnover and absenteeism. The full impact of mindfulness in the technology industry and the likelihood of its general acceptance in disciplines related to technology, however, require further study.

Self-compassion exercises have the potential to have a good effect on people working in tech-related areas. According to research, self-compassion can improve tech workers' mental and physical health by lowering stress and burnout. A fast-paced and always changing business like technology necessitates workers who are resilient and capable of handling difficult situations, which is why self-compassion training is beneficial.

Promoting self-compassion among IT professionals has been demonstrated to enhance collaboration and communication, which in turn boosts output and innovation in the workplace. Technology businesses that practice self-compassion have also reported increased employee engagement and satisfaction as well as decreased attrition and absenteeism. To fully understand the impacts of self-compassion on the technology industry and the likelihood of its general acceptance in disciplines connected to technology, more research is required.

3.2.4. At Business Sector

It has been demonstrated that mindfulness techniques benefit people in professional and corporate contexts. Mindfulness can aid in reducing stress and burnout, improving mental and physical health as well as job satisfaction and productivity. Additionally, studies in numerous fields have demonstrated that mindfulness techniques improve concentration, creativity, and decision-making abilities.

It has been demonstrated that mindfulness techniques enhance collaboration and communication inside organizations, which boosts output and fosters creativity. Businesses

11 Stephanie D. Jamieson and Michelle R. Tuckey, Mindfulness Interventions in the Workplace: A Critique of the Current State of the Literature (2016)

that implement mindfulness practices have also reported increased employee engagement and satisfaction as well as decreased turnover and absenteeism. The full impact of mindfulness in the workplace and the likelihood of its general acceptance in the corporate world, however, require further study.

Self-compassion exercises have the potential to have a good effect on people in office and corporate environments. Self-compassion can lessen stress and burnout, which improves mental and physical health as well as job satisfaction and performance. Self-compassion can also strengthen workers' resilience and capacity for dealing with adversity, giving them the edge they need to succeed in the demanding and competitive corporate world.
Promoting self-compassion among staff members has been found to enhance collaboration and communication, which in turn boosts output and innovation in the workplace. Companies that practice self-compassion have also reported increased employee engagement and satisfaction as well as decreased turnover and absenteeism. The full impact of self-compassion in business and the likelihood of its general acceptance in the corporate sector, however, require further study.

1.5. General findings on practicing Mindfulness and self-compassion at workplace

Improvement in Social Relationships: Positive social ties can also be made at work. Healthy workplace relationships create vital protective resources that shield people from workplace stressors. They also foster employee thriving, communication, creativity, and citizenship behaviors. We contend that mindfulness will encourage these beneficial interpersonal relationships.

How does mindfulness promote wholesome social interactions at work? Numerous factors may lead to better working interactions, but we highlight the crucial roles that empathy and

12 Pawinee Petchsawang & Gary N. McLean, Workplace spirituality, mindfulness meditation, and work engagement, (2017)

13 Amelie Edith Brinkmann, Sophia Antonia Press, Eduard Helmert, Martin Hautzinger, Inna Khazan, Jan Vagedes, Comparing Effectiveness of HRV-Biofeedback and Mindfulness for Workplace Stress Reduction: A Randomized Controlled Trial (2020)

response flexibility play as indicators of the internal atonement that comes with mindfulness, in which one is acutely aware of Enhanced awareness to others' signals without resulting in reactivity is made possible by one's own physical and emotional signals (Davidson, 2000; Siegel, 2007). Therefore, those who practice mindfulness should be better equipped to react to co-workers with greater acceptance and less unprofessional response. In essence, mindfulness encourages good interpersonal interactions at work (Giluk, 2010), which includes considering other people's perspectives and minimizing routine responses that can be problematic or encourage escalation. According to the quote above, practicing mindfulness meditation has helped people communicate more openly and resolve conflicts without the use of harmful contagions or escalating patterns of tit-for-tat behaviour. Instead, people who practice mindfulness meditation are more accepting of other people and their flaws.

Recent study has focused on how mindfulness can help with facilitation This feeling of connection may be crucial for the workplace since people who are more socially connected tend to exhibit more positive interpersonal behaviours (such as OCBs and receiving and perceiving social support) than people who are less socially attached (Fredrickson et al., 2008). Positive interpersonal interactions play a significant influence in determining good organizational functioning in many ways.

Increase in Resiliency: It's typical to want to stay away from difficult and uncomfortable circumstances, like the one our study participant described in the passage above.

Theresa M. Glomb and others 140. Even if it provides a little reprieve from hostile circumstances, such avoidance behaviour is maladaptive over the long term. People who have a tendency to withdraw miss out on opportunities to engage in goal-relevant behaviours and activities that are essential for prospering (Urry et al., 2004). On the other hand, a strong amount of research indicates that approach tendencies—such as active thinking and interacting with others and one's environment—are linked to flourishing and well-being (Urry et al., 2004). Individuals must be resilient in the face of challenge and difficulty in order to engage in approach activities and experience the related well-being consequences.

How Does resilience result from mindfulness? Although many of the mechanisms suggested in the text before are likely to contribute to the development of resilience, we specifically

14 Samantha J. Dodson, YuTseHeng, Self-compassion in organizations: A review and future research agenda, (2020)

focus on the roles of affective regulation and persistence, two processes connected to mindfulness. Approach conduct necessitates perseverance as well as the maintenance of happiness and good feelings in the face of difficulty (Chambers et al., 2009; Davidson, 2000). The ability to accept one's feelings and thoughts without reacting to them is another essential quality of resilience (i.e., decoupling and reduced automaticity). Resilience is characterized by the ability to control unpleasant thoughts and emotions, especially once they have surfaced. Cultivating pleasant emotion in daily life may be a crucial component of resilience, assisting people in overcoming obstacles, hastening recovery from temporary setbacks, and maintaining quality of life in the face of more persistent stressors. (p. 62). In addition to enabling us to approach people positively (in this case, a person who is regarded as difficult), mindfulness also shields us from other people's agitation and negative emotional states through appropriate affect regulation and decreased reactivity, as our meditator so beautifully demonstrated. To perform at your best at work, you must be able to handle obstacles and stressors, whether they are interpersonal or task-related.

Improvement in task performance: Although many of the processes discussed in this chapter are expected to have downstream impacts on task performance, how mindfulness affects performance is probably significantly influenced by the kinds of tasks that are necessary for a certain employment. For vocations that need a lot of interpersonal connection, for instance, we may anticipate that empathy will be crucial. We may anticipate that less rumination and better affective regulation will be the key performance routes for jobs with high emotional demands. Response flexibility may be essential for tasks that are highly complex and are not often performed. Although some factors, including improved self-determination and tenacity, can be anticipated to have a positive impact on a variety of work kinds, we think that the contribution of mindfulness to performance is mostly influenced by task and environmental factors of the project.

Dane has carefully thought through the effects of the attentional component of mindfulness on task performance (2010). According to the task environment and level of competence, Dane hypothesized that broad attentional breadth, such as that present in a state of mindfulness, may either inhibit or facilitate task performance. In particular, keeping a broad

15 Fong T. Keng, Is Mindfulness Beneficial for Job Performance Following Positive and Negative Affective Events? The Attenuating Role of Mindfulness on Self-Serving Bias (2016)

exterior attentional breadth is advantageous in dynamic task contexts because it enables attention to a variety of inputs. Wide external attentional breadth, however, may impair performance in relatively static surroundings when one loses concentration on their duties. Herndon (2008) discovered that trait mindfulness was linked to fewer cognitive errors (such as forgetting, becoming side-tracked, or making mistakes), which raises the question of whether mindfulness is also linked to increased attention to external stimuli , fewer cognitive failures, a number of positive work outcomes, such as improved performance and fewer accidents, are expected to follow.

Additionally, mindfulness increases a person's sensitivity to internal processes, making them more aware of unconscious or automatic thoughts, sensations, and perceptions, which frequently take the shape of gut reactions or feelings. When expertise is high, these intuitions, according to Dane (2010), may improve task performance. Additionally, it is anticipated that practicing mindfulness would lead to better decision-making on the job.

As we investigate how mindfulness relates to task performance, we understand that mindfulness contrary to the evolution of species and 142 efficient operation of the human brain, which is built to quickly process and categorize a high volume of stimuli. THERESA M. GLOMB ET AL. At first glance, it may appear that practicing mindfulness will make one less effective and productive because they won't be able to assimilate stimuli as quickly. However, automaticity serves a useful purpose. However, by taking into account that mindfulness may help us train our minds so that automaticity becomes more functional and redirects attention to the necessary environmental cues, allowing individuals to respond more skillfully rather than automatically, we might be able to reconcile these seemingly incompatible ideas. Future studies can test our theories on how mindfulness affects productivity at work in great detail.

16 Karen Klockner and Richard E. Hicks, Cognitive Failures at Work, Mindfulness, and the Big Five, (2014)

3.4. Effect of Mindfulness and Self-compassion

- On Physical Health
- On Mental Health
- On Psychological and Psychiatric condition
- On Neuroscience level
- On Thoughts, Emotions and Behavior

3.4.1. On Physical Health

According to research, mindfulness techniques have been found to have numerous benefits for physical health. Studies have specifically looked into the effects of mindfulness on various health issues. For instance, when it comes to chronic pain, mindfulness has been shown to lower pain sensitivity and improve overall quality of life for individuals. Similarly, mindfulness techniques have been found to be effective in reducing symptoms of stress and anxiety, as well as lessening the symptoms of depression and improving mood. Additionally, mindfulness has been demonstrated to enhance sleep quality and alleviate insomnia symptoms. In terms of cardiovascular health, mindfulness techniques have been found to lower blood pressure and stress levels, leading to improved heart health. Furthermore, mindfulness has been shown to enhance immune system performance and boost overall physical health. It has also been found that practicing self-compassion, a key aspect of mindfulness, can have positive effects on mental health by reducing signs of stress, anxiety, and depression, as well as enhancing general wellbeing. Moreover, self-compassion has been linked to improved physical health through the promotion of healthy behaviors such as regular exercise, a healthy diet, and reduced substance use. Lastly, self-compassion has been found to enhance resilience, which is the ability to recover from challenging situations and obstacles. Overall, the research suggests that mindfulness techniques can have a significant impact on physical health and overall well-being.

3.4.2. On Mental Health

Mindfulness techniques have been proven to be effective in reducing stress and anxiety, improving overall well-being. Studies have also shown that these practices can help alleviate symptoms of depression and elevate mood. Individuals with bipolar disorder have reported

a decrease in symptoms and an improved quality of life through the use of mindfulness techniques. Similarly, individuals with ADHD have experienced improvements in attention, impulsivity, and hyperactivity. Mindfulness has also been shown to be beneficial for those suffering from PTSD, reducing symptoms and enhancing general well-being. Additionally, practicing self-compassion through mindfulness can increase self-esteem and reduce rumination, leading to a more positive mindset.

3.4.3. On Psychological and Psychiatric Condition

Mindfulness techniques have shown to be effective in improving symptoms of Attention Deficit/Hyperactivity Disorder (ADHD), such as inattention, impulsivity, and hyperactivity. Similarly, individuals suffering from Post-Traumatic Stress Disorder (PTSD) have experienced relief and improved well-being through the practice of mindfulness. Additionally, self-compassion has been linked to increased self-esteem, enhancing one's overall opinion of their abilities and self-worth. Moreover, practicing self-compassion has been shown to improve coping mechanisms for stress, positively impacting mental health. Furthermore, self-compassion has proven to be beneficial in reducing symptoms of eating disorders, including binge eating and body dissatisfaction. Lastly, individuals with Borderline Personality Disorder have reported improvements in symptoms such as reduced anger and impulsivity through the practice of self-compassion.

3.4.4. On Neuroscience level

Research studies have shown that mindfulness practices have a profound impact on the brain and body. One notable finding is the increased density of grey matter in areas associated with attention, sensory processing, and emotional control. This suggests that mindfulness can enhance these cognitive functions. Additionally, mindfulness techniques have been found to alter neural activity patterns, particularly in regions related to stress and emotional regulation. This indicates that mindfulness can help individuals better manage their emotions and reduce stress levels. Furthermore, mindfulness has been shown to regulate stress hormones like cortisol, which has implications for both physical and mental well-being.

17 Kristin A. Horan⁎, Maija B. Taylor, Mindfulness and self-compassion as tools in health behavior change: An evaluation of a workplace intervention pilot study (2018)

Lastly, mindfulness techniques have been found to alter pain perception, reducing the severity of pain experienced. Overall, these findings highlight the wide-ranging benefits of mindfulness in improving various aspects of human health and well-being.

3.4.5. On Thoughts, Emotions and Behavior

Mindfulness techniques offer a variety of benefits that can greatly enhance overall well-being. One significant advantage is improved emotional regulation, which leads to a better mood and decreased symptoms of stress, anxiety, and depression. Additionally, mindfulness activities have been proven to enhance attention and focus, resulting in heightened cognitive performance and increased productivity. Moreover, mindfulness fosters greater awareness and mental clarity, ultimately improving decision-making abilities. Interpersonal relationships also benefit from mindfulness, as it promotes increased empathy, compassion, and a reduction in conflicts and misunderstandings. Furthermore, mindfulness practices have been linked to healthier habits, such as increased physical activity, a balanced diet, and reduced substance use. Additionally, mindfulness techniques enhance cognitive flexibility, allowing individuals to transition between tasks and thoughts with ease. Lastly, mindfulness helps reduce negative thought patterns like worry, self-criticism, and self-deprecation, leading to a more positive mindset and improved overall mental well-being.

Mindfulness approaches have been shown to improve perspective-taking, allowing individuals to see things from other people's viewpoints. Additionally, these practices have been found to elevate mood, particularly in those experiencing depression, by reducing symptoms such as melancholy and hopelessness. Furthermore, self-compassion, a component of mindfulness, has been proven to enhance coping strategies, increasing adaptive responses to stress while decreasing maladaptive ones like avoidance and substance abuse. Self-compassion also promotes prosocial behavior, fostering empathy, compassion, and generosity towards others. Moreover, self-compassion has been found to enhance motivation for personal growth and self-improvement, while simultaneously reducing negative behaviors like anger and risky behavior.

18 Pawinee Petchsawang & Gary N. McLean, Workplace spirituality, mindfulness meditation, and work engagement, (2017)

3.5. Mindfulness Meditation

The objective of mindfulness meditation is to bring one's awareness to the present moment while quietly observing and accepting one's feelings, thoughts, and bodily sensations. The two major goals of mindfulness meditation are to increase present-moment awareness and to foster a non-judgmental attitude toward one's experiences. This approach of stress reduction and mental health improvement has Buddhist roots and is quite well-liked in the West.

The cornerstone of mindfulness meditation is being aware of what is happening right now. This requires staying focused on the breath, one's thoughts, and their sensations without interruption or condemnation. Mindfulness meditation involves just seeing and accepting what is happening in the present moment without trying to change it or make judgments about it. This A non-judgmental attitude can enhance general well-being and help people feel less stressed and anxious.
A body scan, sensory awareness, and deep breathing are just a few of the techniques used in mindfulness meditation. The secret to deep breathing is to pay attention to the breath and count each inhalation and exhale. This can help people unwind mentally and feel less tense and anxious. You lay down or sit comfortably and focus on each part of your body, starting with your toes and moving up to your head, during a body scan. This might help reduce physical stress and promote relaxation. Sensory observation is the practice of observing environmental stimuli like sounds, smells, and touch.

From a calm area at Mindfulness meditation can be practiced in a number of settings, even the middle of a busy city street. It can be done for a short period of time or for a long period of time, depending on the person's schedule and interests. There is no right or wrong way to practice mindfulness meditation as long as the focus is on being present and accepting what is happening in the moment.

Studies show that mindfulness meditation has positive effects on both mental and physical health. It has been shown to reduce stress and anxiety, improve mood, and boost the immune system. Furthermore, mindfulness meditation has been shown to improve concentration and

19 Peter Devenish-Meares, Call to Compassionate Self-Care: Introducing Self-Compassion Into the Workplace Treatment Process, (2015)

focus as well as diminish the symptoms of chronic pain and depression. Additionally, it has been shown to improve sleep quality and reduce the interruption of sleep.

One of the primary benefits of mindfulness meditation is an increase in self-awareness. By focusing on their ideas, feelings, and bodily sensations, people can better understand themselves and their behavioural patterns. This might help one think more compassionately about themselves and less critically of themselves. Through mindfulness meditation, one can cultivate a non-judgmental attitude toward their experiences, which can enhance their general welfare and mental peace.

The eight-week Mindfulness-Based Stress Reduction program is the most widely used kind of mindfulness-based treatment (MBSR; Kabat-Zinn, 1982).

Through yoga and other physical exercises, both of these programs teach awareness Scanners, among other meditation techniques.

3.6. Promoting Mindfulness and Self-compassion in workplace

The following strategies can be used to encourage mindfulness in the workplace:

Incorporating mindfulness in the workplace can have numerous benefits for both employees and the organization as a whole. By integrating mindfulness exercises into daily activities, such as starting meetings with a moment of mindfulness or setting aside time for meditation, employees can cultivate a sense of calm and focus. Providing training and workshops on mindfulness can further enhance employees' understanding and practice of mindfulness techniques. Encouraging regular pauses throughout the day for mindfulness practice can help employees rejuvenate and reduce stress levels. Creating a culture of mindfulness by promoting work-life balance and offering tools like mindfulness apps and guided meditation sessions can support employees in their mindfulness journey. Additionally, incorporating mindfulness into workplace events and team-building exercises can foster a sense of unity and well-being among employees. By promoting open discussions about the benefits of

20 Jade-Isis Lefebvre, Francesco Montani, and François Courcy, Self-Compassion and Resilience at Work: A Practice-Oriented Review, (2020)

21 Tiziana Ramaci , Venerando Rapisarda, Diego Bellini , Nicola Mucci, Andrea De Giorgio and Massimiliano Barattucci, Mindfulness as a Protective Factor for Dissatisfaction in HCWs: TheModerating Role of Mindful Attention between Climate Stress and Job Satisfaction, (2020)

mindfulness and self-care, organizations can create an environment that values and supports mindfulness practices. Ultimately, developing mindfulness in the workplace requires a commitment to incorporating mindfulness into daily activities and fostering a supportive atmosphere for employees to embrace mindfulness.

There are various steps that can be taken in order to practice self-compassion at work. Here are some strategies for encouraging self-compassion at work:
Practicing self-compassion at work is crucial for maintaining overall well-being and productivity. By reflecting on our emotions and understanding their source, we can better address them. Treating ourselves with kindness and understanding, just as we would with a friend, allows us to cultivate a positive self-image. Accepting imperfections and embracing mistakes as learning opportunities helps us grow and reduces self-judgment. Expressing gratitude for our abilities and achievements fosters a sense of contentment and positivity. Connecting with others, whether it's friends, family, or colleagues, combats loneliness and promotes a supportive work environment. Prioritizing self-care through exercise, relaxation, and a balanced diet ensures our physical and emotional well-being. By implementing these strategies, individuals can develop self-compassion and create a nurturing work environment.

3.7. Challenges while practicing Mindfulness and Self-Compassion at workplace.

Limited time and distractions, reluctance to change and skepticism, cultural and personal differences, and difficulty integrating mindfulness into regular routines are all obstacles to practicing mindfulness at work. Making a conducive setting and figuring out how to gauge the success of mindfulness activities can also be difficult. Setting up clear goals, encouraging a culture of mindfulness and self-care in the workplace, and providing resources and training in mindfulness may all be useful in overcoming these obstacles.

The practice of mindfulness can be quite challenging due to various reasons. Firstly, concentration issues can hinder one's ability to stay present and focused, especially when

22 Self-Compassion and Resilience at Work: A Practice-Oriented Review, Workplace mistreatment and emotional exhaustion: The interaction effects of self-compassion, (2020)

feeling overwhelmed or anxious. Secondly, some individuals may resist the changes that mindfulness brings, as it requires addressing difficult emotions and letting go of harmful behaviors. Additionally, maintaining a regular mindfulness practice demands time and effort, which can be difficult for some people to commit to. Moreover, mindfulness often involves facing uncomfortable or distressing emotions and sensations, causing discomfort for some. Furthermore, there is a lack of knowledge about mindfulness, leading to ignorance or doubt. Lastly, not everyone has access to mindfulness techniques, especially those with physical or mental health issues.

Although the amount of mindfulness research is expanding, more research is still required to completely understand its effects and identify the optimal techniques for various groups and conditions.

Lack of understanding or awareness of self-compassion, difficulty prioritizing self-care and self-compassion amidst work demands, resistance to vulnerability and emotional expression, and difficulty integrating self-compassion practices into daily routines can all be obstacles to practicing self-compassion in the workplace. Offering self-compassion education and tools, encouraging a workplace culture that values and prioritizes self-care, and figuring out how to incorporate self-compassion practices into everyday work routines may be necessary to overcome these obstacles. Another way to promote a culture of self-compassion in the workplace is to set up a support network and give people a platform to discuss their stories.

There are various steps that can be taken in order to practice self-compassion at work. Here are some strategies for encouraging self-compassion at work:

1. Reflect on your ideas, feelings, and experiences in a mindful manner. What are you feeling at this moment? and "What could be the source of these emotions?"
2. Treat yourself with the same compassion and understanding that you would extend to a friend by practicing self-kindness.
3. Accept imperfections: Realize that mistakes are commonplace and that it's good to make them. Try to be non-judgmental about yourself rather than being critical of yourself.

4. Develop thankfulness by focusing on the things for which you are grateful, including your own abilities and achievements.
5. Connecting with others can help to lessen feelings of loneliness and isolation. Connect with friends, family, or workplace.
6. Be careful Maintain your physical and emotional wellbeing by practicing self-care practices including exercise, relaxation, and a balanced diet.
7. Individuals can develop self-compassion and foster a supportive work environment by putting these skills into practice.

4. Practical Part

4.1. Studies held on to Mindfulness at workplaces.

4.1.1. Aetna: Lowering Healthcare Costs and Improving Employee Well-Being

Aetna, a significant insurer, has introduced a mindfulness program for staff members. According to the study, people who participated in the mindfulness program had much lower stress levels, were more productive, and spent less money on medical care. This study focused on the possible financial gains from mindfulness programs.

The study examined the attitudes and behaviors of employers and workers who work in offices (those who have decision-making authority). for benefits and assistance to employees). The research discussed wellness and wholesome life, issues of Its effect on workers as well as the degree of assistance provided by employers. A specific emphasis was on the impact and reaction to of the worldwide coronavirus outbreak. Online panels were used for conducting the surveys. phone interviews and focused social media hiring as well as free-found hiring carried out between office-based staff members and upper management decision makers in companies.

4.1.2. IBM: Stress Reduction Through Mindfulness

IBM started a mindfulness program to assist staff in reducing stress. According to the study, program participants' assessed stress levels significantly decreased, and their general well-being improved. This emphasizes how mindfulness training could benefit worker mental health.

There were two mindfulness tests conducted. 48 individuals utilized and completed the Mindful Attention Awareness Scale (MAAS) for records from 2004 to 2006. The Kentucky Inventory of Mindfulness Skills (KIMS), which was completed by 228 individuals, was applied to records from 2007. Since these are reliable indicators of mindfulness and are interchangeable, They took into account every participant who finished the KIMS or the

MAAS. The change from the MAAS to the KIMS is in line with the overall pattern in the research literature, which has seen an increase in the usage of the latter as a more detailed gauge of mindfulness characteristics.

Figure 1 Data on IBM: Stress Reduction Through Mindfulness

Statistic	KIMS		MAAS	
	Pre	Post	Pre	Post
n	228	228	48	48
Minimum	70	78	23	38
Maximum	167	172	74	82
Mean	118.45	133.59	47.15	60.13
SD	18.83	16.48	12.41	10.13

48 participants finished the MAAS and 228 participants completed the KIMS as a mindfulness test. Higher scores indicated greater mindfulness. Prior to the intervention, participants' average KIMS score was 118.45 (standard deviation [SD] = 18.83; out of a potential 156) or their average MAAS score was 47.15 (SD = 12.41; out of 90).

4.1.3. Oxford University: Self compassion and workplace relationships

Studies at Oxford University looked at the connection between interpersonal interactions at work and self-compassion. According to the research, employees who practice self-compassion are more tolerant of both themselves and others, which promotes better working relationships, higher cooperation, and fewer conflicts.

Strong psychometric measures of self-compassion in the workplace are currently lacking, and self-compassion is a relatively new concept in the scientific literature. To further the body of knowledge regarding the psychometric qualities of the Sussex Oxford Compassion for the Self-measure (SOCS-S), it is imperative that the measure be validated in several cultural contexts. This study used classical test theory (CTT), item response theory (IRT), and network analysis to assess the validity of the SOCS-S in a working sample of 1,132 Chinese participants (39.4% males). The SOCS-S's five-factor structure was found to be legitimate, as evidenced by its excellent internal consistency and gender-neutral measurement invariance. IRT was used to evaluate the entire SOCS-S scale items using a graded response model (GRM), showing that all There were twenty items with acceptable difficulty indices and sufficient discrimination indices. It's also important to note that the

network analysis's findings agree with the IRT analysis's conclusions. In conclusion, the research validates the SOCS-S's applicability as a self-compassion measure for Chinese occupational categories.

Figure 2 Data of Studies held on Practicing Self Compassion at Workplace

		Validation sample N (%)
Gender	Male	446 (39.4)
	Female	686 (60.6)
Age	20 years and below	91(8)
	21–30	618 (54.6)
	31–39	308 (27.2)
	40–49	91 (8.0)
	50 years and above	24 (2.1)
Education	High school or below	197 (17.4)
	Post-secondary	280 (24.7)
	Bachelor	539 (47.6)
	Master or above	116 (10.2)
Occupation	Production staff	77 (6.8)
	Sales staff	107 (9.5)
	Marketing staff	52 (4.6)
	Technical staff	144 (12.7)
	Management	132 (11.7)
	Faculty	104 (9.2)
	Professionals	145 (12.8)
	Others	371 (32.8)

The research recruited 1,132 working participants, comprising 446 males (39.4%) and 686 females (60.6%), using a convenience sampling method. Initially, 1,302 working participants were enrolled, but those with too short response times were excluded, resulting in a 1.3% attrition rate. The final sample size for this study was 1,132.

Participants rated their responses on a 5-point Likert scale, ranging from 1 (not at all true) to 5 (always true). A higher score here shows a greater level of self-compassion. The present study obtained a Cronbach's alpha value of 0.92 (95% CI [0.92, 0.93]), indicating high internal consistency.

Combined Conclusion on above studies

The reviewed studies demonstrate the increasing interest in and application of mindfulness programs in work environments, especially in major organizations such as IBM and Aetna. Promising outcomes in terms of stress reduction and improved mental health have been documented for these programs, which target employee stress levels and promote overall well-being.

According to Aetna's first study, staff workers who participated in their mindfulness program had decreased stress, better productivity, and lower healthcare expenditures. This indicates that mindfulness-based interventions may have observable advantages for the mental health of workers as well as for organizational outcomes like productivity and medical costs use mindfulness training to enhance employees' mental wellness in a variety of business environments.

Additionally, research on self-compassion has shown the significance of self-compassion in professional settings, most notably the validation of the Sussex Oxford Compassion for the Self-measure (SOCS-S) in a Chinese working sample. The results of the study show that self-compassion is linked to improved interpersonal connections, higher levels of tolerance, and higher levels of employee cooperation. This emphasizes how important it is to practice self-compassion in order to improve employee wellbeing and create a healthy work environment.

All things considered, these research offer insightful information on the possible advantages of self-compassion and mindfulness therapies in professional settings. They contend that putting such programs into place can help lower stress, enhance worker wellbeing, and create a collaborative, encouraging work atmosphere and output.

4.2. Effect at different workplaces/ Job sectors

Moving further with the applications on practical part conducted based on different scales of mindfulness and self-compassion later described in the thesis. In the appendix the first link is the google form link on the questions from Mindfulness. The google form has 5 sections, each section with 4 or more questions on Mindfulness.

1st section is based on the questions from The Mindful Attention Awareness Scale (MAAS)

2nd section is based on the questions on Five Facet Mindfulness Questionnaire (FFMQ)

3rd section is based on the questions on The Kentucky Inventory of Mindfulness Skills (KIMS)

4th section is based on the questions on The Perceived Stress Scale (PSS) and

5th section is based on the questions on The Depression Anxiety Stress Scales (DASS)

The second link in the appendix is the google form link on the questions from self-compassion scales. The google form has 3 sections, each section with 4 or more questions on self-compassion.

1st section is based on the questions from The Self-Compassion Scale (SCI)

2nd section is based on the questions from Self-Compassion Dimension Scale (SCDS)

3rd section is based on the questions from The Self-Compassion Inventory (SCI)

Both of the two google forms were send to 10 candidates. Out of 10 candidates 3 candidates are from business background. 3 candidates are from IT/ Information Technology Industry. 2 candidates are from Health sector and remaining 2 candidates are from Teaching Profession. These candidates identify themselves as men and women between age 24 to 43. I will now describe the each method used in google forms in details and will also explain the graphs as a result received as answers of respondents. (Graphs and Explanation from page 37 to 49 will come)

Surveys on mindfulness are used to gauge a person's level of mindfulness and how it affects several facets of their lives, including stress, wellbeing, and mental health. Among the frequently utilized mindfulness tests are:

1. Mindful Attention Awareness Scale (MAAS)
2. Five Facet Mindfulness Questionnaire (FFMQ)
3. The Kentucky Inventory of Mindfulness Skills (KIMS)
4. The Perceived Stress Scale (PSS)
5. The Depression Anxiety Stress Scales (DASS)

These self-compassion questionnaires have been employed in several studies to evaluate the effects of self-compassion on mental health and wellbeing as well as the efficacy of interventions targeted at promoting self-compassion.

4.2.1. The Mindful Attention Awareness Scale (MAAS)

A popular self-report questionnaire called the Mindful Attention Awareness Scale (MAAS) measures people's propensity to be mindful generally in daily life. John Teasdale and Zindel Segal created it. The 15-item scale has a 4-point Likert scale with responses ranging from "almost always" to "almost never."

The following are a few samples of questions from the MAAS:

1. I catch myself acting carelessly sometimes.
2. I don't give my entire attention to activities because I rush through them.
3. I carry out chores automatically and without awareness because I get distracted by my thoughts and lose track of my surroundings.
4. I get lost in my thoughts and forget what’s going on around me.

The MAAS calculates a score that indicates a person's general level of mindfulness and has been used in numerous studies.

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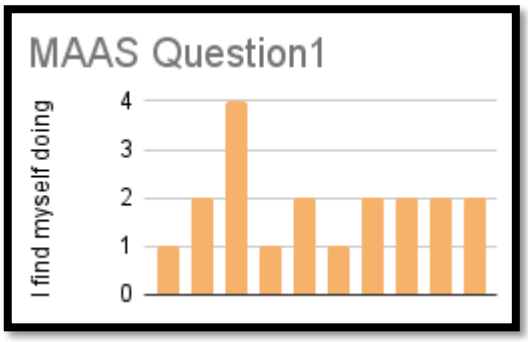
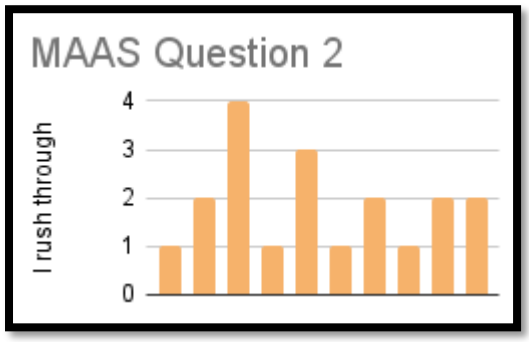
23 Martina Kotzé, Petrus Nel, The psychometric properties of the Mindful Attention Awareness Scale (MAAS) and Freiburg Mindfulness Inventory (FMI) as measures of mindfulness and their relationship with burnout and work engagement, 2016

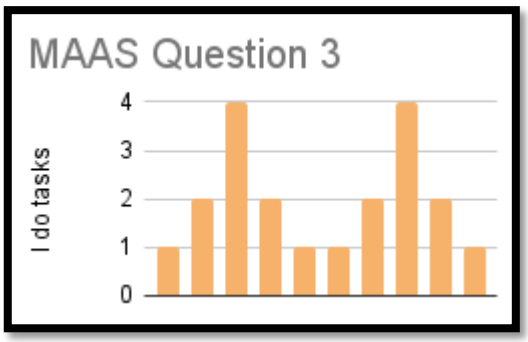
Figure 3 MAAS Question



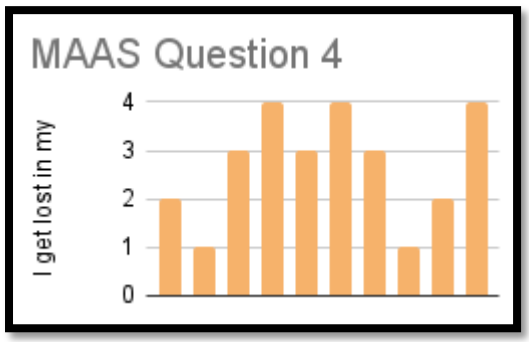
Out of 10 people only 1 person rates till 4 others all are 2 and only 3 people rate it till 1. That means 1 out of every 10 people catch themselves acting carelessly sometimes.



Out of 10 people only 1 person rates till 4 other all rates 2 and 4 people rate 1. That means 1 person out of 10 people is inattentive.



Out of 10 people only 2 people are inattentive to their daily work. The other 4 of them are somewhere in between and the last 4 are mostly attentive to their daily work.



As 4 being never, mostly people are attentive to their work and very few people get lost while their work and forget what's going on around them.

4.2.2. Five Facet Mindfulness Questionnaire (FFMQ)

A popular self-report test to gauge mindfulness is the Five Facet Mindfulness Questionnaire (FFMQ). Susan L. Shapiro, Shauna L. Brown, and Randy P. J. Roemer created it. Five aspects of mindfulness are measured by the FFMQ: watching, describing, behaving mindfully, not evaluating one's inner experience, and not reacting to one's inner experience. The 39-item FFMQ is rated on a Likert scale of 1 to 5, with 1 being "never or very seldom true" and 5 being "very often or always true." Items from the FFMQ include, for example:

1. I notice physical sensations like the wind in my hair or the sun on my face, and I judge myself for feeling these kinds of improper or nonsensical feelings.
2. I keep an eye on my thoughts to avoid getting distracted by them.
3. I watch my thoughts without getting carried away by them.

4. I notice changes in my body such as heartbeat or breathing.

A total score that measures a person's overall level of awareness is also provided by the FFMQ along with scores for each of the five aspects of mindfulness. To evaluate the effect of mindfulness-based interventions on wellbeing and mental health, it has been employed in a number of research studies.

Figure 4 FFMQ Question

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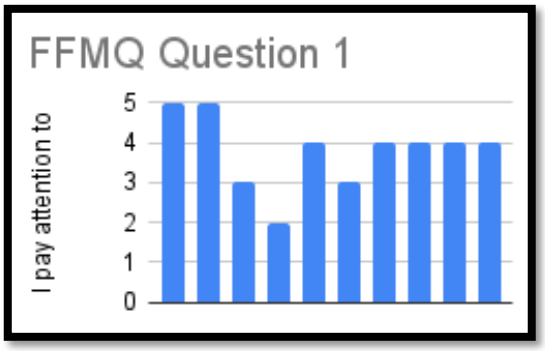
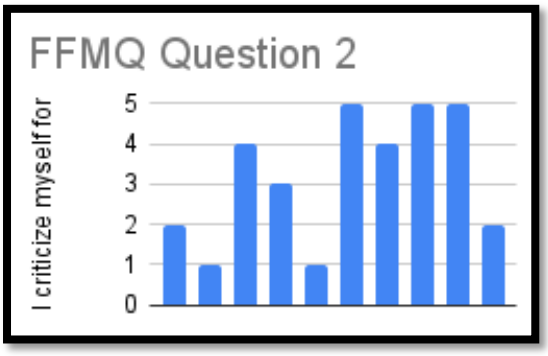
<td> 

Out of 10 people 2 people are 100% attentive to the physical sensations, 6 of them are slightly less attentive to the sensation and only few people are not so attentive.</td>
<td> 

Mostly people are distracted through their thoughts, out of 10 people 3 of them are attentive and 2 of them are slightly less attentive. Rest of them are in between.</td>
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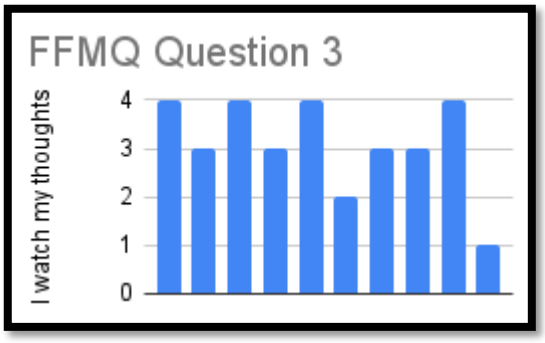
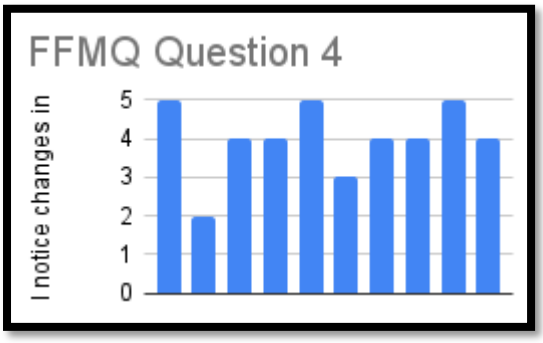
<td> 

Out of 10 people mostly people are attentive to their body functions. Only 1 out of 10 people is inattentive to their body.</td>
<td> 

People are more attentive to their health. As out of 10 people 8 of them are highly attentive to the changes to their body and only 2 people are less attentive to their health.</td>
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</table>

4.2.3. The Kentucky Inventory of Mindfulness Skills (KIMS)

A self-report questionnaire called the Kentucky Inventory of Mindfulness Skills (KIMS) assesses a person's dispositional mindfulness, or their propensity to practice mindfulness on a regular basis. Lynn Miller and colleagues created it.

The KIMS has 26 items and is graded on a Likert scale with 5 possible responses, from "never" to "often." Items from the KIMS include, for instance:

1. I concentrate on my breathing.
2. I am able to concentrate on the here and now.
3. I can watch my thoughts without getting too caught up in them.
4. I can be conscious of my emotions without letting them consume me.

Three aspects of mindfulness—present-moment awareness, experience observation, and experience attitude—are scored by the KIMS. To evaluate the effect of mindfulness-based interventions on wellbeing and mental health, it has been employed in a number of research studies.

Figure 5 KIMS Question

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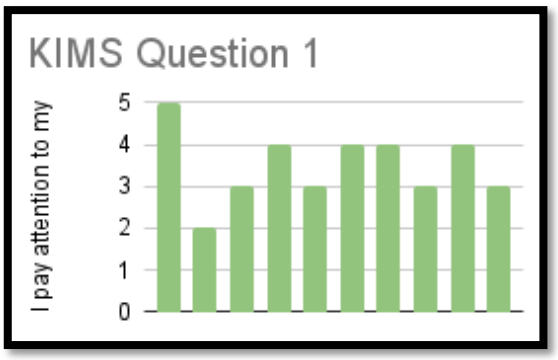
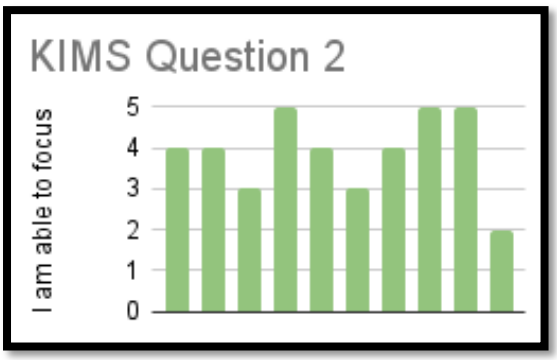
<td> 

Out of 10 people only 1 person concentrate on his breathing, 4 of them are slightly less attentive. The other 4 are in between and only 1 person is really less attentive to his breathing.</td>
<td> 

Focusing in the present, out of 10 people mostly people are focused in the present 3 of them are always focused other 4 are slightly less focused 2 of them are in between and only 1 person is mostly not focused.</td>
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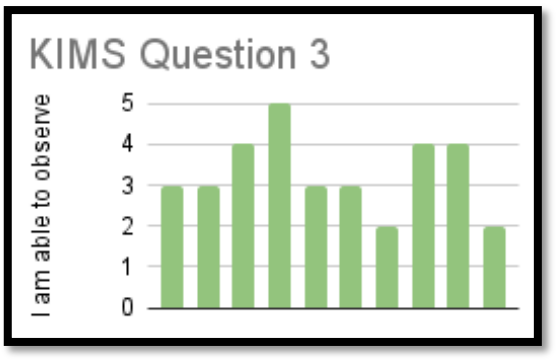
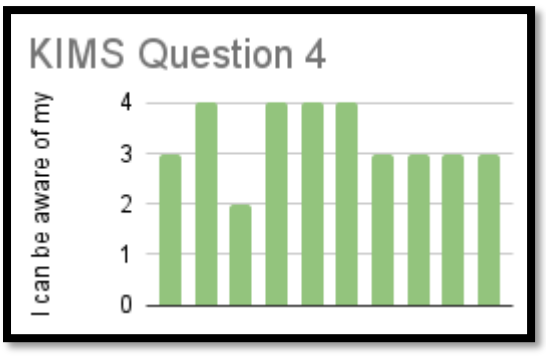
<td> 

Controlling the thoughts, out of 10 only 1 person is able to control their thoughts fully, 3 of them are</td>
<td> 

Controlling Emotions, mostly people are able to control their emotions, out of 10 only 1 person is in</td>
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</table>

slightly distracted through their thoughts. 4 of them are in between and 2 of them are mostly distracted through their thoughts.	between to control his emotions other all are able to control their emotions.

4.2.4. The Perceived Stress Scale (PSS)

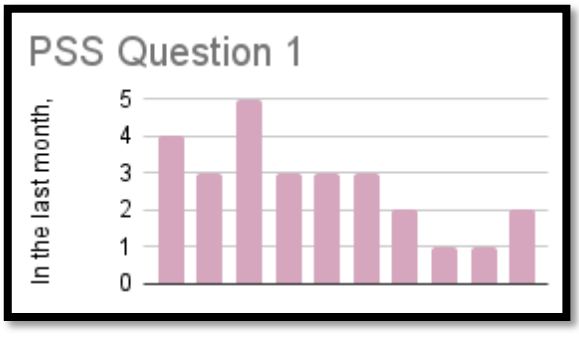
The Perceived Stress Scale (PSS), a popular self-report questionnaire, gauges how stressful a person perceives their current circumstances to be. Sheldon Cohen and Ronald Kamarck created it.

The 14-item PSS is graded on a 5-point Likert scale, with responses ranging from "never" to "very often." Items from the PSS include, for instance:

1. How many times over the past month have you felt powerless to influence the significant events in your life?
2. How often did you feel anxious and "stressed" in the past month?
3. How frequently did you feel assured in your capacity to manage your personal issues in the past month?

The PSS offers a total score that represents a person's general degree of achievement perceived stress levels. It has been used in several research studies to evaluate the effects of stress on health and wellbeing as well as the efficacy of therapies for stress management.

Figure 6 PSS Question

	
Feeling powerless in different situations in past month, out of 10 only 1 person is powerless in different events in past month, mostly people are in between as different events have different circumstances and 2 of them are mostly powerful in every situation.	Feeling stressed, mostly people are stressed in past month out of 10 4 of them are highly stressed 2of them are slightly less stressed and only 2 of 10 people are less stressed.

 Mostly people are capable to manage their personal issue , out of 10 people only 2 people are not so assured to manage their personal issue but other 6 of them are nearly sure to manage it and only 2 people are confused in between.	

4.2.5. The Depression Anxiety Stress Scales (DASS)

A popular self-report questionnaire that assesses depression, anxiety, and stress symptoms is the Depression Anxiety Stress Scales (DASS). David Lovibond and Peter Lovibond created it.

A 4-point Likert scale, from "did not apply to me at all" to "applied to me very much or most of the time," is used to assess the 42 items that make up the DASS. Items from the DASS include, for instance:

1. I saw that I was becoming irritated.
2. I was using a lot of anxious energy.
3. I was on the verge of panic.
4. My existence had no purpose.

Three domains—depression, anxiety, and stress—are scored by the DASS. It has been used to evaluate the effects of psychological distress on health and well-being as well as the efficacy of interventions meant to lessen depression, anxiety, and stress.

Figure 7 DAAS Question

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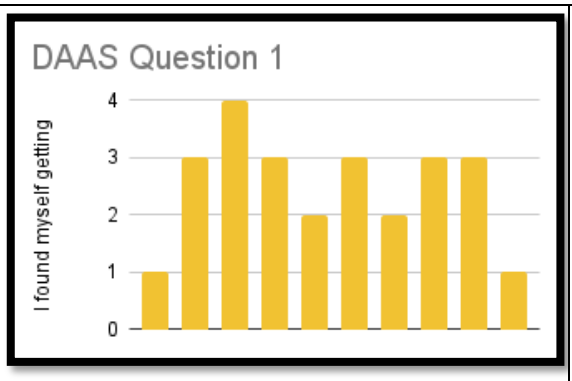
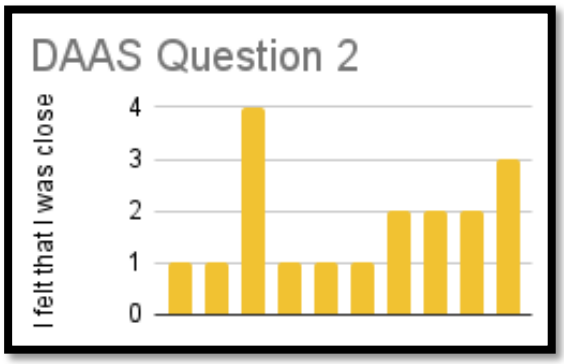
<td> 

Mostly people are becoming irritated, out of 10 1 person is highly irritated 5 of them are slightly less irritated, 2 of them are in between and only 2 of 10 people are becoming less irritated.</td>
<td> 

Out of 10 only 1 person is mostly using anxious energy, half of them are able to control it and only 3 of them are in between.</td>
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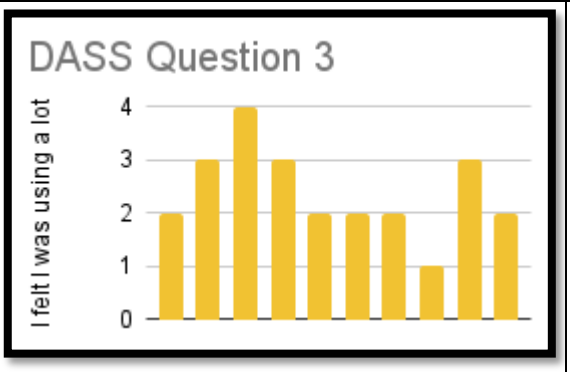
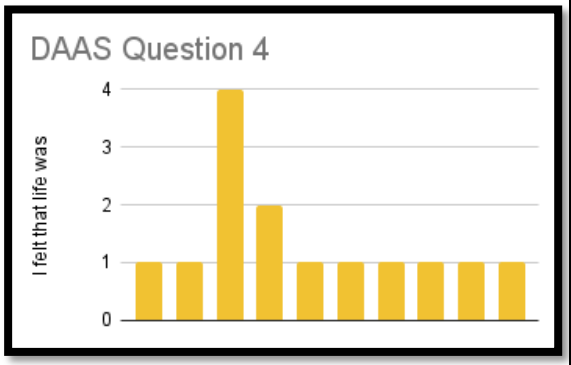
<td> 

Verge of panic, out of 10 people half of them are able to control the situation, only 1 person out of 10 is at verge of panic and only 1 person is mostly calm.</td>
<td> 

Out of 10 people 8 of them believe in themselves and only 1 person thinks that his existence have no purpose.</td>
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Now coming to the self-compassion questioner. These questionnaires often ask participants to self-report their responses, which can be used to evaluate their present level of mindfulness and how it influences their everyday activities.

Self-report questionnaires, such as the ones below, can be used to test self-compassion:

1. The SCS, or the Self-Compassion Scale: The SCS is a popular self-report questionnaire that was created by Kristin Neff that evaluates self-compassion. The

scale has 26 items and is graded on a Likert scale of 1 to 5, with 1 being "nearly never" and 5 being "almost constantly."

2. The SCDS, or Self-Compassion Dimension Scale: The SCDS, a self-report questionnaire created by Arndt Büssing, assesses self-compassion on four different fronts: self-kindness, common humanity, mindfulness, and over-identification. The scale has 25 items and is graded on a Likert scale of 1 to 5, with 1 being "completely disagree" and 5 being "absolutely agree.

3. SCI: The Self-Compassion Inventory: The SCI, a self-report questionnaire created by Sarah Rahel Biegel and colleagues, assesses six different aspects of self-compassion: self-kindness, self-judgment, mindfulness, over-identification, common humanity, and isolation. The measure has 42 items and is graded on a Likert scale of 1 to 5, with 1 being "extremely inaccurate" and 5 being "very accurate."

4.2.6. The Self-Compassion Scale

SCI: The Self-Compassion Inventory The SCI, a self-report questionnaire created by Sarah Rahel Biegel and colleagues, assesses six different aspects of self-compassion: self-kindness, self-judgment, mindfulness, over-identification, common humanity, and isolation. The measure has 42 items and is graded on a Likert scale of 1 to 5, with 1 being "extremely inaccurate" and 5 being "very accurate."

1. I'm kind to myself when I'm going through a tough time.
2. When I fail at something, I tend to beat myself up.
3. When something upsets me, I try to see the bigger picture and remind myself that "this too shall pass."

These self-compassion questionnaires have been employed in several studies to evaluate the effects of self-compassion on mental health and wellbeing as well as the efficacy of interventions targeted at promoting self-compassion various strategies intended to enhance self-compassion. The SCS calculates an overall score that represents a person's level of self-compassion. It has been used to evaluate the effects of self-compassion on mental health and

wellbeing as well as the efficacy of interventions targeted at boosting self-compassion in several research investigations.

Figure 8 SCS Question

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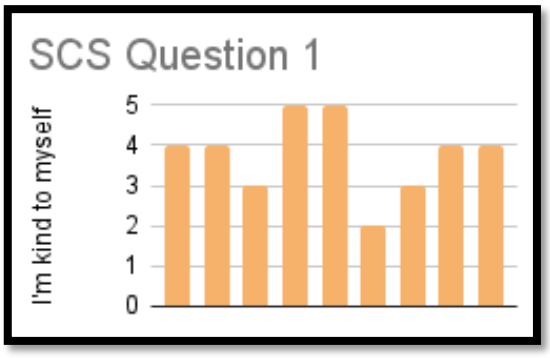
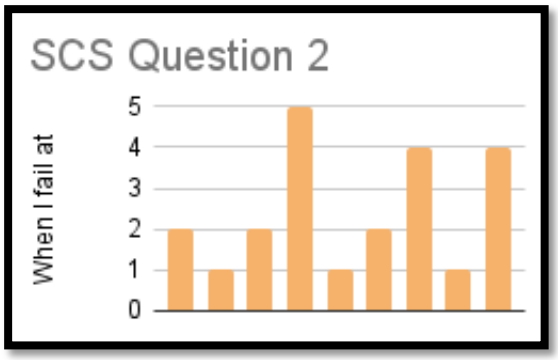
<td> 

Mostly people are kind to themselves in the tough time, only 1 person out of 10 is in between , a bit hard or bit soft.</td>
<td> 

Out to 10 people mostly people don’t harm themselves only few people are hard on themselves and harm their own body.</td>
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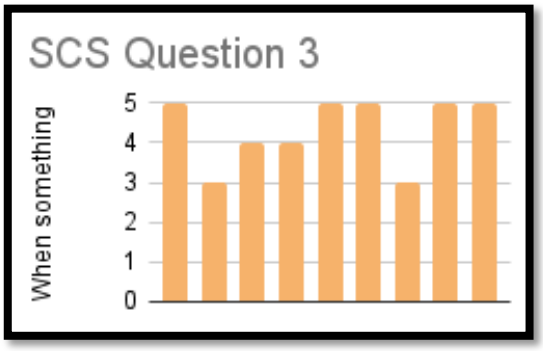
<td> 

Mostly people see the bigger picture in the life and thin that this too shall pass on in the hard time.</td>
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4.2.7. Self-Compassion Dimension Scale

With regard to four dimensions—self-kindness, common humanity, mindfulness, and over-identification—the Self-Compassion Dimension Scale (SCDS) is a self-report questionnaire that assesses self-compassion. Arndt Büssing was the person who created it.

The SCDS has 25 items and is graded on a Likert scale with 5 possible outcomes, from "completely disagree" to "absolutely agree." Items from the SCDS include, for instance:

1. When I am having a hard time, I am kind to myself. (Self-kindness)
2. I have a tendency to be harsh and critical of myself when I make a mistake.

3. When something awful occurs, I attempt to see it as a natural part of life's ups and downs (over-identification).
4. I make an effort to approach my emotions in a balanced manner, without either repressing or exaggerating them (common humanity).

The SCDS provides scores for each of the four self-compassion dimensions, which might help to understand a person's self-compassion in greater detail. It has been used to evaluate the effects of self-compassion on mental health and wellbeing as well as the efficacy of interventions targeted at boosting self-compassion in several research investigations.

Figure 9 SCDS Question

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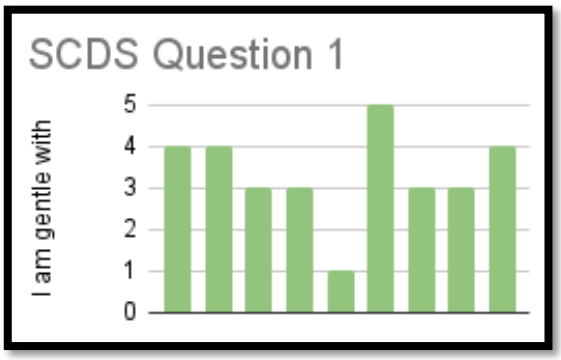
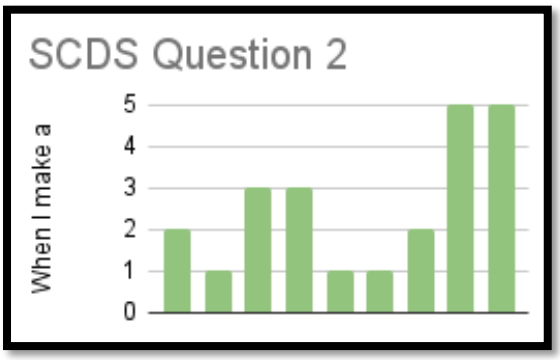
<td> 

Self-kindness, people are more self-kind out of 9 people most of them are self-kind in their hard time. Few of them are harsh on themselves.</td>
<td> 

Mostly people let go if made a mistake, out of 9 people only 2 people are harsh on themselves and the rest are lenient.</td>
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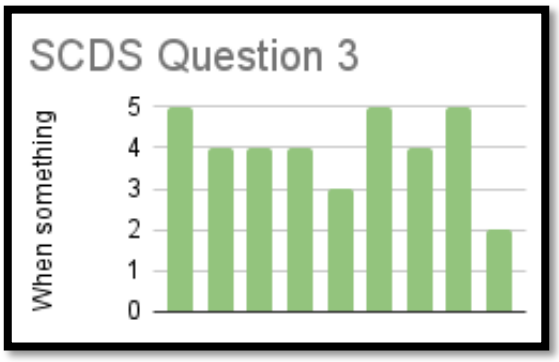
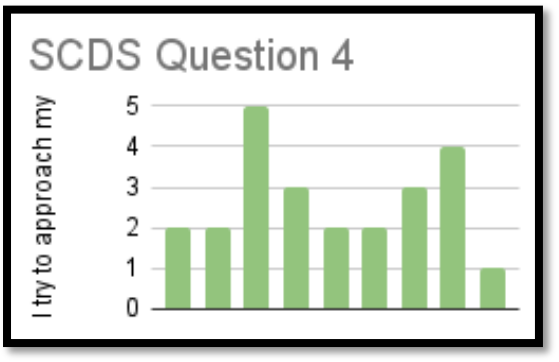
<td> 

Over-identification, mostly people see the up’s and downs of the life like a natural part of life, very few people see the awful incidents as an important changes of life.</td>
<td> 

People find difficult to approach the emotions in a balanced manner. As out of 10 people only 1 or 2 percent of people can manage their emotions the rest struggles to manage the emotion as a result the suppress their emotions or exaggerate their emotions.</td>
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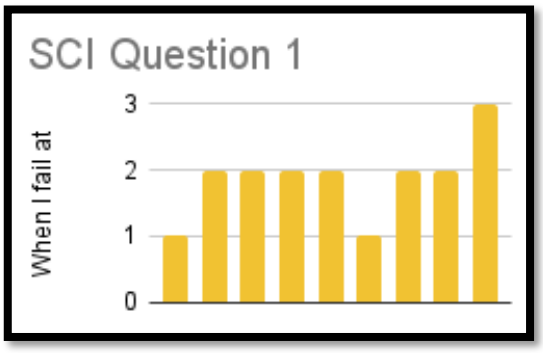
4.2.8. The Self-Compassion Inventory

The Self-Compassion Inventory (SCI) is a self-report questionnaire that assesses six different aspects of self-compassion: isolation, over-identification, self-kindness, self-judgment, awareness, and common humanity. Sarah Rahel Biegel and associates created it. The 42-item SCI is graded on a Likert scale of 1 to 5, with 1 being "extremely inaccurate" and 5 being "highly accurate." Items from the SCI include, for instance:

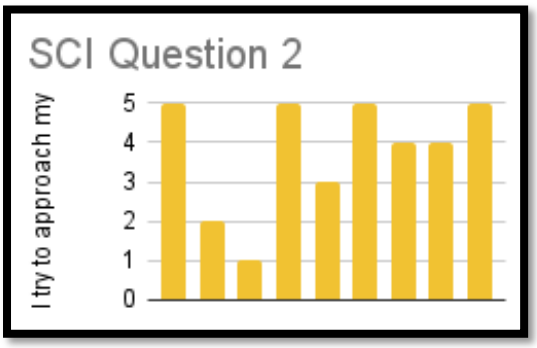
2. I'm understanding and nice to myself when I'm going through a tough period. (Self-kindness)
3. I feel like a failure as a human when I fail at something. I make an effort to approach my ideas and feelings with openness and curiosity. (Mindfulness)
4. I have a tendency to lose myself in feelings of shame and self-criticism when I am confronted with a personal inadequacy. (Over-identification)
5. I'm aware that people frequently face sentiments of personal failure. (Common humanity)
6. I often feel alone and disconnected from other people while I'm going through a trying emotional situation. (Isolation)

The SCI includes scores for each of the six self-compassion components, allowing for a more nuanced view of a person's self-compassion. It has been used to evaluate the effects of self-compassion on mental health and wellbeing as well as the efficacy of interventions targeted at boosting self-compassion in several research investigations.

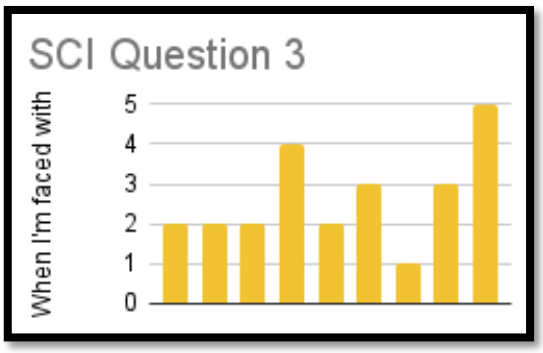
Figure 10 SCI Question



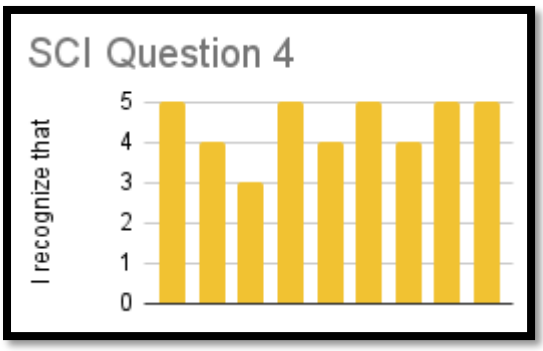
Tough times change people and being nice in tough times is crucial. According to the analysis, most people be nice to themselves except for few.



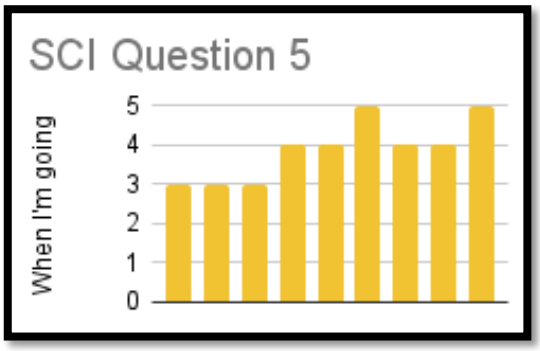
In the current time people easily feel as a failure if they fail in even a small thing. According to the analysis, out of 10 people 7 of then fees a failure as a human and approach their feelings and ideas openly. The remaining people don't take small failure as a defeat and continue towards their goals.



According to the analysis people do not tend to lose themselves in the feeling. When people are confronted with their own etiquette Mosely people overcome the shame except for few.



Personal failure is a common thing. As you can cee in the graph out of 9 people, not even 1 felt relief about his or her achievements. Each person has a feeling of a personal failure despite of different field of work.

 Lonyleness have become really comon these days. As you can see in the graph people do not support each other out of 9 people most of them feel lonely and isolated in his/her tough time.	

4.3. Results on Questioner

Now, In conclusion it is noted that respondents from health sector are more aware of themselves but follow less or no practices on Mindfulness and Self-compassion such as breathing practice or Yoga. However, respondents from Business sector are less likely to be self-aware but face no problems on handling tough tasks. Respondents from teaching sector stood neutral ground, meaning they are more aware and try to be aware at the present moment. I am aware of the impossibility to generalize these findings according to the job positions because of lack of respondents.

Figure 11 Work Related Effects After Practicing Mindfulness

Mindfulness-Based Process	Possible Work-Related Effects
Response flexibility	• Improved decision making • Improved communication
Decreased rumination	• Improved coping with stressful events • Faster recovery from negative events • Increased confidence and self-efficacy • Better problem solving • Improved concentrations • More effective use of social support
Empathy	• Increased interactional and informational justice • Reduced antisocial behavior • Increased organizational citizenship behaviors • Positive leadership behaviors
Affective regulation	• Improved communication • Improved coping with stressful events • Faster recovery from negative events • Fewer accidents
Increased self-determination and persistence	• Increased goal-directed effort • Improved task performance • Greater learning • Increased job satisfaction • Increased organizational commitment • Increased performance on creative tasks
Increased working memory	• Reduced negative affect • Improved ability to handle multiple demands • Ability to perform under stress
More accurate affective forecasting	• Less biased decision making • More accurate expectations • Less frustration and negative emotion

Figure 12 Definition of Mindfulness by Different Sources

Definitions of Mindfulness

Source	Domain	Definition of Mindfulness
Brown, Ryan, and Creswell (2007, p. 212)	Academia	"A receptive attention to and awareness of present moment events and experience."
M. Epstein (1995, p. 96)	Academia	"Bare attention in which moment-to-moment awareness of changing objects of perception is cultivated."
Hanh (1976, p. 11)	Buddhism	"Keeping one's consciousness alive to the present reality."
Harvey (2000, p. 38)	Academia	"A state of keen awareness of mental and physical phenomena as they arise within and around [oneself]."
Herndon (2008, p. 32)	Academia	"Being attentively present to what is happening in the here and now."
Kabat-Zinn (2005, p. 4)	Academia and medical practice	"Paying attention in a particular way: on purpose, in the present moment, and nonjudgmentally."
Lau et al. (2006, p. 1447)	Academia	"A mode, or state-like quality, that is maintained only when attention to experience is intentionally cultivated with an open, nonjudgmental orientation to experience."
Nyanaponika (1972, p. 5)	Buddhism	"The clear and single-minded awareness of what actually happens to us and in us at the successive moments of perception."
Rosch (2007, p. 259)	Academia	"A simple mental factor that can be present or absent in a moment of consciousness. It means to adhere, in that moment, to the object of consciousness with a clear mental focus."
Thondup (1996, p. 48)	Buddhism and academia	"Giving full attention to the present, without worries about the past or future."
Weick and Sutcliffe (2006, p. 518)	Academia	"Eastern mindfulness means having the ability to hang on to current objects, to remember them, and not to lose sight of them through distraction, wandering attention, associative thinking, explaining away, or rejection."

Figure 13 Self-compassion Rising According Years

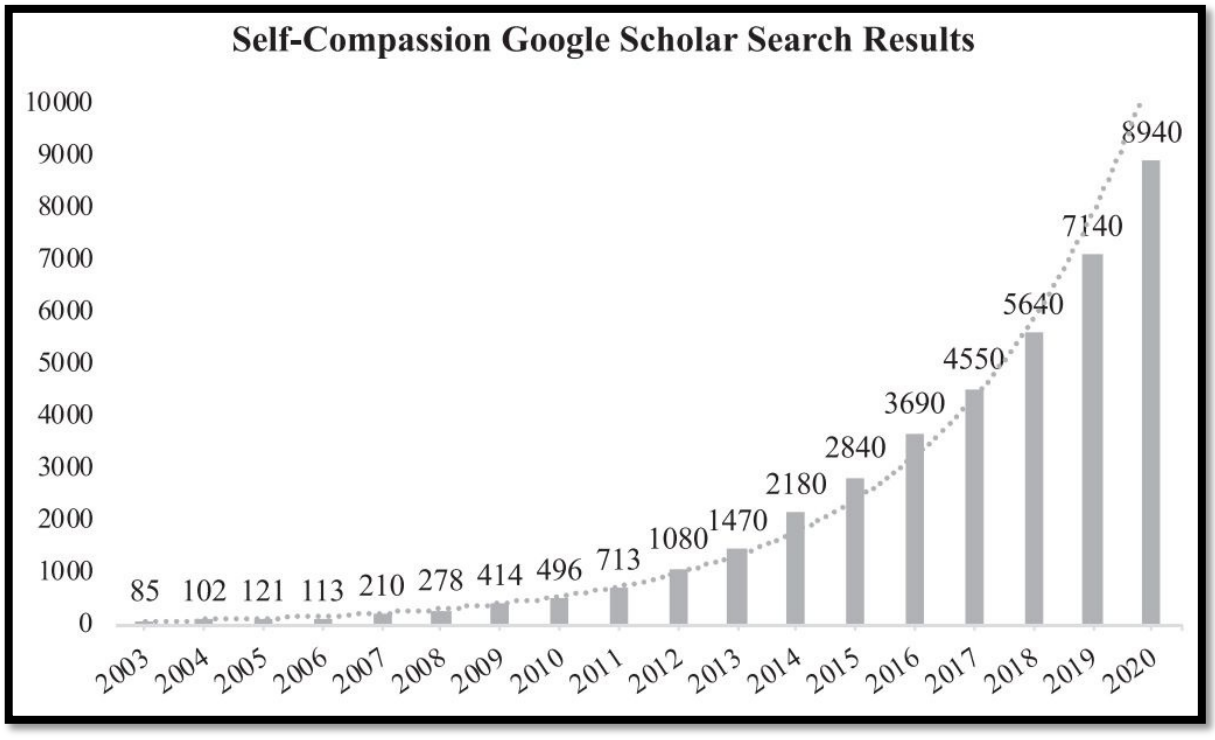


Figure 14 PRE/POST DATA RESULTS 2017-2020

Results from the 29-question assessment:

	Before	After
I notice when my mood begins to change.	67%	81%
When I experience strong emotions, I am aware of the physical changes in my body.	62%	75%
I am able to notice when my attention has been pulled away and return it to the present moment.	51%	72%
I am able to pause before reacting.	53%	73%
I use a deliberate technique to calm myself when I am in the middle of a stressful situation.	46%	71%
I am satisfied with my job.	79%	85%
I lead a meaningful life.	83%	88%
Most days I make time to prioritize what's most important	75%	85%
I feel that I can bounce back quickly after an emotionally challenging situation.	43%	61%
I anticipate problems and think about how to deal with them ahead of time.	58%	69%
When faced with a difficult situation, I focus on potential opportunities.	55%	70%
When someone I work with is hurting in some way, I feel comfortable offering assistance or help.	63%	74%
When interacting with others, I feel aware of their emotional state.	64%	75%
When working with someone, I consider that individual's unique work style preferences.	67%	79%
Before giving someone feedback, I try to imagine how I would feel if I were in his/her place.	60%	73%
When in a conversation, I am often thinking about what I am going to say before the other person has finished speaking.	38%	29%
I feel I actively contribute to the well-being of others.	68%	78%
When in conflict with someone, I take time to fully understand what is driving their perspective.	49%	68%
I am able to find workable solutions to difficult problems.	58%	71%
I experience difficulty sleeping, either falling asleep or staying asleep.	21%	16%
I experience tension in my body due to stress.	44%	35%
I more often have positive than negative emotional experiences.	75%	85%
I am able to let go of negative thoughts when I become aware of them.	51%	69%
I feel emotionally drained as a result of doing my work.	23%	16%
I tend to find myself running on automatic, without much awareness of what I am doing.	16%	13%
I find myself habitually checking my phone or email without a clear purpose.	45%	31%
I find it easy to keep my attention focused on a task from start to finish.	47%	60%
My mind is often occupied with other thoughts while I am listening to someone.	26%	21%
I feel so distracted that I have difficulty sorting out what is essential from what is unnecessary.	17%	14%

5. Group Discussion

The Group Discussion was held among the group of individuals who identifies themselves as women and are biologically women. The language of this discussion is English and Hindi. This group include 10 to 15 women between the age of 22 to 47. As from the age number it is clear that some of the women in the group are students and still studying. Out of these women, 3 women are from health sector, 4 women are from teaching background and most women are cooperate ladies. Their cooperate work mainly includes working from monitors/ laptops/ screens and resolving the day to day users. Customers demand in their respective sector. I would also like to highlight that some women are also homemakers and since it also includes managing, engaging, fulfilling the demands and critical thinking, I have included them as a part of this GD.

To start on conducting and implementing this Group Discussion, ladies were made aware about the date and topic of this Group Discussion. We started with 15 minutes Introduction. The summary outlines a discussion on mindfulness and self-compassion in the workplace, if our participants know what mindfulness is, what self-compassion is, do they follow these practices at their workplaces or if they are interested in following these practices after the Group discussion. This introduction also sets the tone for a safe and open discussion.
Participants were then introduced to a brief overview of mindfulness and self-compassion, followed by an icebreaker activity of 8 to 10 minutes to help participants become present and focused. This activity included mindful breathing and desk mediation. Mindful breathing includes paying attention to each breath when inhaling, holding and exhaling while desk mediation includes closing our eyes, sitting comfortably on the desk/ place you are already sitting, bringing attention to breaths and pint of focus. My source for these practices are Kabat-Zinn,J.(1994). "Wherever you go, There You Are: Mindfulness Meditation in Everyday Life." And Source: Gelles, D.(2015). "" Mindfulness work: How Meditation Is Changing Business From The Inside Out."

Later on, the presentation was delivered for 15 minutes on the benefits of mindfulness and self-compassion at work, it incorporated statistics as referred in tables in this thesis and benefits to highlight their positive impact on employee wellbeing and productivity my

sources were “Mindfulness at work” by David Gelles and “Self-Compassion: The Proven Power Of Being Kind To Yourself” By Kristin Neff.

The majority part goes to Group discussion which took 30 to 40 minutes. The group discussion was conducted, dividing participants into small groups to discuss specific questions or scenarios related to mindfulness and self-compassion at work. Participants were asked to share their experiences and challenges as well. Some participants shared their experiences enhancing the flow of group discussions. It includes mainly starting day with easy yoga or easy exercises, sometimes walk. Some participants also practice easy exercises such as stretching and standing for a while after some hours of sitting. The most amusing part was that almost every participants in this group share these kind information and experiences on daily basis with each other and some young participant follow self-compassion practices by maintaining their daily journal. Detailed results are given in the results parts.

GD was taken further with a small Q&A session for 15 minutes, held to address common misconceptions and how to address common misconceptions. Later on an interactive activity was held to get participants more engaged follows such as a guided self-compassion meditation or a mindful communication exercise. This activity includes first to pause for a while and bring focus on 1 of any sense see, hear, touch, taste and smell. Participants find it difficult to follow as they experienced a rail of thoughts and find it difficult to focus on 1 sense. My source here is Harris, R. (2009). "The Happiness Trap: How to Stop Struggling and Start Living."

Now the Group discussion was coming to an end, we wrapped up by practicing silent activity on self-compassion on loving kindness mediation by Salzberg, S. (1995). "Loving-Kindness: The Revolutionary Art of Happiness." Here Individuals extended wishes and wellbeing to themselves and for others. We took a step further and showed gratitude, positive affirmations were always delivered in this activity. Participants marked this activity as best out of all. Source: Fredrickson, B. L. (2009). "Positivity: Top-Notch Research Reveals the 3-to-1 Ratio That Will Change Your Life."

As the closing remarks which took 10 minutes of time summarize key takeaways, provide resources for further exploration, and expressed gratitude for participants' contributions. Participants were asked to give positive affirmations to themselves during moments of self-doubts or stress same like they did to each other in the group discussion. To practice mindful

journaling and to those who already maintain journal by taking a step further and to write daily challenges, experiences and achievements. Source: Adams, C. E. (2016). "Journal to the Self: Twenty-Two Paths to Personal Growth." Participants were asked to follow mindful meetings which means to start an end meeting with mindful meditation stated above to bring the attention and focus better during the meetings with that they were asked to follow gratitude practices where they will end knowledge the positive side of their work and contributions by their colleagues.

5.1. Result from Group Discussion

Depending on the conversation's particular goals and objectives, the outcomes of a group discussion about mindfulness may differ. However, the following are some typical consequences of group discussions on mindfulness:

1. Increased mindfulness awareness and comprehension: Participants might develop a better grasp of what mindfulness is, how it functions, and its advantages.
2. Shared experiences and insights: Participants are encouraged to share their insights and experiences with mindfulness practice. By doing so, others may be able to view mindfulness's advantages in a different light.
3. Increased mindfulness practice motivation: After hearing about other people's experiences, participants could feel inspired and motivated to keep practicing mindfulness.
4. Better mental health: After the talk, participants may feel more at ease, less stressed, and emotionally balanced.
5. Greater feeling of community: People who take part in this activity may experience a stronger sense of community and connection with other people who are interested in mindfulness.
6. Increased support for mindfulness practice: After discussing their practice with others, participants may feel more encouraged to continue it, which can help them maintain it over time.

It's vital to remember that these results can change based on the discussion's unique aims and objectives, as well as the group's size, composition, and subject matter. In general, group

conversations about mindfulness can be a useful tool for promoting community, personal growth, and wellbeing.

5.2. Result from Survey

After taking the two questioner from google forms above, Same candidates were asked to follow small practices such as breathing exercises which is blowing 3,5 or 7 candles when experiencing distress. The key here is to inhale the oxygen from nose and exhale oxygen from the mouth. These few seconds of holding oxygen provides with sufficient oxygen to brain releasing more calming effect on Individual and remove brain fog in individuals and think carefully. Candidates were asked to be present in the moment. Realizing and if possible to note down what they are feeling when experiencing distress. They were simply asked to be aware of the emotions and sensation body and brain grows through when experiencing something not normal from their tasks or routine. All the candidates were asked to follow easy yoga practices link in the appendix.

Candidates were given with 11 days to follow the practices. On 12th day questioner with link in appendix was shared to read the effects of these practices on respondents. In the next paragraph the graph is shared on respondents reply. With graphs an explanation is also shared to study the effects at more deeper level.

Now, the point to note here is that it requires a lot of time, sometimes year to study the effects of practicing mindfulness and self-compassion at workplace with adequate knowledge on the area with proper guidance under professionals. This a small step to make awareness about the thesis topic and see if people can follow the tasks given to them even for small duration of time, and if practicing and reading on such topics does really bring changes or not. There have been more studies held as stated in page number 33 to 35 with sufficient amount of people, with sufficient of time and under experts guidance. Summarizing the results below:

1. Better mental health: After engaging in mindfulness practices, participants may report feeling less worried, anxious, and sad as well as more at ease, focused, and balanced.
2. Participants may experience enhanced focus, attention, and concentration, which can result in more productivity and success at work and in other areas of their lives.

3. Participants may report having better connections with their family, friends, and co-workers because mindfulness can assist to lessen disputes, promote greater empathy, and increase emotional intelligence.
4. Participants may report having a better understanding of their thoughts, feelings, and behaviors as well as a greater sense of self, which can assist to lessen critical self-talk and foster self-compassion.
5. Participants may report an improvement in their physical well-being, including less discomfort, more energy, and better sleep.
6. Greater sense of meaning and purpose: Due to the ability of mindfulness to better define one's values, objectives, and priorities, participants may report feeling that their lives have more meaning and purpose.

It's vital to remember that these results can vary significantly based on the subjects of the interview, the questions posed, and the interview's setting. Overall, though, interviews on mindfulness can offer insightful information on the unique viewpoints and experiences of people as well as the effects of mindfulness on relationships, daily life, and mental and physical health.

Explanation on Survey Graph

In the below graph we see the people have rated the questions of mindfulness between 1 to 5 as 1 being the best and 5 being the worst.

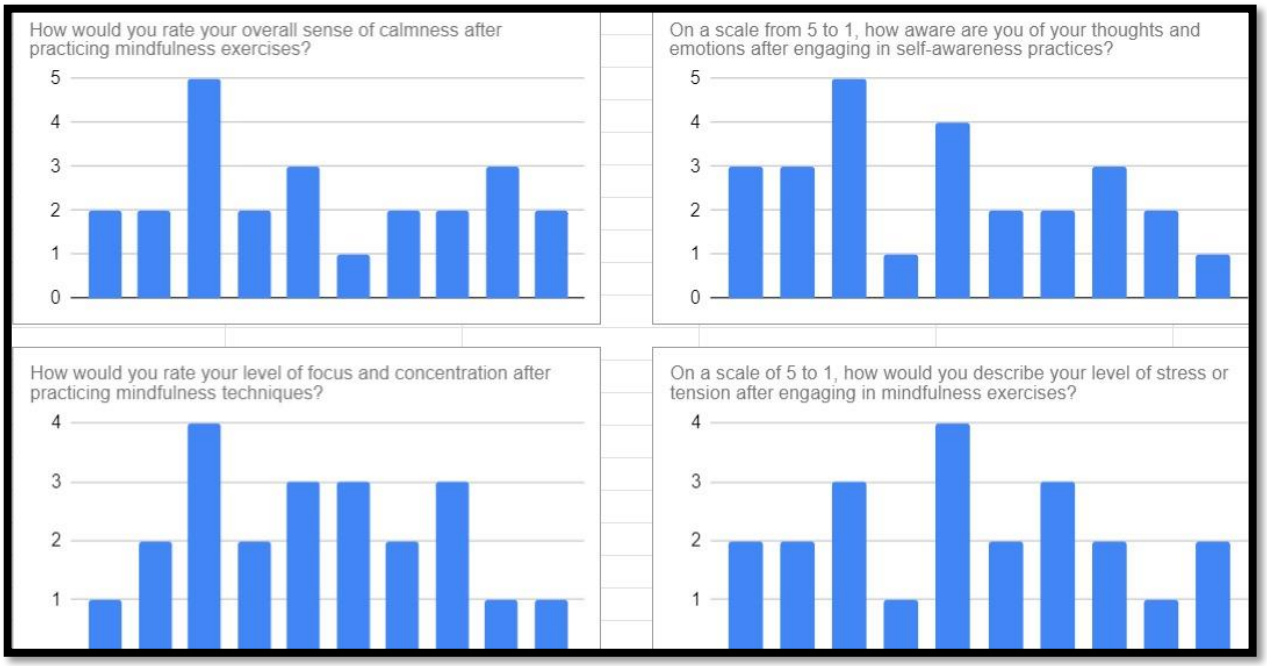
The first question states about the overall calmness after practicing the mindfulness exercise. Out of 10 people most people have rated 2 which means after the mindfulness exercise people feel calmer and more concentrated towards their work.

The next question describes how aware you are of your thoughts and emotions after self-awareness practice. Mostly people are not aware of their thoughts and emotions as they are busy in their day-to-day routine. After self-awareness practice people have changed and become more aware of their thoughts and emotions.

Focus and concentration are important in each work. In the next question you can see how people have improved their focus after practicing mindfulness techniques. Except for a few people.

The mindfulness exercise has also helped to reduce stress and tension in many ways. In the next graph people have reduced their stress levels after mindfulness exercise.

Figure 15 Survey part 1

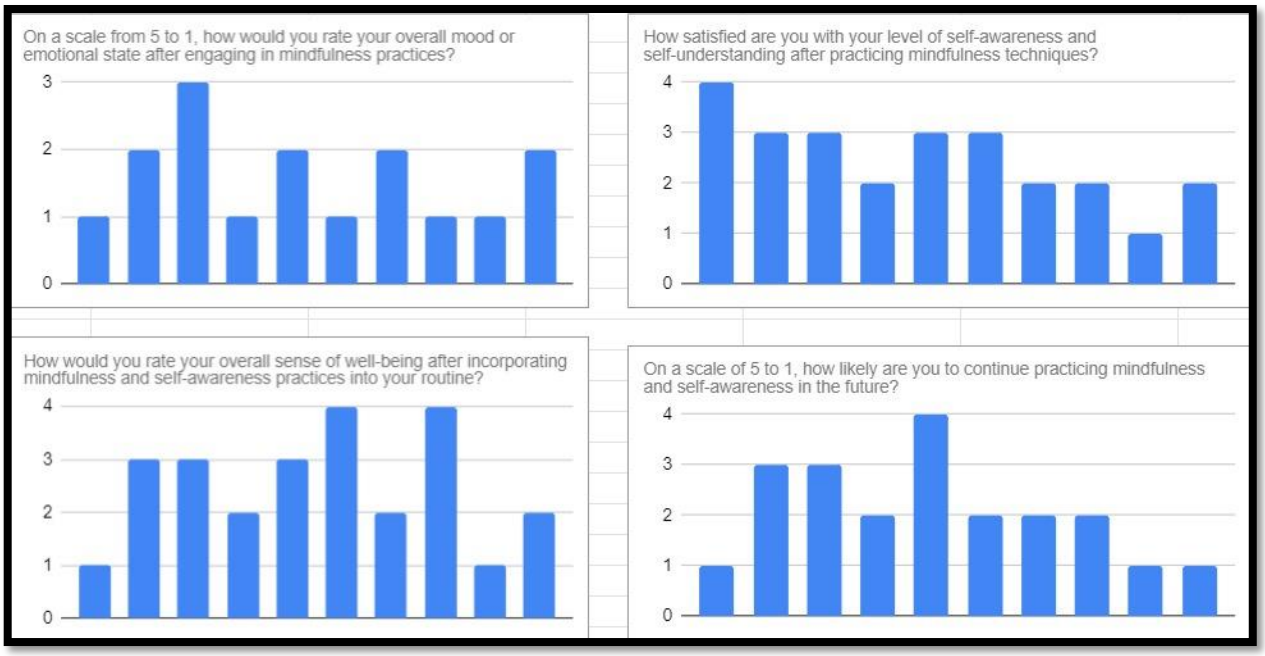


Mindfulness exercise helps in different ways. As in the below graph people have rated how mindfulness exercises have improved their mood and emotional state. Out of 10 people, most of them have improved their mood and changed their emotional state.

Self-awareness and self-understanding is very important. These are the results of people who practiced self-awareness exercise and as you can see mostly people are become mor aware of themselves.

Mindfulness exercise is a important exercise one should make it his/her daily workout which improves overall sense of wellbeing. After practicing the exercise people have improved in various ways and have been more self-aware as you can see in the third graph below.
Now a days people are more busy in their daily routine and as a result they do not pay attention to their mental health. But there are people who give importance to their mental health as much as they pay attention to their physical health. In the next graph you can see that people are being more aware of their mental health as mostly people have responded positively in practicing the mindfulness exercise regularly.

Figure 16 Survey part 2



6. Conclusion

To summarize the studies discussed in the theoretical part of this thesis, that is to find the different meaning of both the terms mindfulness and self-compassion, how these terms are inter-related, it's effect on different work sector and in different areas of body, What are the challenges when practicing and following these practices and how to initiate it in the work field including what is mindfulness meditation and the results achieved from practical part including conducting the survey involving small group of people from different work environment varying in ages, conducting the small group discussion and it's results, with the help of graphs and different scales used to designed the questions.

In conclusion, The study has unequivocally demonstrated the positive effects of incorporating mindfulness techniques into the workplace. Participants engaging in mindfulness exercises have reported a notable decrease in stress levels, heightened job satisfaction, and enhanced mental well-being. Furthermore, the findings indicate a correlation between mindfulness practice and increased productivity. Employees who engage in mindfulness exhibit improved concentration, decision-making abilities, and adeptness in handling workplace challenges, thereby enhancing overall performance and efficiency.

Moreover, the study underscores the role of mindfulness in reducing conflicts at work. Employees practicing mindfulness demonstrate enhanced emotional regulation and communication skills, minimizing misunderstandings and interpersonal conflicts. Additionally, the study highlights the positive impact of mindfulness on employee engagement, fostering a deeper connection to their work and organization. Furthermore, mindfulness practices have been linked to heightened creativity and innovation among employees. Consistent mindfulness practice cultivates a creative mindset, leading to the generation of novel ideas and solutions. These benefits extend beyond individual employees to the organization as a whole, with programs promoting mindfulness yielding lower healthcare costs, improved retention rates, and reduced absenteeism.

While the advantages of mindfulness in the workplace are evident, it is essential to acknowledge the challenges associated with implementing such programs. Ongoing support

and training, time constraints, and resistance to change are potential obstacles that organizations may encounter. Despite these challenges, the study emphasizes the transformative impact of mindfulness on employee well-being and organizational success.

Previous studies to support the conclusion are as follows :

1. Mindfulness_at_Work.pdf
2. Examining_workplace_mindfulness_and_its_relations_.pdf
3. MindfulLeadership_MFN.pdf
4. JAP2013_Hulsheger_etal.pdf
5. P0231_Effective_and_viable_mind-body_stress_reduct.pdf
6. PracticaltipsinGeneralPractice.pdf

Comparison from studies above and conclusion of thesis

The study's findings and accompanying literature support the positive impact of mindfulness programs on employee well-being. These programs have been shown to enhance mental health, reduce stress levels, and increase job satisfaction among workers. Additionally, research suggests that mindfulness techniques at work can improve focus, decision-making abilities, and the capacity to overcome job-related obstacles, ultimately leading to increased productivity.

Furthermore, mindfulness training in the workplace has been linked to a decrease in employee conflicts, as it promotes better communication and emotional regulation. This, in turn, fosters higher levels of employee engagement, with individuals reporting greater focus, presence, and a stronger sense of connection to their work environment. Moreover, mindfulness practices have been found to stimulate creativity and innovation among employees, resulting in the generation of unique ideas and solutions. These benefits extend beyond individual well-being to encompass organizational outcomes, such as reduced healthcare costs, improved employee retention rates, and decreased absenteeism.

Despite the numerous advantages of mindfulness programs, challenges exist in their implementation within the workplace. These obstacles include resistance to change, time constraints, and the need for ongoing support and training. While the studies referenced in

the material do not specifically address these implementation issues, they do provide valuable insights into the benefits and effectiveness of mindfulness interventions.

In conclusion, the findings presented in the text provide strong support for the benefits of mindfulness in the workplace and the challenges that may arise when implementing mindfulness programs. The studies referenced underscore the importance of mindfulness interventions in improving employee well-being, productivity, engagement, and overall organizational success. It is evident that incorporating mindfulness practices into the workplace can have a positive impact on both individual and organizational outcomes. Therefore, it is crucial for companies to consider the implementation of mindfulness programs as a strategic investment in their employees' overall health and performance.

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"Self-Compassion: The Proven Power Of Being Kind To Yourself" By Kristin Neff.

8. Apendix

Link of google form

1. How Self Aware are you?
   https://forms.gle/512HbcinbbqKhozd9

2. How Self-Compassinote You Are?
   https://forms.gle/9C9wjNBLLGeCWXqJ8

3. After Effects of Practicing Mindfulness and Self- Awareness.
   https://forms.gle/TvUmkhqmCPxKVCqG6