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## **Memorial University “Workplace Mindfulness” Program Evaluation Summary**

In the Fall of 2015, Memorial University’s Human Resources department piloted the Workplace Mindfulness program. Ten one-hour weekly sessions met on Thursday mornings in the Education Building, beginning September 24 and ending December 3. Fifteen staff and faculty enrolled in the program, and 14 completed it. Kathleen Wall, Memorial University’s Wellness Consultant, and / or Krystal Donahue, Memorial University’s Learning and Development Consultant, were present during the sessions. Andrew Safer presented the program.

### **The Program**

Session 1 - The Business Case for Mindfulness  
Session 2 - Core Practices for Developing Mindful Awareness in the Workplace  
Session 3 - Attention in the Age of Digital Distraction  
Session 4 - Seeing the Big Picture, Beyond the Details  
Session 5 - The Power of Pausing  
Session 6 - Responding Instead of Reacting  
Session 7 - Building Respectful Relationships  
Session 8 - Navigating Stress and Uncertainty  
Session 9 - Joining Vision and Practicality  
Session 10 - Capstone Session: Tying It All Together

### **Evaluation Process**

The evaluation form (available on request) was developed collaboratively by Mr. Safer and Dr. Martha Traverso-Yepez, Associate Professor in the Division of Community Health and Humanities at Memorial University, who also established the evaluation protocol for this kind of mindfulness program. Jeff Doucet, MSW, RSW, and Julie Huntington, B.Sc., tabulated and transcribed the data, and Mr. Doucet and Mr. Safer categorized the qualitative responses.

### **Quantitative Evaluation**

There were 15 statements that reflected the themes that were presented during the sessions. They could be answered from 1 to 5 using a Likert scale, representing a range from “strongly agree” to “strongly disagree”. Twelve participants completed

both the pre- and post- program evaluations. There was a 21% increase in score. The total pre- score was 517; post- score was 625—a 108 point change. The average score change on completion of the program was 9.0.

### Qualitative Evaluation

Thirteen participants completed the qualitative evaluation. Several of the questions appear below. The statements representing the greatest number of participants’ responses are listed, followed by selected quotes, used with permission.

1. *What are some of the main points about “mindfulness” that resonate for you and your everyday life?*

- The need to pause and take a breath before reacting/responding
  - We are not our thoughts or emotions; do not need to be attached to them
- “Mindful listening, less reactive, not being led/influenced by emotions and feelings.”  
 “I find it really good in my personal life as well—not just work.”

2. *How helpful has this workshop series been for you? (0= not helpful, 10= extremely)*

Ranges / categories	
1-2 (not helpful)	1
3-4 (somewhat helpful)	0
5-6 (helpful)	2
7-8 (very helpful)	6
9-10 (extremely helpful)	4

3. *Specifically, how does your study and practice of mindfulness help during the workday?*

- “Allows me to be more focused and productive. I’m already less reactive and responding with more thoughtfulness and quality answers and actions. It’s encouraged me to continue practicing and share with others, too.”
- “It has increased my ability to “pull back” and not react when something arises that might be frustrating. It also has made me more aware that not multitasking is more productive, which is a message completely contrary to what we usually receive.”

4. *Do you think your colleagues could benefit from learning about Workplace Mindfulness?*

Yes: 11
No: 1
Maybe: 1