



Ministry of Education, Culture and
Science

Measuring the immeasurable: mindfulness at the Dutch Ministry of Education, Culture and Science



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In this talk...

- three reasons
- three results
- three succesfactors



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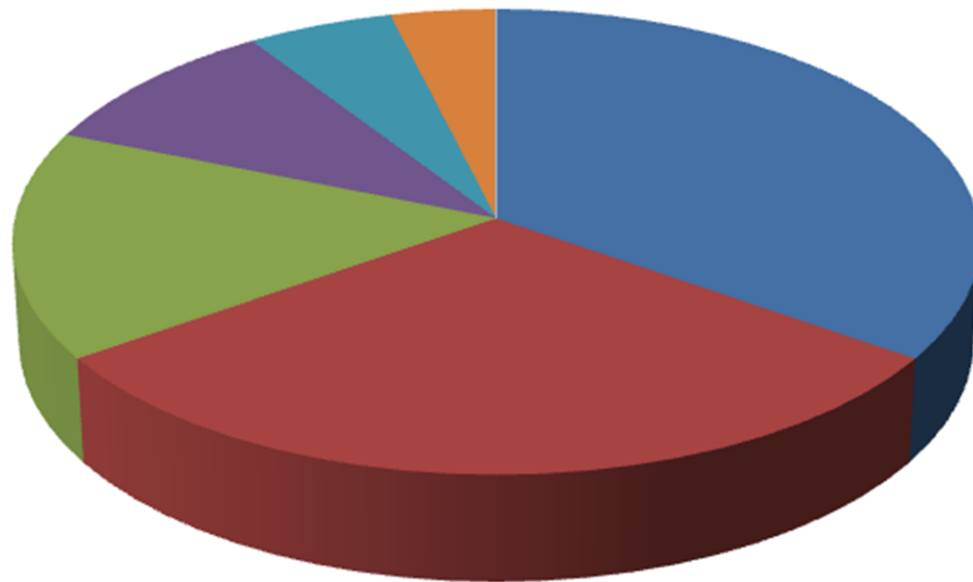
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***Why* mindfulness training?**

- scientific research
- programmes in organizations worldwide
- provide our employees with tools



- eight week course mindful working: 116
- introductory workshops: 102
- team workshops: 53
- mindful lunch break ('recharging point'): 32
- follow-up sessions: 18
- training course for teams 'pausebutton' (new in 2018): 13



Results

1. mindfulness skills
2. workrelated skills
3. factors that are helpful to participants



Mindfulness skills *

- Observe stress-signals: 76%
- Observe physical sensations, feelings and thoughts: 73%
- Be aware of what I am concentrating on in everyday situations: 65%

* = % of participants reporting an high impact

high impact = I tried this and I achieved concrete results that are worth the effort



Work related skills

- Observe that I had lost concentration and bring it back: 67%
- Break the stress cycle of 'stubbornly going on': 62 %
- Respond consciously in stressful situations: 48%



	encouraging factors	hindering factors
personal	<ul style="list-style-type: none">• motivation• experience in meditation or yoga practice	
workrelated	<ul style="list-style-type: none">• support by colleagues• support by manager• reflective culture• assigned space for training and practice	busy at work
training	<ul style="list-style-type: none">• role of the trainer• book Mindful working• interview	false expectations



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Three main ingredients

1. Make sure the shoe fits
2. Connect to organizational development goals
3. Invest in commitment



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