

Lessons From the Frontlines Of Applied Mindfulness

Integrated Benefits Institute
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Some of our clients:

Aetna

Humana

NextEra Energy

State of Arizona



Overview

- The new workplace reality
- eMindful at a glance
- What mindfulness is
- Research findings
- Case study: Aetna



Employers' Top Workforce Risks and Costs

78%
Stress

75%
Obesity

73%
Physical
Inactivity

57%
Poor
Nutrition

32%
Tobacco Use

What are
these costing
you?

Chronic Disease in the U.S costs \$1.3 trillion in lost productivity, \$2.77 trillion in treatment

Milken Institute, 2014 CHECKUP TIME:
Chronic Disease and Wellness in America

The cost of employee stress: \$300 billion / yr.
American Psychological Assn.

Smoking: \$183 billion / yr. in medical, productivity costs
American Lung Assn.

Medical costs of obesity: \$147 billion.
Productivity costs: \$3.4 billion - \$6.4 billion
US Centers for Disease Control & Prevention

eMindful offers
evidence-based
solutions to all
of them

We help employers develop more resilient employees, through evidence-based mindfulness programs applied to stress, obesity, diabetes, and other conditions.

We serve globally distributed populations online, with the human touch and engagement of live, webinar-style courses.

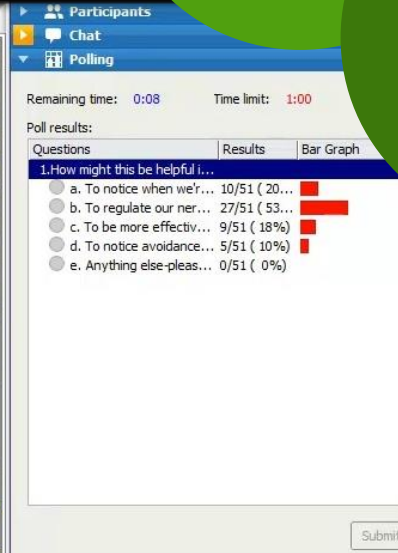
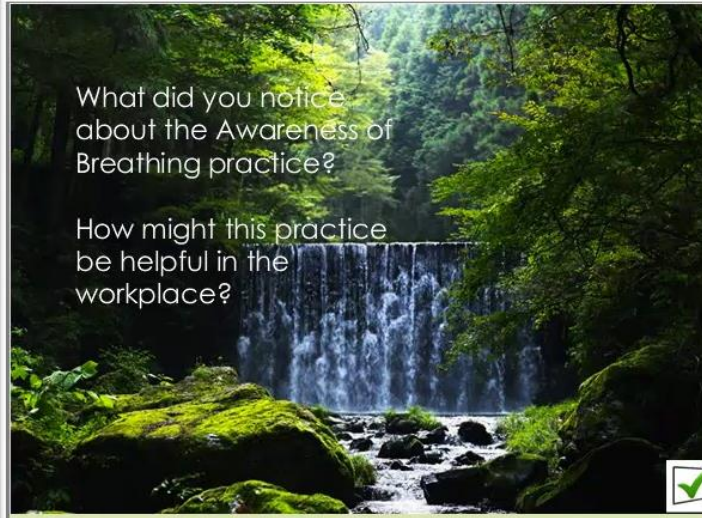


eMindful's Classes

Average
Registration:
17.0%

Average
Attendance:
70.9%

Average
Meaningful
Participation:
79.8%



Convenient access – lunch hour or in the comfort of home

What Mindfulness Isn't

Mystical

Complicated

A cure-all

A quick fix

hbr.org

**Just 6 Seconds of Mindfulness Can
Make You More Effective**



Mindfulness Defined

Present experience awareness:

- Noticing sensations, emotions, thoughts
- Systematically returning attention to current experience

Benefits of Mindfulness



Decreased
Pain



Decreased
Anxiety &
Depression



Decreased Stress-
Related Medical
Symptoms



Improved
Attention



Improved Brain
Function &
Structure



Improved
Behaviors

Ten 1-hour classes + 2-hour online retreat:

Based on eMindful's Mindfulness at Work® program which was the subject of a randomized controlled trial.

Developed in collaboration with Dr. Elisha Goldstein, workplace resiliency expert.

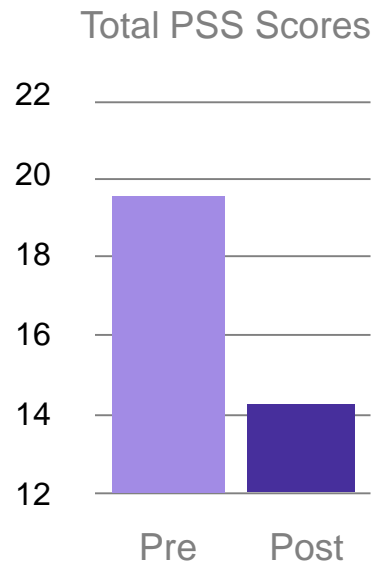
Individuals learn how to tune into their physical and emotional state and identify automatic patterns that undermine their health.



Stress Less, Live More™

Are programs effective?

Perceived Stress Scale (PSS)



Results:
Reduced Perceived
Stress Scores from the
69th percentile to the
41st percentile.

Stress Less, Live More™

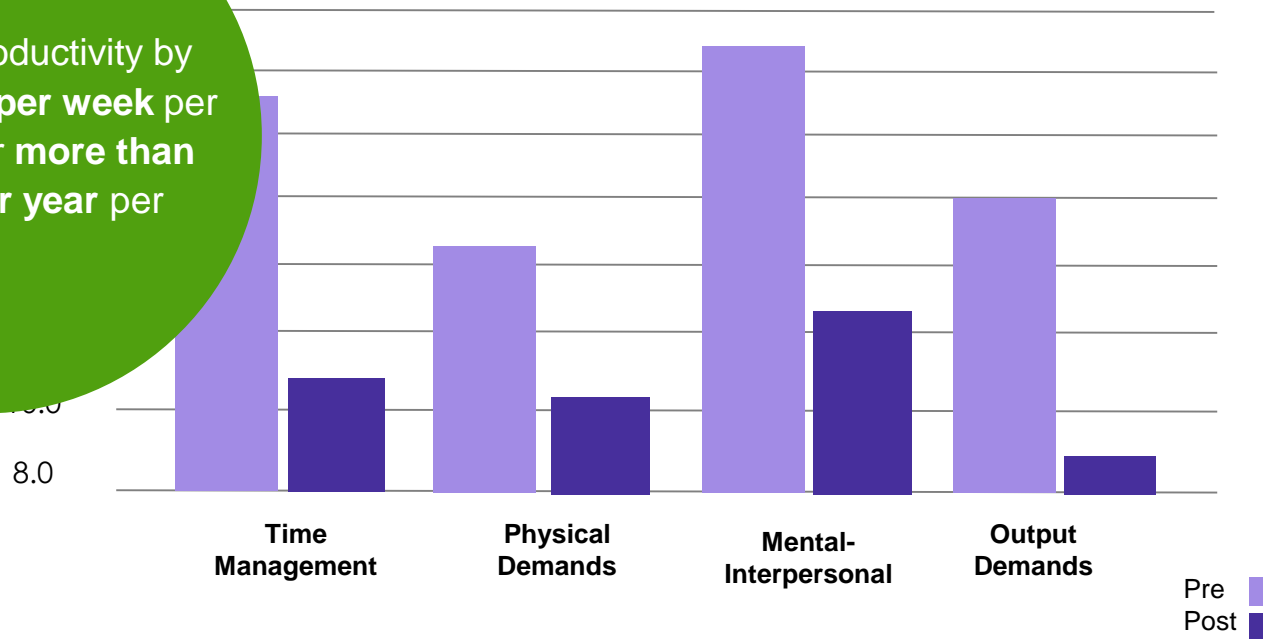
Are programs effective?

Work Limitations Questionnaire (WLQ)

Percentage of Time Employees Had Difficulty Performing Tasks

Results:

Improved productivity by **47 minutes per week** per participant or **more than 37 hours per year** per participant.

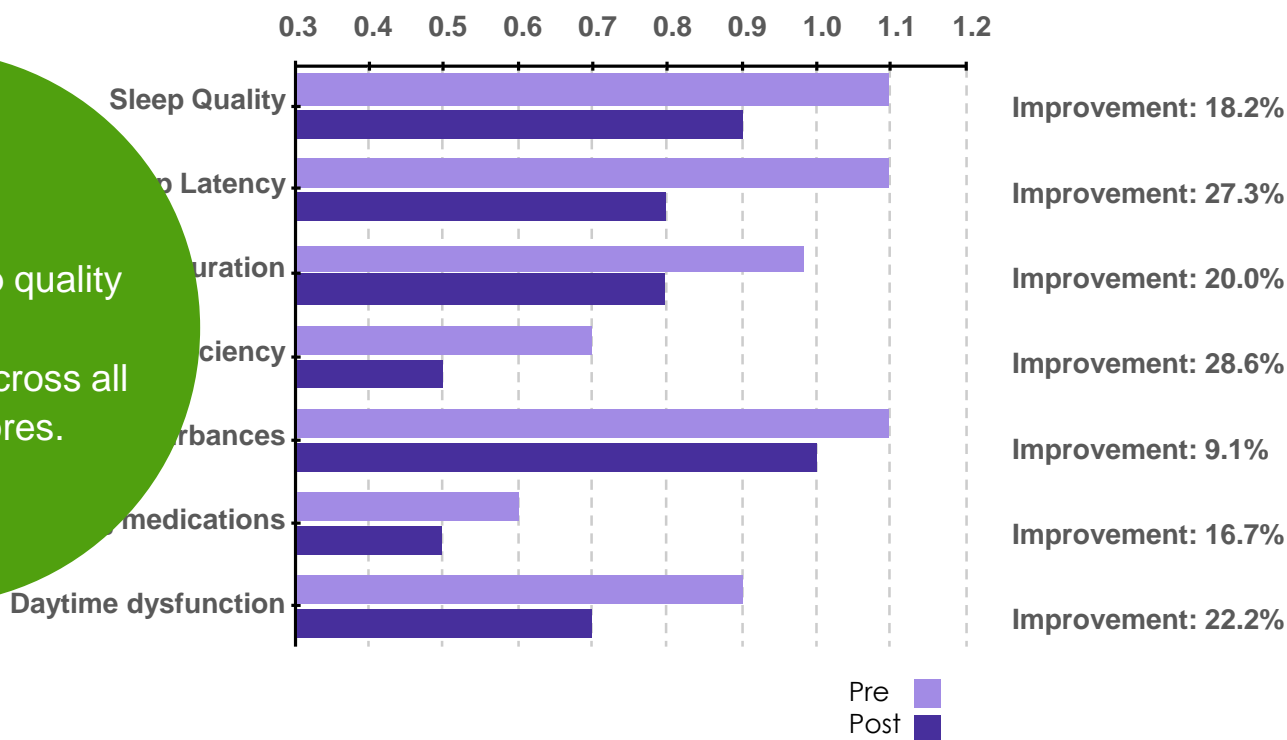


Stress Less, Live More™

Are programs effective?

Pittsburgh Sleep Quality Index (PSQI)

PSQI Component Scores



Results:

Improved sleep quality and reduced disturbances across all component scores.

Twenty 1-hour classes:

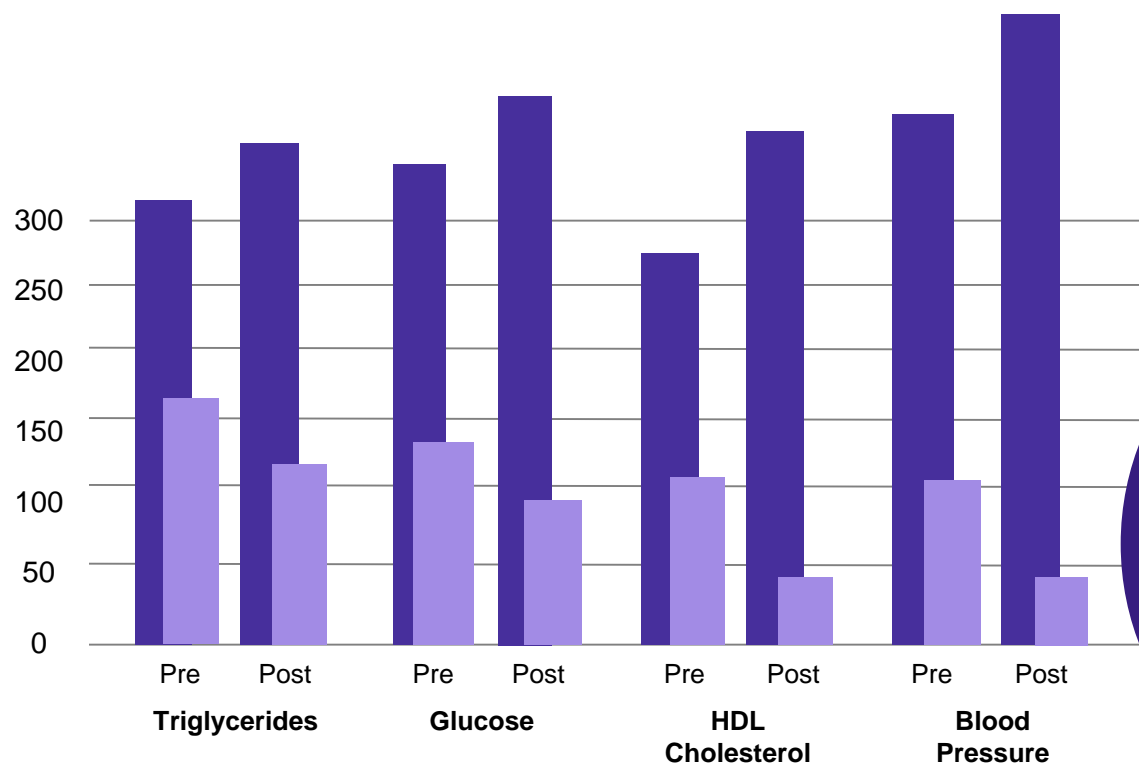
Weight Balance for Life uses an integrated approach incorporating:

- Nutrition
- Exercise physiology
- Behavioral approach
- Applied mind body practices



Weight Balance for Life Are programs effective?

Summary of all Scales
55.4% reversal of Metabolic Syndrome



Results:

Syndrome factors improved across all categories.

A study showed incremental direct costs of \$3,108 per annum versus study participants who did not have metabolic syndrome.

Within range
Out of range

Weight Balance for Life

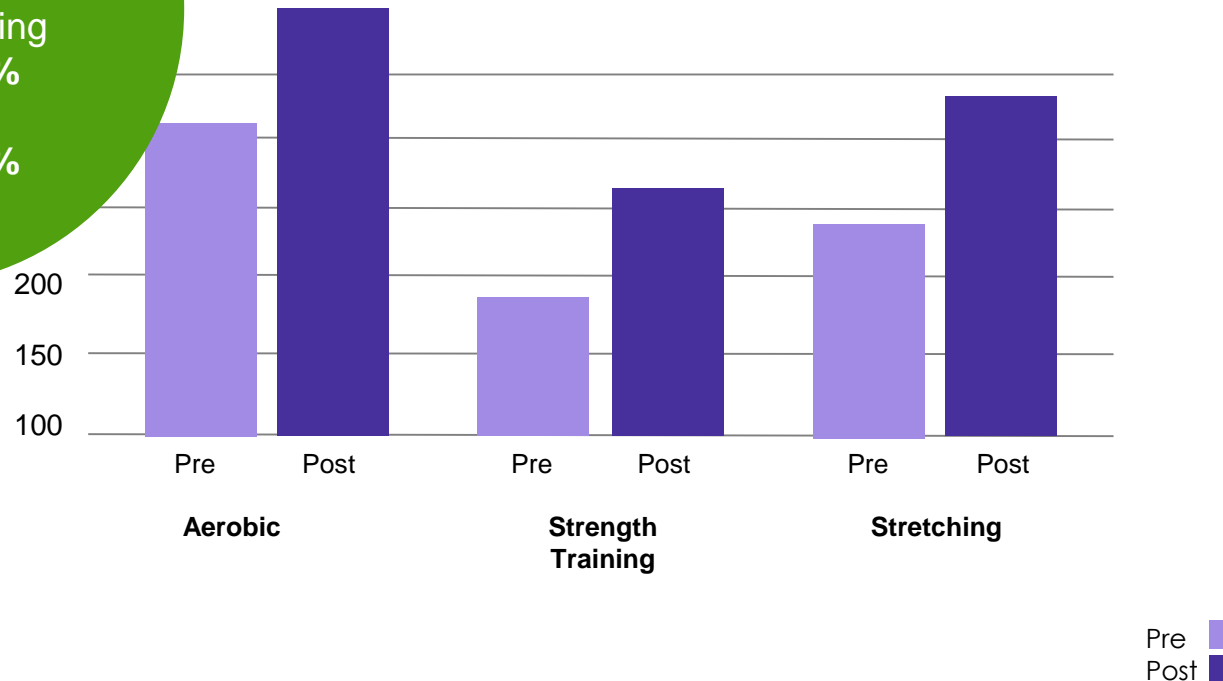
Are programs effective?

Results:

- Aerobic exercise increased **25%**
- Strength training increased **41%**
- Stretching increased **39%**

Physical Activity

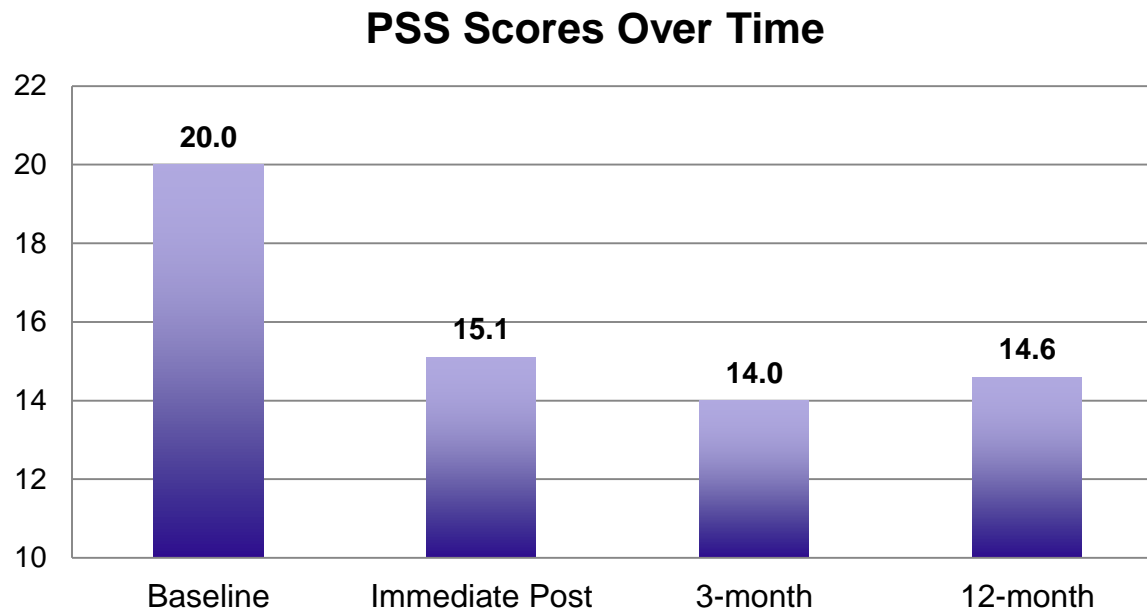
Aerobic, Strength Training, and Stretching Number of Participants Who Responded 2 or More Times/Week
(for at least 20 Minutes)



1-Year Longitudinal Data: Perceived Stress

Perceived Stress Scale (PSS)¹ scores at 3 points after the program showed significant stress reduction ($p < 0.001$).

Compared to national data,² the baseline score was at the **71st percentile**, and follow-up scores were at the **46th, 40th and 43rd percentiles**, respectively.

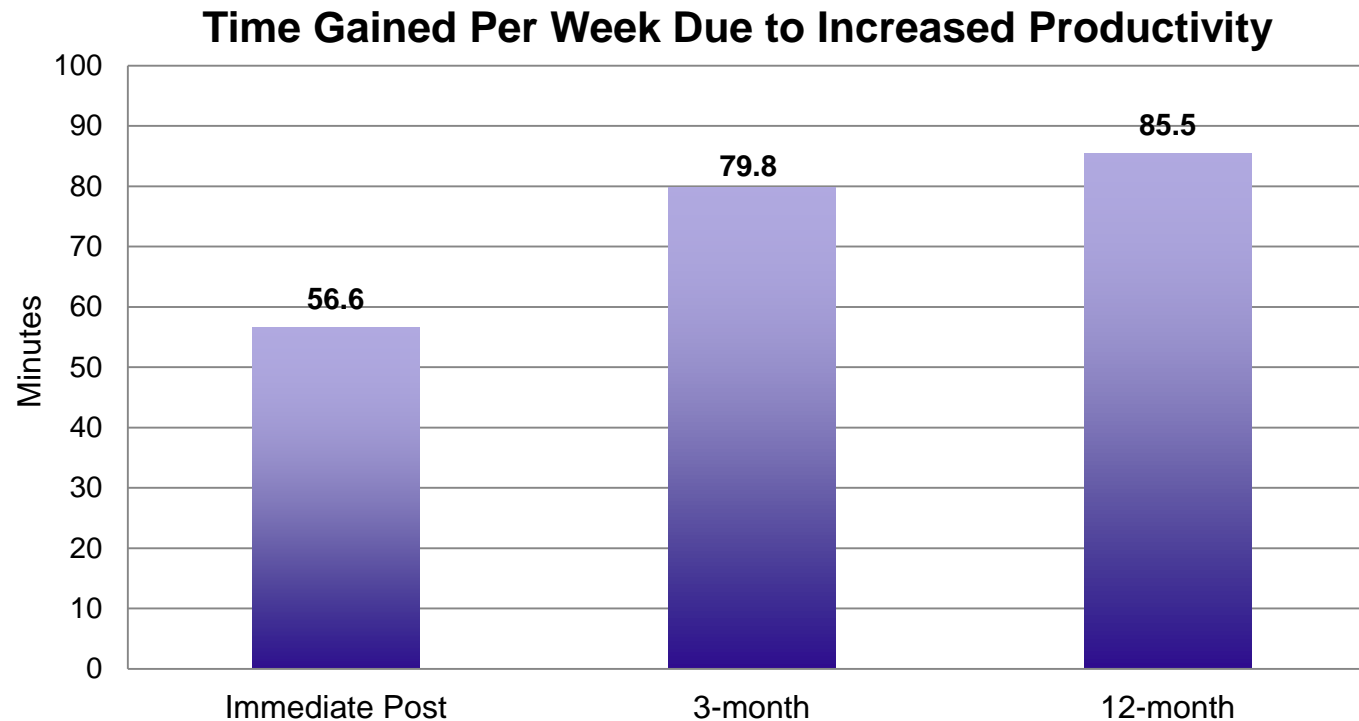


¹Cohen S, Kamarck T, Mermelstein R. A global measure of perceived stress. Journal of health and social behavior. 1983;385-96.

²Cohen S, Janicki-Deverts D. Who's stressed? Distributions of psychological stress in the United States in probability samples from 1983, 2006, and 2009. Journal of Applied Social Psychology. 2012;42(6):1320-34.

1-Year Longitudinal Data: Productivity

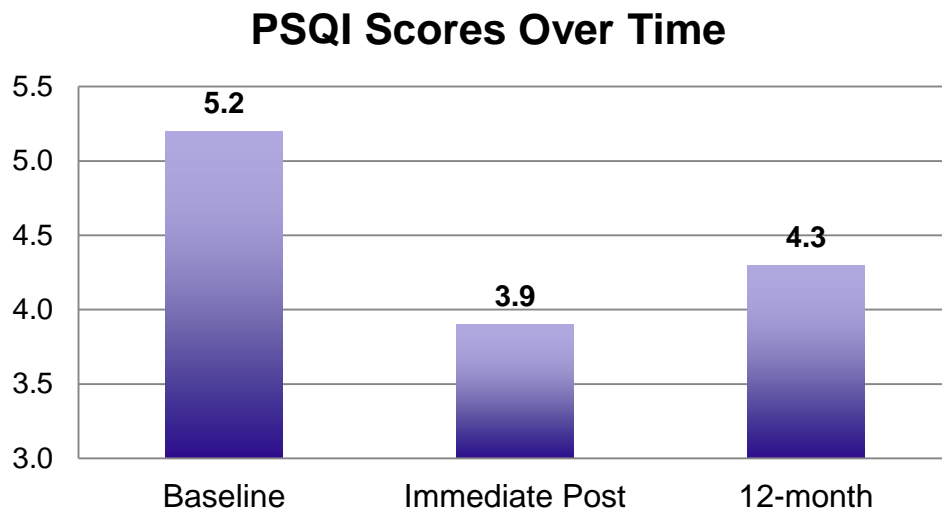
According to the Work Limitations Questionnaire (WLQ),¹ ***productivity increased at all follow-up time points.***



¹Lerner D, Amick III BC, Rogers WH, Malspeis S, Bungay K, Cynn D. The work limitations questionnaire. Medical care. 2001;39(1):72-85.

1-Year Longitudinal Data: Sleep

The Pittsburgh Sleep Quality Index (PSQI)¹ indicates that participants experienced better sleep quality immediately after the course, as well as one year later ($p < 0.001$).



For all assessments (perceived stress, productivity and sleep quality) participants continued to see **the same or better results one year later**, suggesting the **benefits are long-lasting**.

¹Buysse DJ, Reynolds CF, Monk TH, Berman SR, Kupfer DJ. The Pittsburgh Sleep Quality Index: A new instrument for psychiatric practice and research. *Psychiatry research*. 1989;28(2):193-213.

Conclusion

eMindful Applied Research Echoes Scientific Findings

Across a geographically diverse population within dozens of employers, mindfulness is effective in:

- Reducing stress
- Reducing metabolic syndrome
- Improving sleep quality
- Enhancing productivity

