



THE CASE FOR MINDFULNESS IN THE WORKPLACE

The Case for Training the Mind



Leadership

Knowledge and embodiment of qualities that make for strong and resilient workforce



Mindful Awareness

Increased awareness of what we are doing and why we are doing it moment by moment

Compare the average person driving their car home (mind is elsewhere), to how the person would drive if a police car was behind them (acutely aware of each and every move, bringing full attention to each moment).



The Challenge

○ The cost of mental illnesses to the Canadian economy is estimated at over \$50 billion annually, with \$20 billion of that stemming directly from workplace losses.

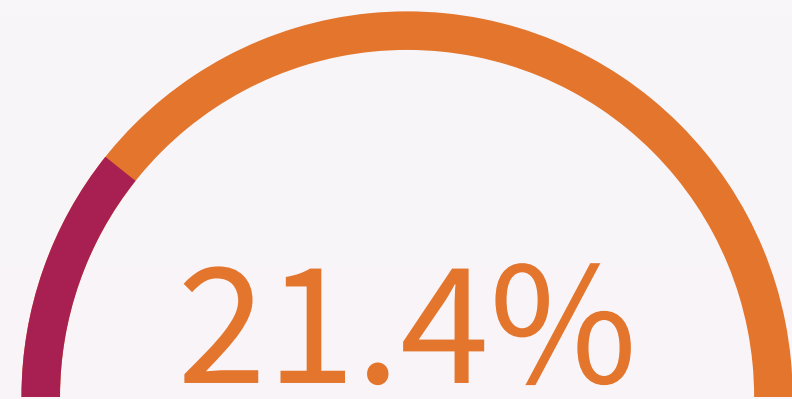
○ On average, mental health reasons cost businesses almost \$1,500 per employee, per year (Ontario Chamber of Commerce 2022).

○ Over 500,000 Canadians will be absent from work in a given week due to mental reasons.

○ It is likely that the mental health consequences of COVID-19 will become the most urgent public health challenge worldwide for decades to come, impacting the well-being and productivity of billions. (Psychiatric Times)

○ Depression is the second largest cause of disease in the world. In Ontario, mental illness is 1.5 times higher than all cancers combined.

The Challenge

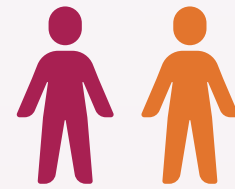


of the working population is experiencing a mental health concern



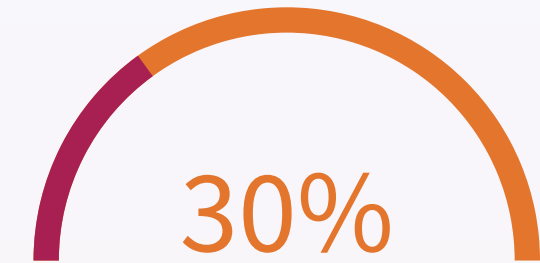
1 in 3

Canadians will experience mental illness in their lifetime*

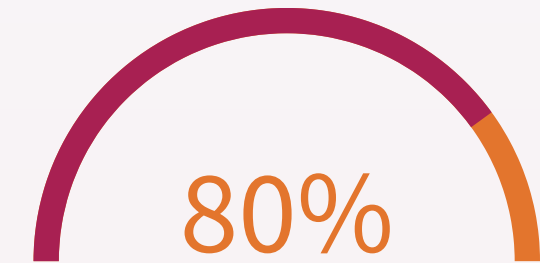


1 in 2

Canadian millennials will experience mental illness in their lifetime*

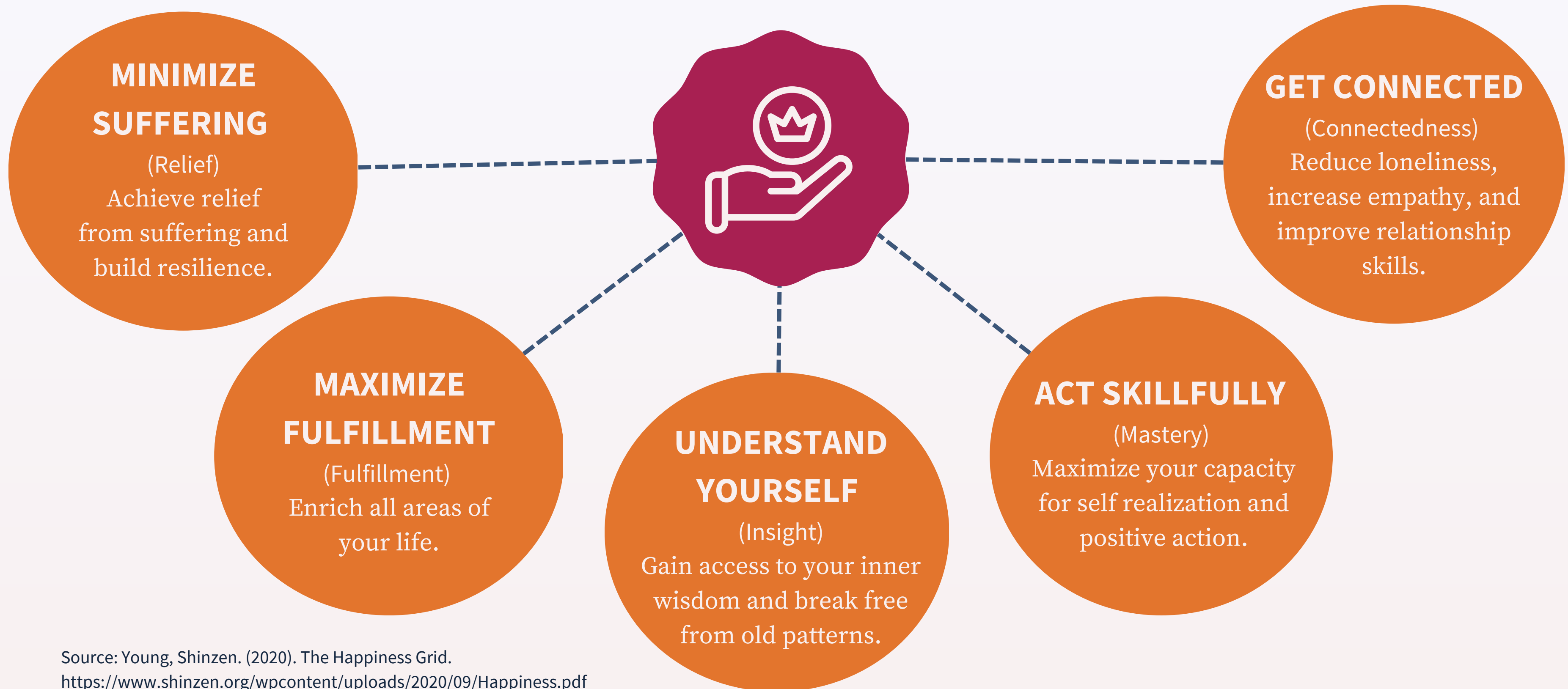


of short and long-term disability claims are related to mental health conditions



of payments on short and long-term disability claims are related to mental health conditions

What are the Potential Benefits of Mindfulness?





Establish mindfulness and resilience as core competencies for your workforce



Adaptively fill mental health, wellness, and leadership training programming gaps



Move from individual, treatment-oriented approach to mental health to a preventative systemic skills development model



Build employee resilience, continuity, and engagement



Scale-up the capacity of employees to better deliver programs and supports for clients and stakeholders



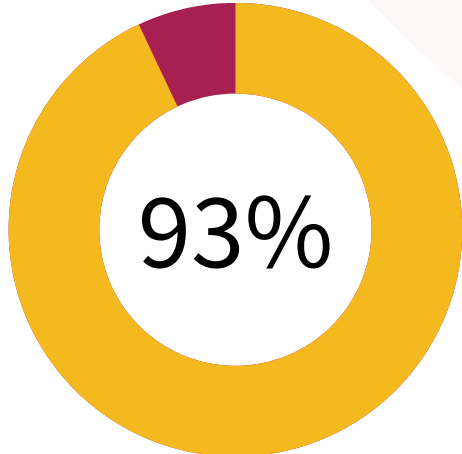
Leverage trauma-informed leadership approaches to optimize transformation efforts



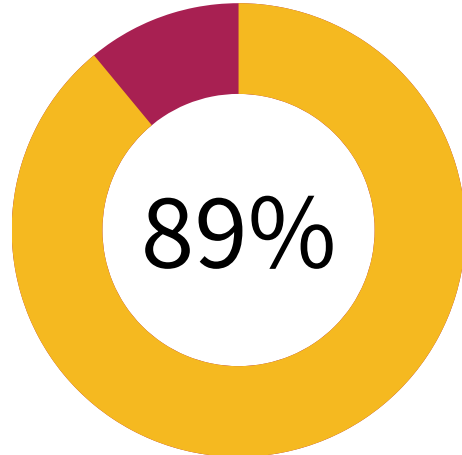
Proven Benefits



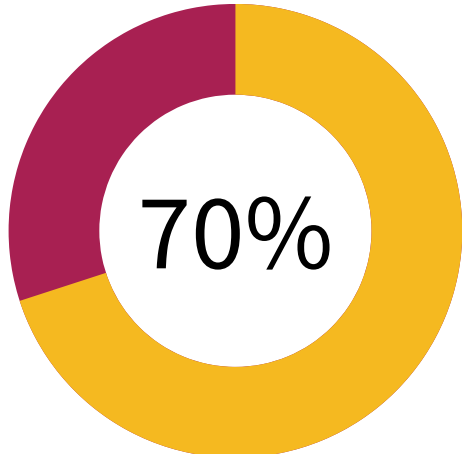
Deloitte stated that for every \$1 spent on mental health programs, employers will earn \$2.18*



Leaders reported that mindfulness training helped them **create space for innovation.**



Leaders reported that mindfulness training **improved listening skills.**



Leaders reported that mindfulness training helped them to **think strategically.****

*In its report, “The ROI in workplace mental health programs: Good for people, good for business”

**A survey conducted by the Institute of Mindful Leadership

Proven Benefits

University of British Columbia's Sauder School of Business research studies on mindfulness interventions established that mindfulness improves:



Resilience



- 95%  Stress
- 95%  Mental Health
- 90%  Physical Health




Productivity



- 95%  Focus
- 92%  Engaged at Work
- 80%  Time Management

Collaboration



- 95%  Managing Conflict
- 85%  Working Together
- 82%  Communication



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