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What follows is excerpt of a systematic review of published research explaining the link between practicing the habit of mindfulness on various constructs that make up productivity. This includes, but is not limited to cognitive function, error rates, stamina and units per man hour.
Nutshell: Mindfulness + Cognitive Function

Having brief mindfulness trainings increases cognitive function by around 20%.

10 days of mindfulness training decreases reaction time on switching tasks (22% increase in reaction time, 12% relative to control).

Practicing mindfulness regularly is correlated with 45% less Stroop errors.
• Higher levels of mindfulness are linked to reduced errors across measures.

• Meditators performed significantly better than non-meditators on all measures of attention.

• Attentional performance and cognitive flexibility are positively related to meditation practice and levels of mindfulness.

• Mindfulness significantly enhanced working memory capacity, but attention switching capacities were not enhanced by the intervention.

• Even brief mindfulness training (20 min a day for 4 days) significantly improved visio-spatial processing, working memory, and executive functioning.
# Dose Value Statement: Mindfulness + Cognitive Function

Mindfulness meditations can boost attention, improve reaction time and enhance working memory and verbal fluency – all measures of cognitive function.

Four days of 20 minutes mindful meditation per day can improve visual tracking and working memory by 20% and verbal fluency by 22%, and at least 11% relative to control.

Ten days of mindfulness training (strict meditations of up to 110 hours in total) improved reaction time by 12% relative to control.

Error rates for meditators are 45% lower – suggesting an upper bound for improvement.

Improvements are seen as early as 4 days after the starting of intervention. The pattern of emergence over time is not known, but could be logistic.

We are confident that mindfulness practices, in particular meditations, are beneficial for improving cognitive functions through improved attention, verbal fluency, visual tracking and working memory. We will assume the beneficial impact on cognitive function is around 20% on average, although it may be as high as 45% for long-term meditators.

As 92% of the population do not practice meditation, we estimate the population impact of mindfulness practice on improving cognitive function is 18%.
Nutshell: Mindfulness + Error Rates

Practicing mindfulness regularly is correlated with around 30%-50% less error rates
• Higher levels of mindfulness are linked to reduced errors across Stroop Test measures.

• Minutes of mindfulness training per day rather than total number of hours of meditative practice was associated with faster response time and affected performance on the attentional tasks – leading to lower Stroop errors and possibly error rates in general.

• Brief mindfulness intervention can decrease autonomic physiology but does not influence performance-related indices of cognitive control such as reaction times or error rates as measured by the Flanker Test.
Mindfulness practices, in particular meditations, are correlated with decreases in errors of omission and commission and the Stroop Error rate.

Regular meditators who have completed at least a 6-week course make 33% fewer errors of omission, 53% fewer errors of commission and 45% fewer Stroop Errors.

Interventions that are very brief (14 mins or less) do not have any impact on error rates. Longer time spent on meditation each day is required for a significant reduction in distractibility and levels of focus.

Whilst we believe that mindfulness practices have a beneficial impact on reducing error rates, at this stage we have only research on the correlations between the two. We therefore lack confidence in the conclusion regarding cause.

As correlation, the research sets a maximum possible impact of 50% of mindfulness practices on error rates. As 92% of the population does not practice meditation, we could expect a population dose value impact of up to 45%. In the absence on research on cause, we will assume that roughly half the correlation is caused by mindfulness practices and therefore assume a 25% impact, and 23% population impact in our models.
Nutshell: Mindfulness + Stamina

8 weeks of mindfulness-based stress reduction course increases energy levels (50% increase in energy level)

8 weeks of mindfulness-based stress reduction course decreases emotional exhaustion (56% decrease in emotional exhaustion)
CONCLUSIONS

• Mindfulness Based Stress Reduction (MBSR) is more effective at increasing energy than Cognitive Behavioral Therapy (CBT)

• Progressive Muscle Relaxation (PMR) is more effective at increasing vitality than yoga postures after 10 weeks

• Eight weeks of Transcendental Meditation(TM) reduces burnout and emotional exhaustion. Effects remain up to 4 months

• Mindfulness Based Stress Reduction (MBSR) increases mindfulness and reduces burnout in nurses at 8 weeks and effects are still measurable at 12 weeks
Dose Value Statement: Mindfulness + Stamina

Mindfulness practices are effective for improving physical capability (energy and vitality) and reducing negative emotions at work (emotional exhaustion and depersonalization).

Interventions could be in the form of yoga practices, progressive muscle relaxation exercises, MBSR or transcendental meditation. The positive impacts of mindfulness practices appear to remain at least 3 months after the completion of intervention.

8 weeks of mindfulness-based stress reduction (MBSR) increases participants’ self-reported energy levels by up to 50% and reduces emotional exhaustion by 56%. Four months of transcendental meditation reduced participants’ Maslach Burnout Inventory score by 20%.

We are confident that mindfulness practices have beneficial impacts on stamina through improving physical capability and reducing negative emotions. The impact range from 20% to 56%, depending on the type of interventions and the measure of stamina. We’ve conservatively estimated the maximum impact of extended mindfulness practices to be a 50% increase in stamina.

Since 92% of the population do not practice meditation, we conclude the positive impact of mindfulness practices on stamina is 46%.
Nutshell: Mindfulness + Units per Man Hour

8 weeks of mindfulness-based stress reduction course increases energy levels (50% increase in energy level)

8 weeks of mindfulness-based stress reduction course decreases emotional exhaustion (56% decrease in emotional exhaustion)
CONCLUSIONS

• Higher levels of mindfulness are linked to improved job performance across a number of tasks.
• Mindfulness contributes to performance by improving cognitive flexibility, and alertness and guarding against distractions and performance blunders.
• Mindfulness leads people to cope with challenging or stressful situations proactively and adaptively (by facilitating self regulation).
• Despite sufficient research to point out the correlation between mindfulness and job performance, we have not found research that conclusively causally links mindfulness practices and units per man hour.
Mindfulness in the workplace is positively and significantly correlated with better job performance.

Increasing the degree to which employees are mindful at work is associated with an increase in the job performance.

After accounting for the effects of vigor, dedication and absorption (work engagement measures), increasing workplace mindfulness is associated with an increase in job performance.

Whilst we believe that increasing mindfulness has a beneficial impact on units per man hour, at this stage we have only research on the correlations between the two. We lack confidence in any conclusion regarding causation.

At this time, we are unable to assert a dose value relationship between mindfulness and units per man hour, but we will continue searching for new research that might explain this.
For more information go to
https://changecraft.consulting/bratlab/