



## Results of Studies on the ROI of Mindfulness

One study found that after 8 weeks of mindfulness training, nurses had significantly decreased stress levels and improvement in general health. The same improvements were sustained 4 months after the training .

Employees of a financial institution's call center experienced decreased stress after listening to two short meditation sessions daily for 5 weeks. The clients of these employees actually reported increased satisfaction levels over time.

SAP says it has seen a 200 percent return on investment in mindfulness training, with the training leading to a rise in employee engagement and a fall in absenteeism. The company estimates that a 1 percentage point increase in employee engagement translates into a rise of 50 million euros to 60 million euros (43.7 million to 52.5 million pounds) in operating profit, while a 1 percentage point increase in its business health culture index can add 85 million euros to 95 million euros.

A European study involving a diverse sample of workers showed that after 10 days of self-guided mindfulness exercises, participants reported decreased levels of emotional exhaustion.

While some amount of stress may serve a motivator, gone too far it can create unhappiness and disengagement. Studies have shown that happy employees are more productive- in one case, they were 12% more productive. Another reported that happier sales people sold 37% more than their unhappy counterparts.

In Aetna Insurance company's first year of implementing a mindfulness program, healthcare costs fell 7%, saving the company over \$6 million. Aetna's study also found that mindfulness increased job effectiveness, with employees gaining an average of 62 minutes of productivity per week. Aetna estimated that the additional productivity was worth \$3000 per employee per year.

Mindfulness increases happiness, focus and engagement. A Gallup study found that teams with high employee engagement were 21% more productive as well as being more creative, more collaborative. They experienced less turnover and higher levels of satisfaction.

Mindfulness training for 'workaholics' resulted in less working time but no change in job performance. Participants were able to be more productive in fewer hours.