Creating a Work Culture of Mindfulness

Start with the leadership

Creating mindfulness in the workplace starts at the top. Ask your leaders to define how they see themselves showing up as a manager and how they want to show up one year from now. In other words, do they see themselves as a technician or as a true manager, coach, leader? What do they need to change in the next 30, 60 or 90 days? Assign specific, actionable goals for the next 90 days to develop those core leadership skills -- listening, being present, removing roadblocks for the team, and being a champion of mindfulness.

Build time to refresh into the culture

Organizations can instill mindfulness practices in a variety of ways. For instance, Google implemented a formal learning process called "Search Inside Yourself," a two-day leadership program that provides mindfulness tools and ways to boost emotional IQ.

In our company, we implemented something we call "Refresh. Renew. Unite." Each quarter we come together as a team to reflect upon the goals we were striving for and milestones we hit, what worked and what didn't, and how we can improve.

Champion a work-life continuum

Preparing your people to mindfully problem solve, anticipate the need, and navigate challenges and complex situations.

It's about developing the skills that enable your team to get out of subconscious routines into a more conscious and strategic state. Through mindfulness, leaders and employees are better equipped to manage the complexities of the day, be more aware of their emotions, and bring a deeper level of intention and purpose to their work.

Bringing Mindfulness to Your Work Culture

1. Similar to all culture changes, creating a mindful workplace starts with the leadership team.

2. Work with your team to designate times to reflect and process.

3. Block out time for projects that need focus and encourage your team to do so as well.

This doesn't happen by accident, though. Leaders have to purposefully structure their days, weeks and months to allow for mindfulness and creativity to develop.

One way to do this is to block out specific times of day for tackling the tactical items that tend to consume the day, time for working on high-level priority items, and time for strategic work. This is particularly important for leaders to do for themselves, but also to teach to their teams.

To read full article visit: https://www.inc.com/jeff-pruitt/how-to-train-your-team-to-be-more-mindful.html