



CASE STUDY

MINDFULNESS PROGRAM REDUCES EMPLOYEE STRESS

Employees of an international professional services firm located in the Philadelphia, PA region were not immune to increasing stress during the COVID-19 pandemic. As an organization that prides themselves on “caring” as one of their core values, leadership was responsible for being proactive to support their nearly 1,000 North American employees’ mental wellness.

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THE CHALLENGE: Increasing productivity with an empathetic approach

The COVID-19 pandemic and resulting economic recession have negatively affected many people’s mental health. According to research, four in ten adults in the U.S. reported symptoms of anxiety or depressive disorder during 2020, up from one in ten adults during the first half of 2019. It was obvious the firm’s employees were understandably more disengaged than usual. The challenge lay in how to manage employees and increase productivity with the level of empathy required during such a stress-inducing time.



THE SOLUTION: A blended mindfulness program designed by mindfulness practitioners

The firm engaged Judge’s learning professionals to teach a six-week, blended mindfulness training designed by one of Judge’s resident mindfulness coaches. The training consisted of weekly virtual instructor-led training, guided meditation audio files, one-on-one coaching, and weekly follow-up communications. No previous knowledge of mindfulness or meditation was required, and the training was designed to benefit all education and experience levels. Each week’s lesson had a unique theme for participants to truly build a foundation of knowledge they could apply to both their personal and professional lives.



“To my surprise there was direct correlation between mindfulness and my success rate at closing deals. The practice helped to decrease my stress, and I found I had more energy and focus on closing business. The training gave me more confidence in both my professional and personal life.” - Leanne G., Recruiter



THE RESULT: 100% of participants reported experiencing benefits

The firm considered the training a great success and were surprised at the ongoing level of commitment from attendees. (Weekly practice sessions still occur, long after the initial training ended.) The measurable benefits exceeded all expectations: 100% of attendees reported experiencing benefits from practicing mindfulness; 85% reported reduced stress; 71% reported an increase in optimism and empathy; and 64% reported increased concentration.