



Training in Mindfulness, Optimism, and Resilience:

Classes will be provided on an ongoing basis throughout the year, to be arranged in consultation with your wellness team and Stress Management Trainers.

Mindfulness training will consist of 8 weeks of two hours per week class time, held in a small group format. Class sizes will be limited to 15 participants. Training may take place at your worksite or online. Participants for online training will need a telephone with a headset and a computer with internet access. Mindfulness has been demonstrated in research to dramatically reduce the relapse rates for those who have been previously depressed. Many individuals who learn mindfulness skills are able to maintain full recovery with little or no anti-depressant medications. There will be an opportunity to form ongoing mindfulness groups at the request of participants. At the option of your wellness team and the trainer, an ongoing blog may be made available for participants of the mindfulness training. The site of the blog can be either on your intranet or available through The Healthy Thinking Initiative website. A follow up session will be scheduled three months after completion of the group. These training sessions and the follow-up session will take place at your worksite or online.

Optimism training will consist of 6 weeks of one hour per week class time. Class sizes will be limited to 30 participants. Training may take place at your worksite or online. Participants for online training will need a telephone with a headset and a computer with internet access. Increased levels of optimism are associated with reduced levels of depression. Additionally, increased levels of optimism are correlated with improved work performance. There will be a follow-up one hour session seven weeks after the completion of the training. At the option of your wellness team and the trainer, an ongoing blog may be made available for participants of the optimism training. The site of the blog can be either on your intranet or available through The Healthy Thinking Initiative website. These training sessions and the follow-up session will



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take place at your worksite or online and can be scheduled by mutual agreement between Stress Management and your wellness team.

Resilience training will consist of 7 weeks of one hour per week class time. Class sizes will be limited to 30 participants. Training may take place at your worksite or online. Participants for online training will need a telephone with a headset and a computer with internet access. In a recent study by the American Psychological Association, 68% of workers reported that they wished their employers would provide resilience programs to help them deal with stress. Resilience skills reduce anxiety, which is frequently associated with later development of depression. There will be a follow up one hour session eight weeks after the completion of the training, and ongoing resilience groups can be set up at the discretion of the attendees, to be facilitated by a Stress Management Professional. At the option of your wellness team and the trainer, an ongoing blog may be made available for participants of the resilience training. The site of the blog can be either on your intranet or available through The Healthy Thinking Initiative website. These training sessions and follow-up sessions will take place at your worksite or online and can be scheduled by mutual agreement between Stress Management and your wellness team.

Good Business Skills

The development of skills in mindfulness, optimism and resilience also makes *good business sense*. Each skill contributes to essential characteristics that have been shown to be highly associated with high performance in the workplace.

Mindfulness training builds awareness skills in the individual. By learning to pay attention to the present moment in a non-judgmental way, the participant learns to improve focus even in the midst of rapidly changing circumstances. NBA coach Phil Jackson has taught mindfulness skills to his world champion Chicago Bulls and Los Angeles Lakers teams.

Optimistic employees believe that they are able to positively contribute to successful outcomes. They believe that the actions they



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took to a success in one situation will be the kind of action that will yield success in other, similar situations. If it works now, it will continue to work. So optimistic people repeat and extend the behavior that brings them, and their company, success.

Resilience is the ability to continue to function, even under stressful circumstances. In fact, the resilient individual often finds ways to not only survive but thrive in the often chaotic world of modern business. Resilient individuals are more committed and engaged, find the opportunities inherent in challenging situations and are able to act effectively by understanding and focusing on what is truly in their control.

This training is designed to reduce anxiety and depression, but also can be a critical supporting element of successful strategic initiatives for your business.