

Reducing the effects of stress and improving staff engagement and retention

The root causes of personal problems, if they concern relationships, physical health, mental health, stress levels, anxiety or depression stem from the unconscious mind. They stem from the habitual fears and responses that have been hard wired into us, usually from a very young age. We cannot think our way out of them.

Focussed mindfulness (FM) gives us the tools to change our hard wiring. It gets to the root cause, our unconscious and literally changes our way of being.

These tools are cutting edge, developed from the teachings of the world's pioneers in healing mental suffering. They are simple, quick and powerful, they allow us to be more present and focussed on the here and now.

Applied in the work place Focussed Mindfulness will improve morale, engagement and productivity and reduce absenteeism.

Who benefits from FM?

It is a powerful way to become more present in your life and able to focus on the here and now. It helps you if you are suffering from stress, physical pain, a chronic health condition, anxiety, depression, anger, grief or a mental health issue. It is valuable if you are seeking inner guidance and strength and wanting a tool that you can turn to in times of need. It will complement a yoga or meditation practice.

How quickly does it work?

Often a state of one-ness, present moment awareness and loving acceptance of yourself and others (presence) is usually experienced in the first session. Each additional session builds on the first and you will be taught techniques to remain more present between sessions.

How is it taught?

The techniques are taught by a licensed focussed mindfulness practitioner in confidential, 50 minute one to one sessions. Optional repeat sessions at weekly or monthly intervals will consolidate the improvements experienced in the first session.

More information

It is estimated that the effects of stress cost the average company £1k per employee and improving mental health and wellness in the workplace greatly increases staff morale, retention, engagement and productivity

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The real cause of an employee's absence, presenteeism and low morale in the workplace is rarely identified and so not addressed directly so interventions serve, at best, as sticking plasters. One to one sessions of Focussed Mindfulness will identify the real cause of employee well-being and health problems and give them the tools they need to make positive change.

The practice is cutting edge, developed from the teachings of the world's pioneers in healing mental suffering. The exercises are simple, quick and powerful, they literally change your way of being from the inside out.

In a normal session a FM practitioner will actively listen to the client, this is in itself therapeutic and it also builds rapport and trust. Having established something of the problem the practitioner will select the most appropriate of the FM exercises to give the client a more mindful perspective. Once this shift has occurred they will gain insight into a healthier way of being, feel the difference in their body and so be motivated to make positive change. The exercise can then be used by the client to return to a more mindful state whenever they need it. Over time this has the potential to shift their way of being and this will impact on their work, health and relationships.

A single session can profoundly shift the employee to a healthier way of being and this is enough to change their approach to their work. In some instances a greater investment of 5 sessions will be justified as this will give them a working understanding of the exercises so that, with the support of a handbook, they can maintain their improvement.

James, a small business owner in West Yorkshire, referred Sharon who was a key member of his team to me. Sharon was in her early twenties and James had invested in her training her up over the past year as she was very bright, enthusiastic and had a great way with the customers. Over the past 3 months Sharon had been taking more and more time off work with anxiety, it was having an increasingly detrimental effect on her health until in the past week she had been unable to drive and seemed almost phobic about going to work. She was now a big problem for James: he did not want to lose her, but she was not fulfilling her role and this was causing staffing issues.

After the first session of FM Sharon's confidence was much improved and she began a phased return to work. After a course of 5 sessions over 4 weeks she was back full time, felt that her mental health was robust and was eagerly taking on more responsibility. James was delighted to have his bright protégé back with her productivity greater than before she became ill, and he had been saved the time and expense of recruiting a replacement.

We find it most effective to go in to a company on a monthly basis to offer voluntary and confidential one to ones with member of the team. In the session we will give them a chance to talk through their issues and teach them an exercise that will support them to keep a healthy perspective and be more able to focus at work. We will identify any issues which may impact on their productivity in the future that would benefit from further sessions.