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### From Zen to C-Level

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# From Zen to C-Level

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## Abstract

From the non-stop pull of smart phones to overcommitted working parents, the average American worker is constantly plugged in and on the go. Such a cognitive overload can have dire consequences. These consequences include: memory and concentration problems; hostility and aggression; anxiety; and poor judgment (Smith, 2014). These effects of overload most certainly decrease the effectiveness of work productivity. To get the best out of their employees, restoring their wellbeing and re-engaging them at work should be of value to organizations across the country.

Being mindful can increase wellbeing and engagement in activities along with improving concentration. Mindfulness also decreases stress and the likelihood of depression. One of the ways to increase mindfulness is through the practice of meditation (Benefits of Mindfulness, 2013). To use mindfulness and meditation in the corporate world, it can be administered through coaching. As organizational coaches work with employees, they can teach mindfulness meditation along with the use of wellbeing and positive assessments to create more engaged, focused employees and to help aid in leadership development. Assessments can be administered pre- and post- coaching experience to gauge effectiveness.

The research for this project was the result of my studies in the Business Psychology graduate program at Franklin University and was used as my mastery project.

## Get coached!

Benefits of using an internal organizational coach:

- ❖ Maximize potential of employees – help them reach their goals
- ❖ Increase employees' self-confidence levels
- ❖ Focus on organizational initiatives
- ❖ Internal coaches are familiar with company culture and are less costly than hiring someone from the outside

## Gauge Effectiveness

Administer assessments pre- and post- coaching experience:

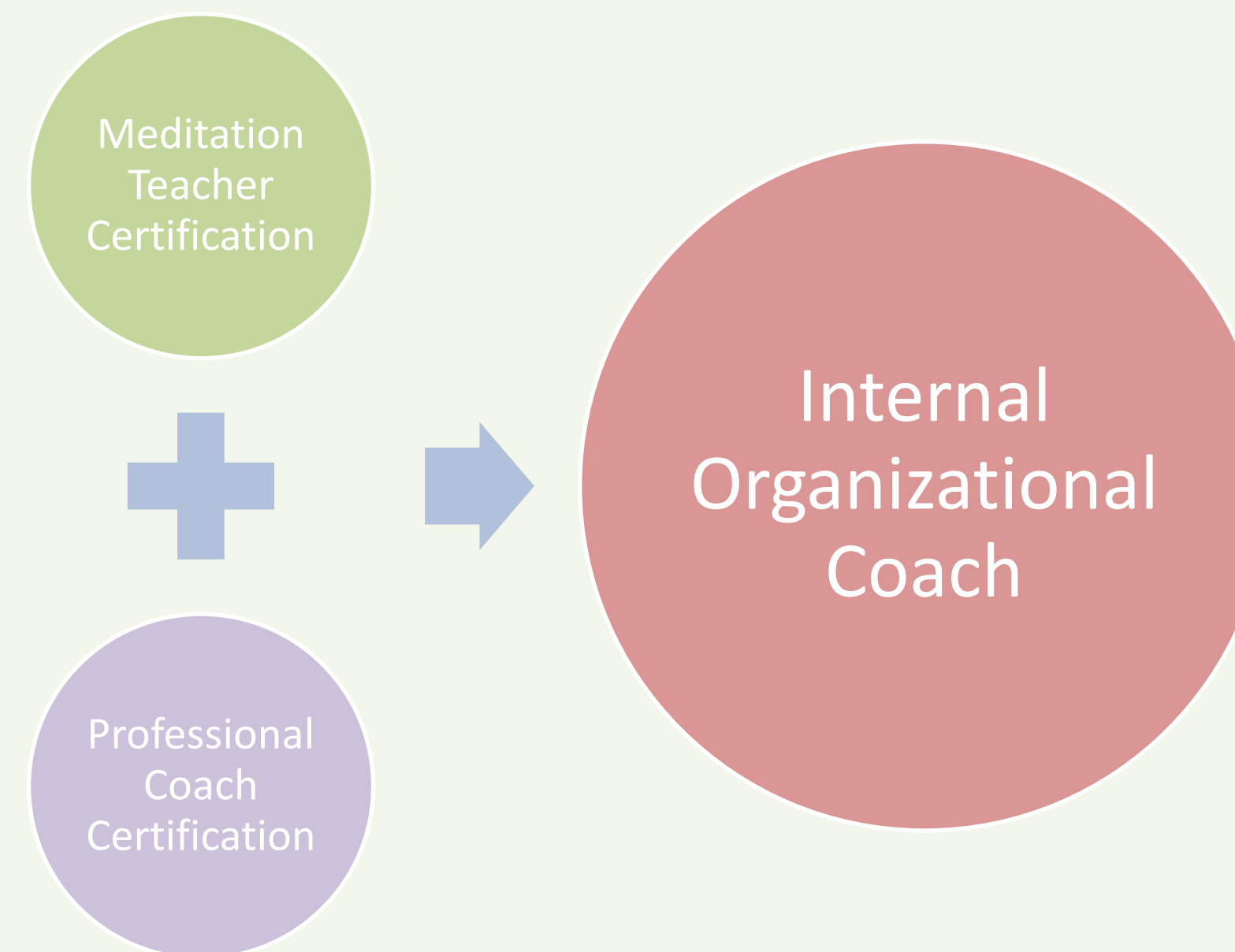
- ❖ Five Facets of Mindfulness
- ❖ Psychological Wellbeing Scale

### Organizational Coaching Program

Event	Duration	Outcome
New Hire	1 <sup>st</sup> year on the job	Acclimates new employee to organizational initiatives and sets achievable goals
New Position	6 months	Sets goals in line with organizational strategic plan and aids in the leadership development of employee
Mediation / Probation	As needed	Helps dysfunctional employee overcome barriers to success



Stress can permanently destroy neurons in the hippocampus, causing memory and concentration problems, increased hostility and aggression, and overall poor judgment.

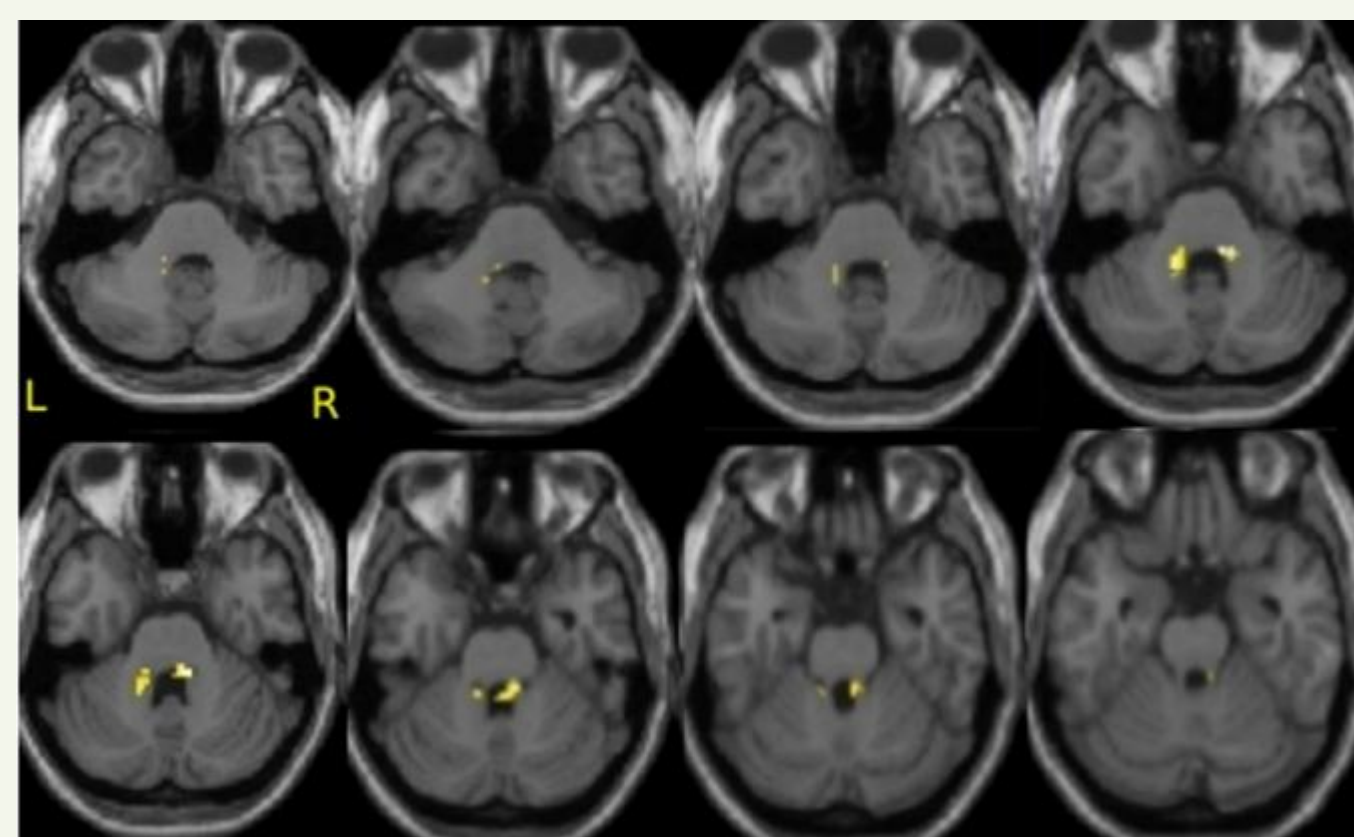


## Be Mindful!

Mindfulness Meditation can:

- ❖ Decrease stress & anxiety
- ❖ Reduce the likelihood of depression
- ❖ Increase engagement and overall psychological wellbeing

Frontiers in Human Neuroscience found that an 8-week-mindfulness-based stress reduction (MBSR) course lead to increases in gray matter concentration in several brain areas (Singleton, 2014).



## Promotes serotonin, dopamine, and norepinephrine production

These chemicals play a crucial role in mood and cognitive functioning. Increased gray matter in these regions of the brain contribute to enhanced wellbeing.

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