



MINDFUL LEADERSHIP

MONDAY, AUGUST 1 | 2:45 – 3:45 PM

MINDFUL LEADERSHIP



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Aetna

Quality health plans & benefits
Healthier living
Financial well-being
Intelligent solutions

aetna[®]

Mindful Leadership

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A Look Inside Who We Are



Unique challenges:

50,000 active employees

- Average age 45 with 11 years of service
 - *creeping age brings increased medical risk*

- 76% of workforce are female
 - *have a unique set of health care needs*

- 50% earn average of \$40,000
 - *issues with affordability*

- Almost 50% work from home full-time
 - *engaging employees in programs*



Stress Effect



About Mindfulness

<http://aetna.tumblr.com/mindfulness>

What is mindfulness?

- Paying attention or noting whatever is happening in the moment with a gentle and open mind
- Being present in the moment, the one you're in right now
- Awareness of breathing, thoughts, feelings, sensations and surroundings

What mindfulness isn't

- Tuning out
- A relaxation technique
- Becoming passive
- Stopping thoughts
- Doesn't involve chanting, bowing, sitting cross-legged or burning incense

Mindfulness Activity

Practice Awareness of
Breathing



Mind-Body Stress Reduction Study 2010

In 2010, Aetna conducted a randomized-control study on mind-body stress reduction and collaborated with Duke Integrative Medicine, eMindful Inc. and the American Viniyoga Institute. We developed the Mindfulness at Work program based on this research.

Perceived stress levels

Significant improvements in perceived stress with 36% (mindfulness) and 33% (Viniyoga) decreases in stress levels as compared to 18% for the control

Sleep difficulties

Decreased by 29% and 32% respectively as compared to 18% for the control*

Current pain levels

Significant improvement in the yoga group, compared to control

Breathing rate

Decreased more for the mindfulness participants as compared to control

Productivity, insomnia and depression

Positive results achieved without statistical significance.

Engagement

Both online and in-person classes showed equivalent results and retention was better in the online classes

Class time

Results achieved in about half the length of other commonly used mind-body interventions

***Journal of Occupational Health Psychology* “Effective and viable mind-body stress reduction in the workplace: A randomized controlled trial”**

By Wolever, Ruth Q.; Bobinet, Kyra J.; McCabe, Kelley; Mackenzie, Elizabeth R.; Fekete, Erin; Kusnick, Catherine A.; Baime, Michael Vol 17(2), Apr 2012, 246-258

Positive correlation between medical costs and participants' stress levels

Stress and medical costs



Among all those individuals screened for the study, those reporting the **highest stress level (top quintile)** had **higher medical costs** for the preceding year, nearly \$2,000 more annually, than those reporting the **lowest stress levels**

Our Health & Well-Being Programs

- Flexible work time
- Healthy Lifestyle Coaching
- Viniyoga
- Mindfulness at Work™
- Metabolic Health in Small Bytes
- Headspace
- Mindful Midday Calls
- Resources for Living
- Financial counseling
- Therapeutic chair massage
- Discover Mindfulness on Aetna Connect

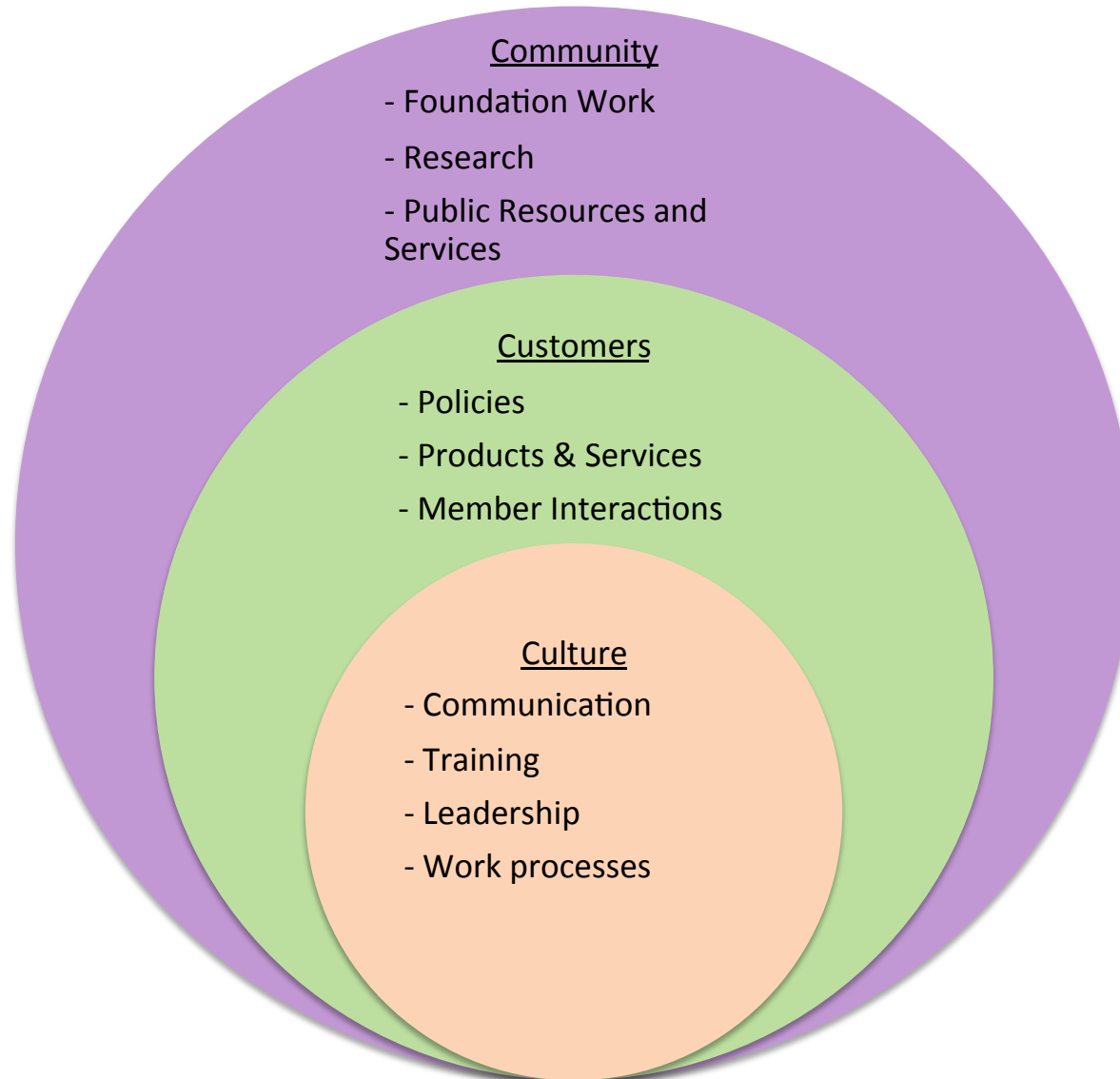
The program continues to reduce stress and related factors. Participants who completed the pre- and post-program surveys reported:

- **28%** reduction in perceived stress level
- **20%** improvement in overall sleep quality
- **19%** reduction in pain level
- **44 minutes** per week gained in productive time on the job

These results are statistically significant at the $p < 0.001$ level.

Source: eMindful program to date analysis
(July 1, 2013 - June 30, 2014)

An Inside-Out Strategy



Mindfulness Activity

Practice awareness of:

- Breathing
- Thoughts
- Feelings
- Sensations
- Surroundings

Debrief



Mindfulness Is Catching On

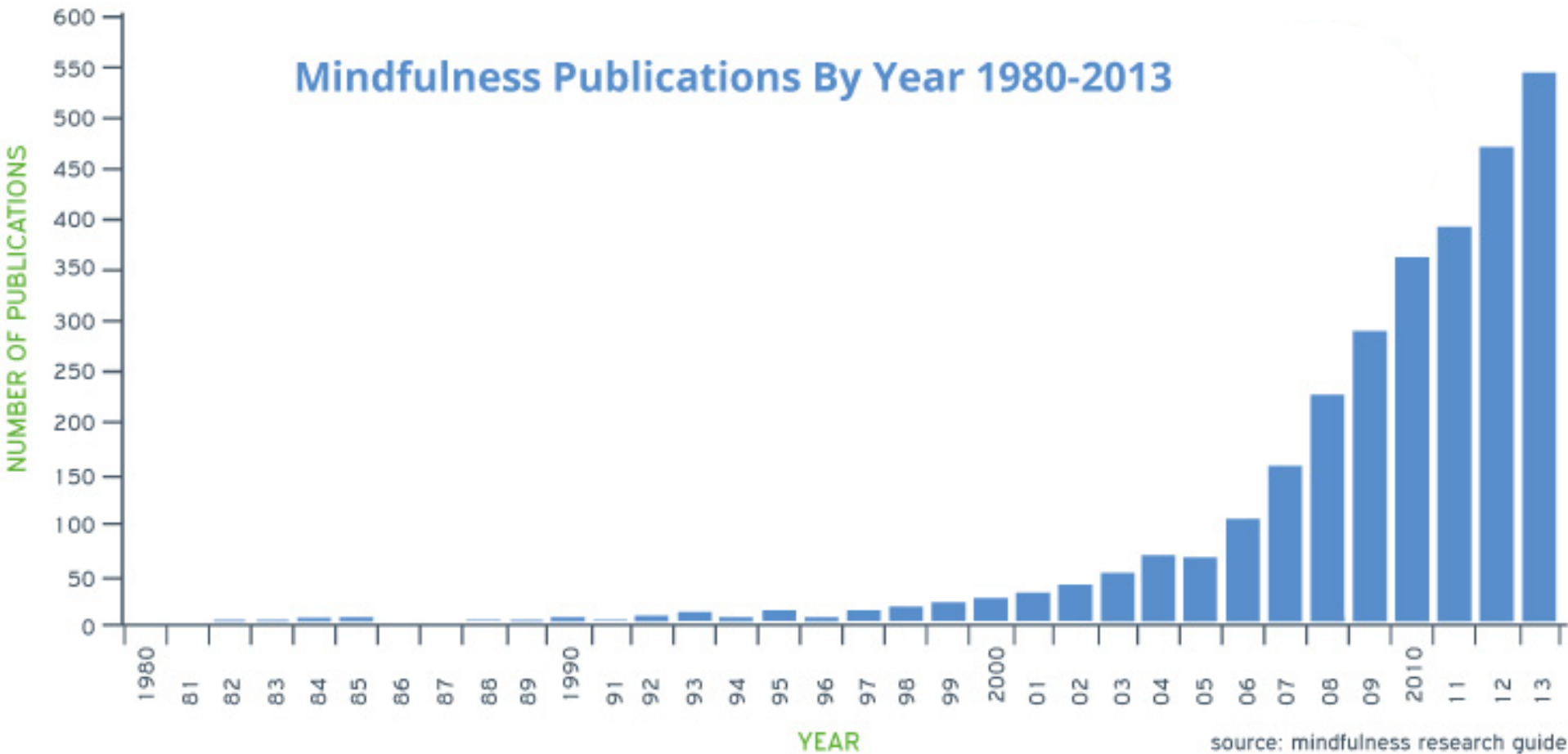


Mindfulness In Business

The logo for McKinsey & Company, featuring the company name in a white serif font on a dark blue rectangular background.The Aetna logo, featuring the word "aetna" in a purple sans-serif font with a small "SM" trademark symbol.The BlackRock logo, featuring the words "BLACKROCK" in a bold, black, sans-serif font.The Goldman Sachs logo, featuring the words "Goldman Sachs" in a white sans-serif font on a blue rectangular background.

22% of companies will be offering mindfulness training in 2016

Academic Research On Mindfulness



American Mindfulness Research Association (goamra.org)

Your Brain On Mindfulness

Memory & attention.

Reduced thinning and greater oxygenation in prefrontal cortex

Attention.

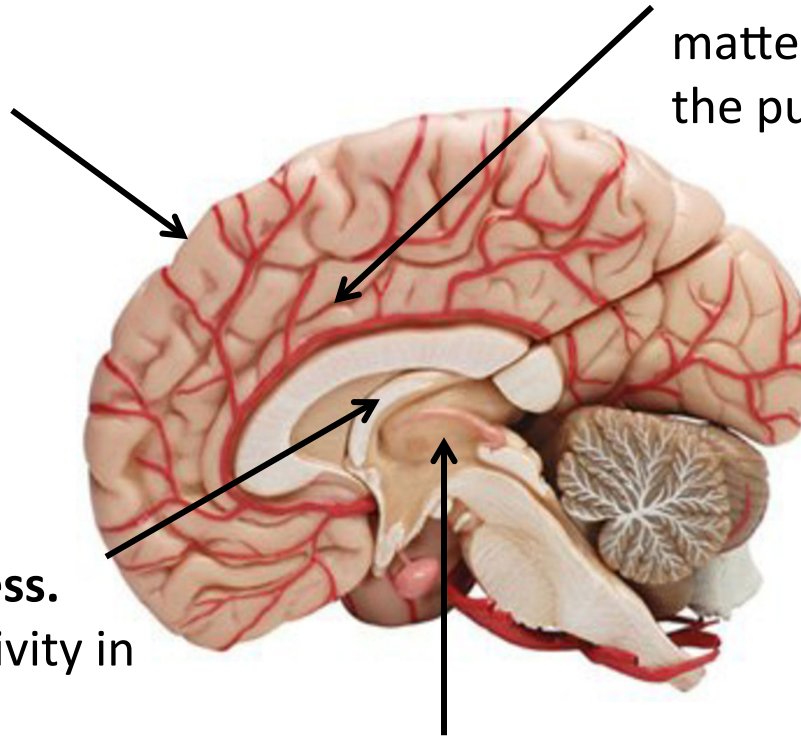
Increased grey matter volume in the putamen

Anxiety & stress.

Decreased activity in the amygdala

Learning & self-awareness.

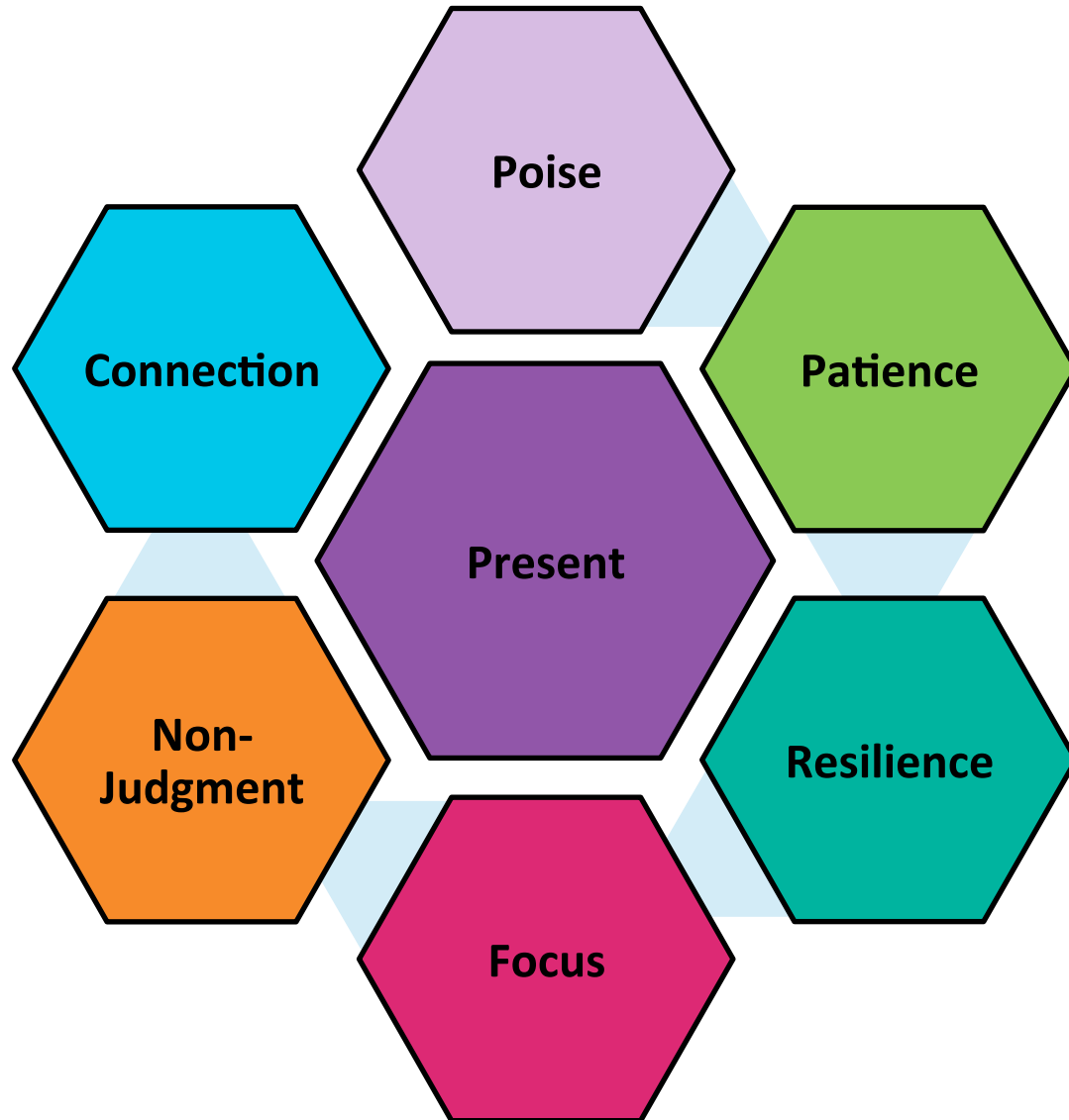
Thickening in the hippocampus



Mindfulness Makes Us More Effective

- Manage distraction and stay focused
- Do one task at a time instead of multitasking
- Practice discernment so we can prioritize work
- Manage worrisome thoughts so we can sleep
- Improve communication; listening and speaking
- Improves EQ so we can coach; give and receive feedback
- Have clarity and creativity to solve problems
- Practice self-care so we stay healthy and build resilience
- Helps us stay calm so we don't engage in negative coping behaviors that wear us down

Becoming a Mindful Leader



Q & A

Thank you

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