

# Interpersonal Mindfulness

## Workshop Preview



A dark blue background with three circular portraits of the workshop speakers. Each portrait is set against a dark, textured background. The portraits are arranged horizontally, with a slight overlap between them. The background of the entire block is a dark blue with a subtle, glowing texture.

**Kevin James Karas**

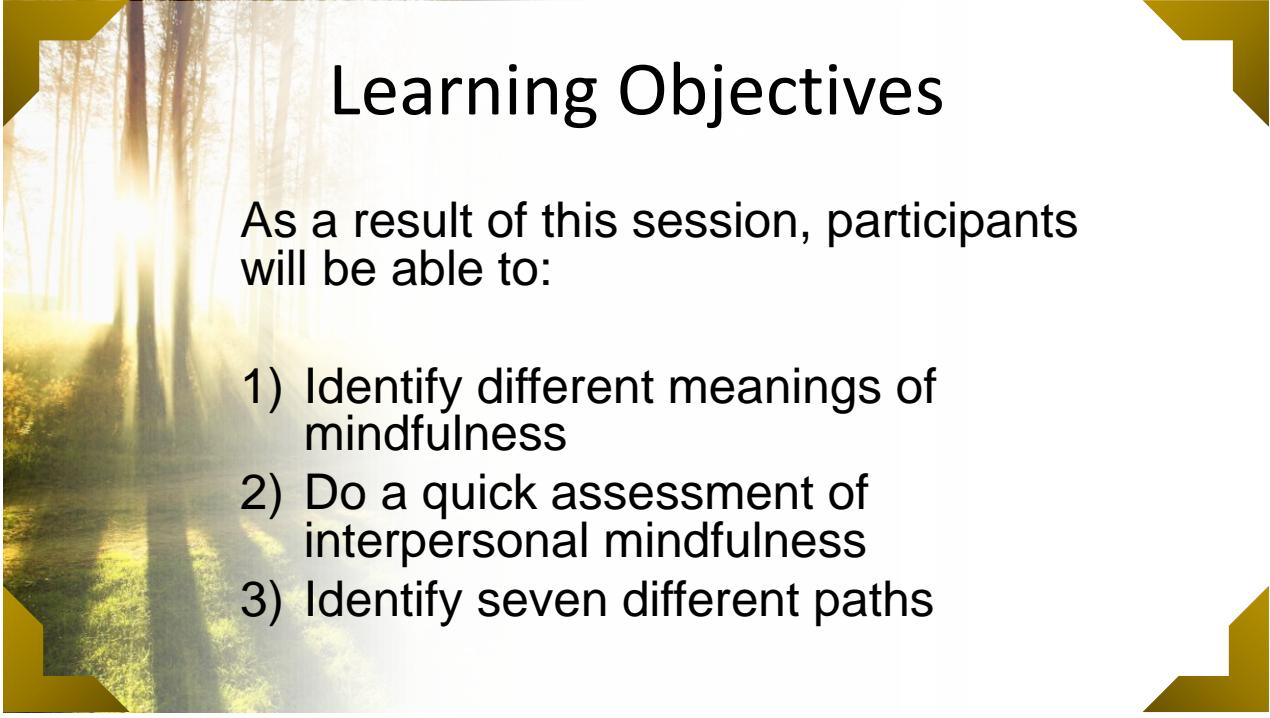
As Executive Director of Elevate Akron, academic researcher of presence, and teacher of a 200 hour yoga school, my mission is educating & building a holistic community.

**Johanna Tanno**

As Executive Director of Wellness 360 Conference, I am a wellness expert and entrepreneur who loves energizing team and events for communities and businesses.

**Joel Bennett**

As CEO of OWLS, I oversee projects that promote well-being. My books and programs have reached an estimated 250,000 workers world-wide.



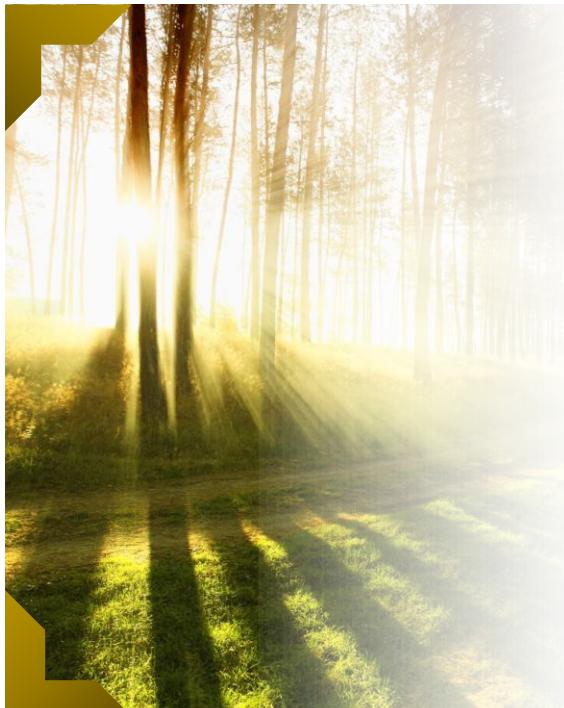
# Learning Objectives

As a result of this session, participants will be able to:

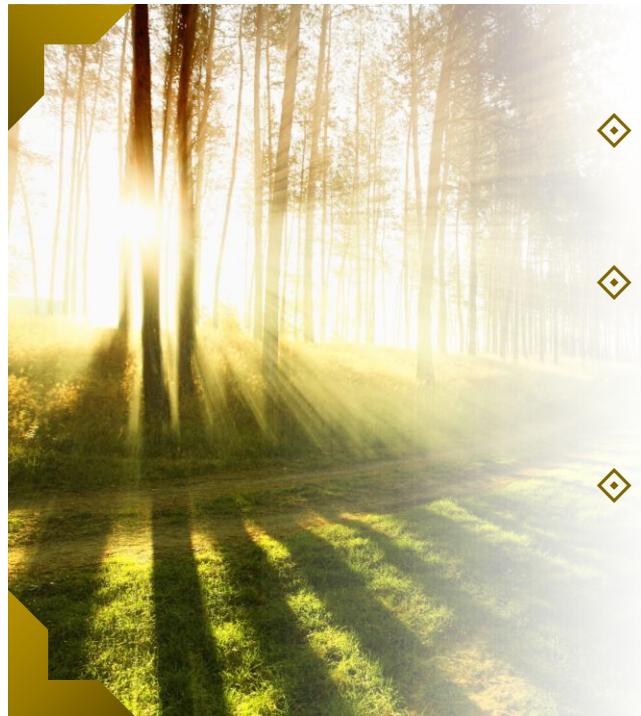
- 1) Identify different meanings of mindfulness
- 2) Do a quick assessment of interpersonal mindfulness
- 3) Identify seven different paths



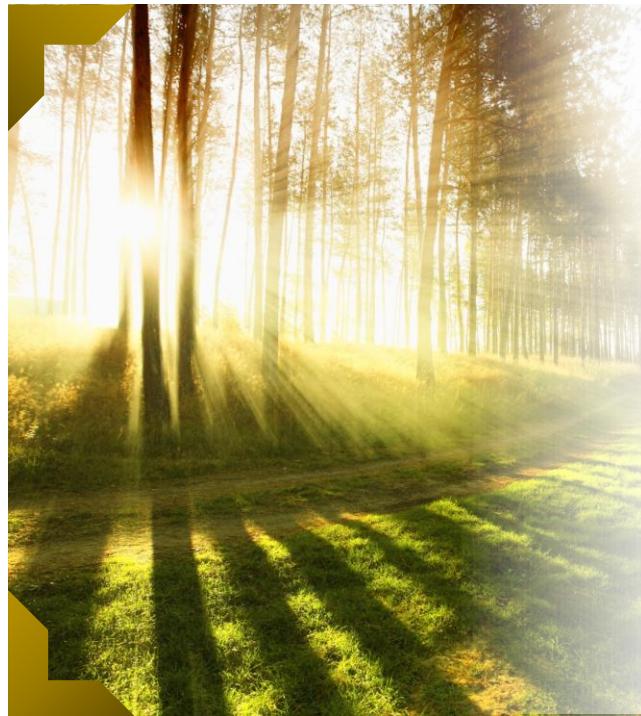
## Part 1



- ❖ Most approaches to mindfulness are geared toward the individual level and not the social or community level
- ❖ It is not only about our own personal growth but the enlightenment of the community as a whole.
- ❖ We are never separate.
- ❖ This insight is fundamental for any effective wellbeing effort



- ❖ This experiential workshop will feature an overview of mindfulness
- ❖ You are invited to complete surveys about your own mindfulness to help ground our conversation.
- ❖ We will contemplate seven different paths toward interpersonal mindfulness



- ❖ **The Values Clarifier**
  - Your Cause, Calling, or Legacy
- ❖ **The Intentional Centerer**
  - Breathe...Breathe...Breathe
- ❖ **The Heedful Relater**
  - Loving Kindness
- ❖ **The Compassionate Nudger**
  - Mindfully Encourage
- ❖ **The Knower of Impact**
  - Integrity, Foresight, Social Contagion
- ❖ **The Garnerer of Trust**
  - We are One
- ❖ **The Thriver**
  - All Stress is Grist for the Mill



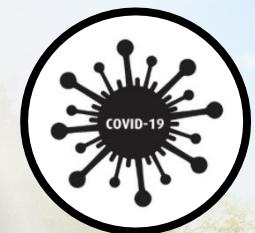
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**STIMULUS**



**STIMULUS**



**STIMULUS**







**There is a door  
we can open**



**Find the inner  
Response**

**Not the outer  
Reactivity**

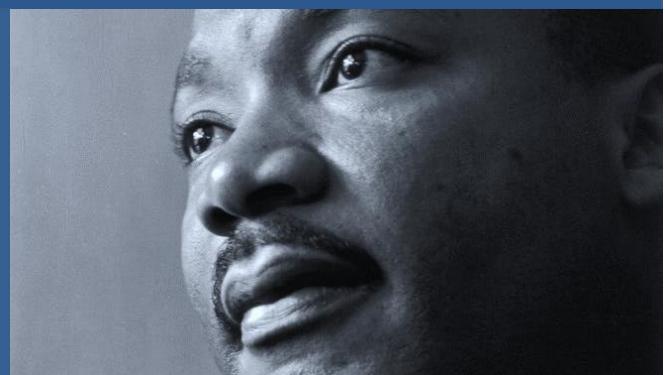


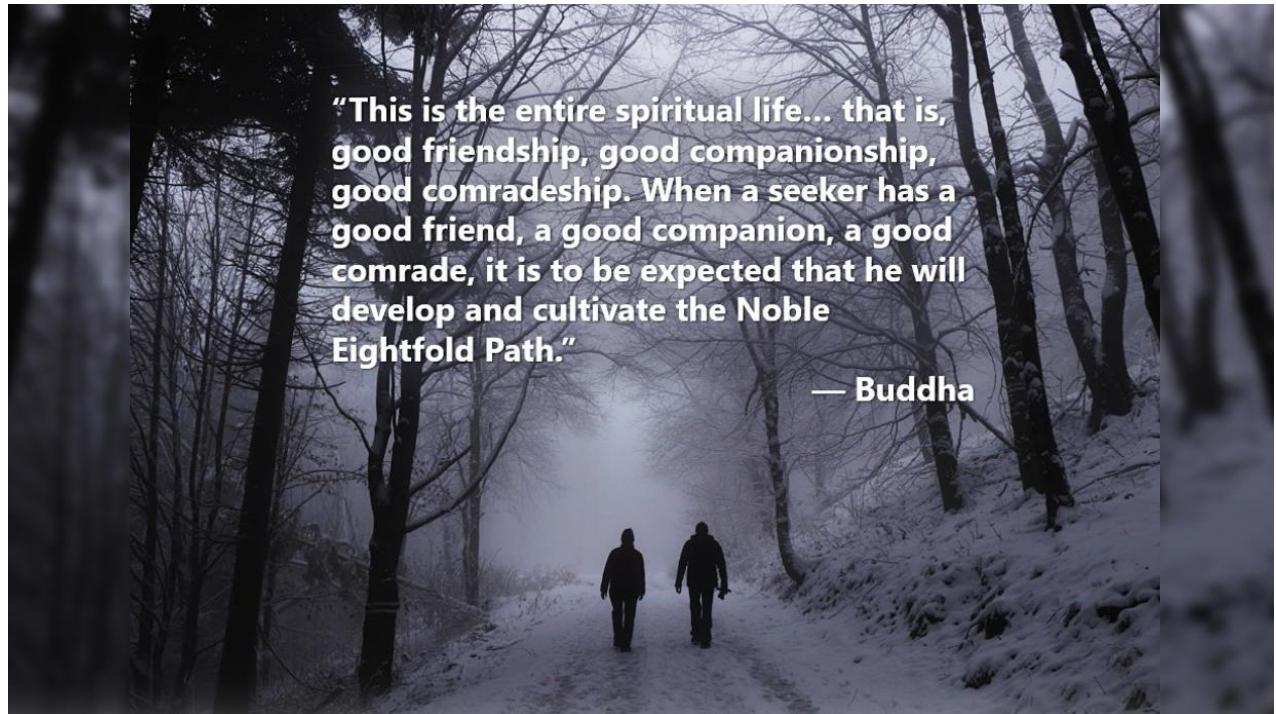


Let's travel  
together on the  
same path  
that we are  
already on

We must learn to live  
together as brothers  
and sisters or perish  
together as fools.

- Martin Luther King, Jr.





**“This is the entire spiritual life... that is, good friendship, good companionship, good comradeship. When a seeker has a good friend, a good companion, a good comrade, it is to be expected that he will develop and cultivate the Noble Eightfold Path.”**

— Buddha

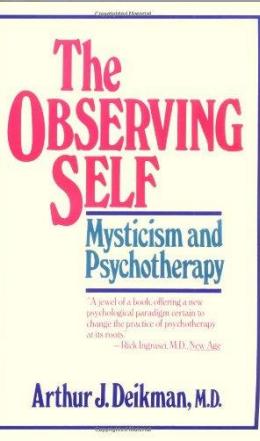


# Mindfulness Definition (recent)

- Inherent human capacity
- Both process and outcome
- A way of being
- Attending to our experience in a particular way; intentionally, in the present moment, with curiosity, acceptance, and kindness
- An embodied practice that recognizes the interconnection of the mind-body system with an anchored awareness that returns to the breath and present moment

Burke, C. (2013). An Exploration of the Effects of Mindfulness Training and Practice in Association with Enhanced Wellbeing for Children and Adolescents. In *Wellbeing : A Complete Reference Guide, Volume 6*. F. A. Huppert & C.I. Cooper (Eds)

# Mindfulness Definition (older)



- Mindfulness meditation establishes the distinction between the observer and the observed.
- Through the realization of the transiency of all mind content, it brings about a subsidence of desire for sensory and emotional phenomena and,
- Finally, an almost disappearance of mind content (primary purpose) – **strengthening the Observer**
- The other benefits of mindfulness – calm, physical health, stress reduction – **are relatively trivial** and can lessen its effectiveness for its primary purpose.



## Part 2

### Why?

#### *Why Interpersonal Mindfulness?*

Healthy social interaction



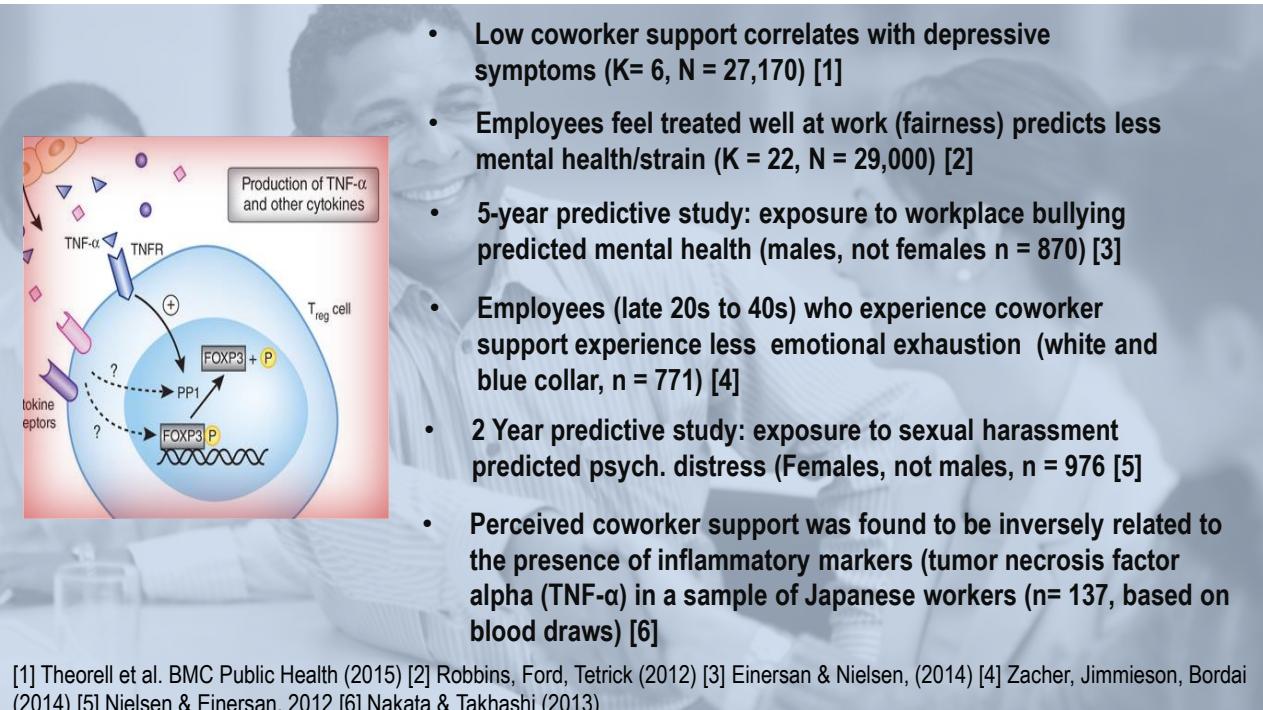
Well-being

- Wellness is often cognitivized, appified, metricized (HRA), exteriorized, commodified (“McMindfulness”)\*

[*masculine*] Useful technological/agentic strides

[*feminine*] Relationships are significant workplace predictors of wellness; through socio-emotional, dynamic, interactive qualities

[www.linkedin.com/pulse/mcmindfulness-recovery-spirit-joel-bennett](http://www.linkedin.com/pulse/mcmindfulness-recovery-spirit-joel-bennett)



Production of TNF- $\alpha$  and other cytokines

T<sub>reg</sub> cell

TNF- $\alpha$  TNFR

tokine eptors

FOXP3 + P

PP1

- Low coworker support correlates with depressive symptoms (K= 6, N = 27,170) [1]
- Employees feel treated well at work (fairness) predicts less mental health/strain (K = 22, N = 29,000) [2]
- 5-year predictive study: exposure to workplace bullying predicted mental health (males, not females n = 870) [3]
- Employees (late 20s to 40s) who experience coworker support experience less emotional exhaustion (white and blue collar, n = 771) [4]
- 2 Year predictive study: exposure to sexual harassment predicted psych. distress (Females, not males, n = 976) [5]
- Perceived coworker support was found to be inversely related to the presence of inflammatory markers (tumor necrosis factor alpha (TNF- $\alpha$ ) in a sample of Japanese workers (n= 137, based on blood draws) [6]

[1] Theorell et al. BMC Public Health (2015) [2] Robbins, Ford, Tetrick (2012) [3] Einersan & Nielsen, (2014) [4] Zacher, Jimmieson, Bordai (2014) [5] Nielsen & Einersan, 2012 [6] Nakata & Takhashi (2013)



## Part 3

### Self-Assess



## This is a process



We all have a strength  
we bring to this process

### Assess Interpersonal Mindfulness\*

a quick exploratory non-scientific  
survey  
(do not use to self-diagnose)

\*Items adapted from Pratscher, S. D., Wood, P. K., King, L. A., & Bettencourt, B. A. (2019). Interpersonal mindfulness: Scale development and initial construct validation. *Mindfulness*, 10(6), 1044-1061. and Baer, R. A., Smith, G. T., Hopkins, J., Kriemeyer, J., & Toney, L. (2006). Using self-report assessment methods to explore facets of mindfulness. *Assessment*, 13(1), 27-45. - Instrument seen multiple adaptations and cited in close to 2000 publications – correlates with wellbeing

**When I am conversing with another person, I am fully engaged in the conversation.**

**Rather than being distracted, it is easy for me to be in the present moment while I am interacting with another person.**

**“Yes” to both?**

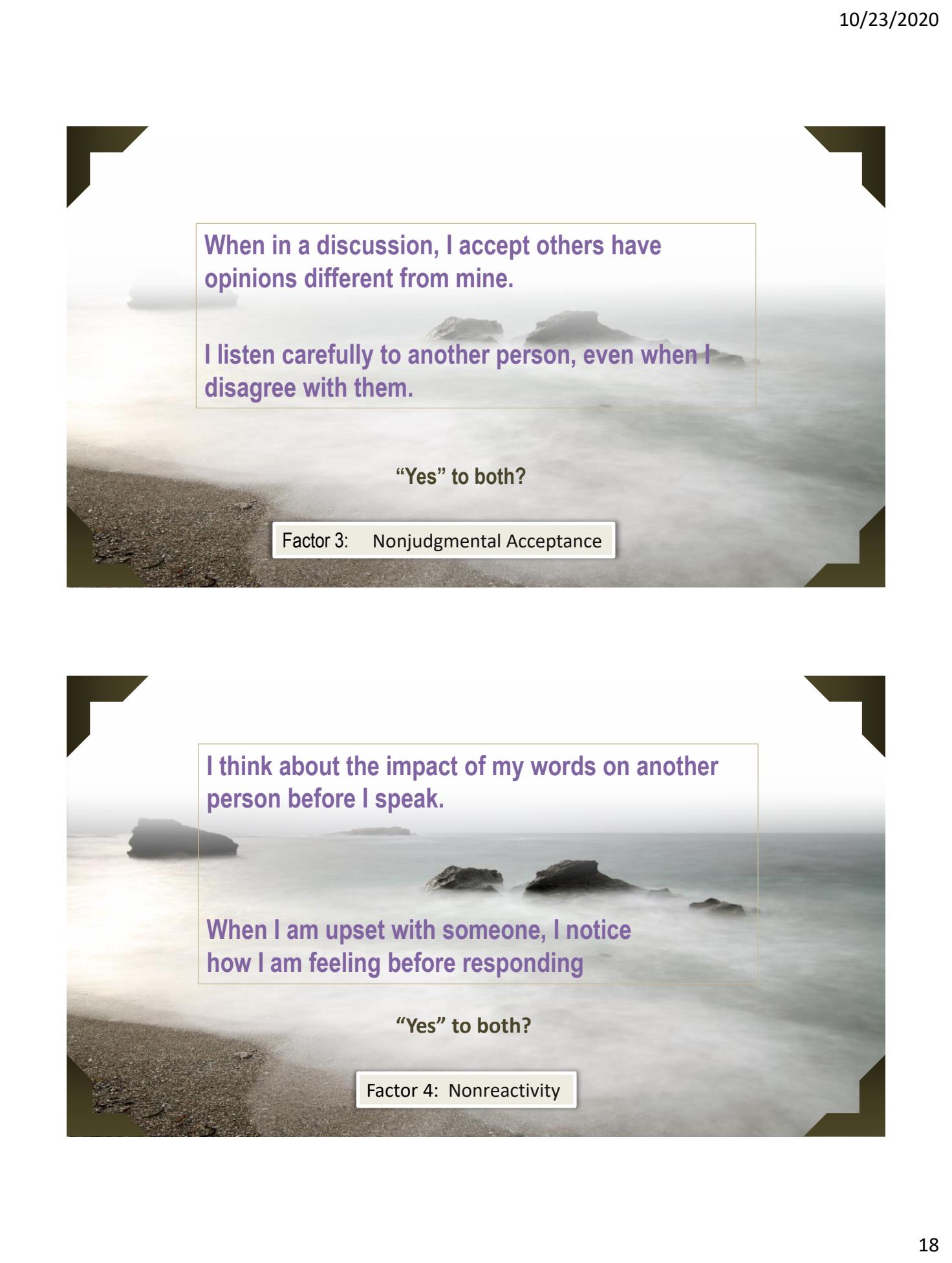
Factor 1: PRESENCE

**When I am with other people, I am aware of my moods and emotions.**

**I am aware of others moods and tone of voice while I am listening to them.**

**“Yes” to both?**

Factor 2: Awareness of Self and Others



**When in a discussion, I accept others have opinions different from mine.**

**I listen carefully to another person, even when I disagree with them.**

**“Yes” to both?**

Factor 3: Nonjudgmental Acceptance

**I think about the impact of my words on another person before I speak.**

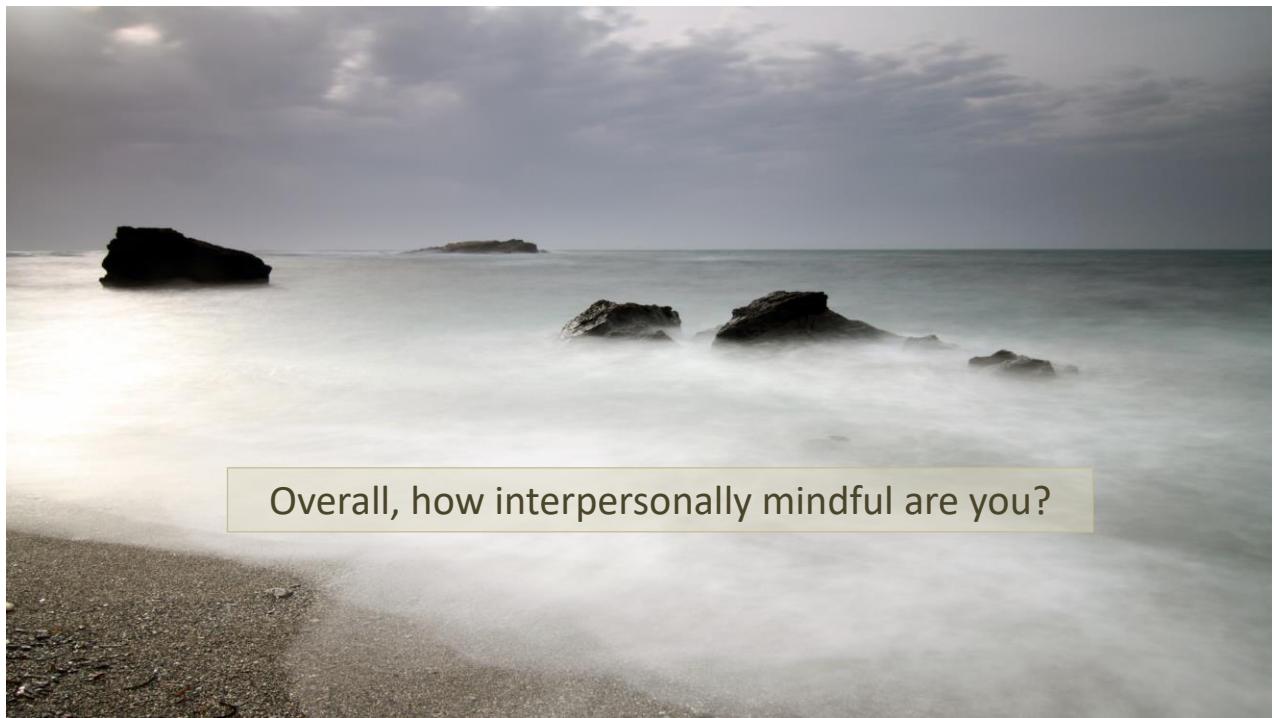
**When I am upset with someone, I notice how I am feeling before responding**

**“Yes” to both?**

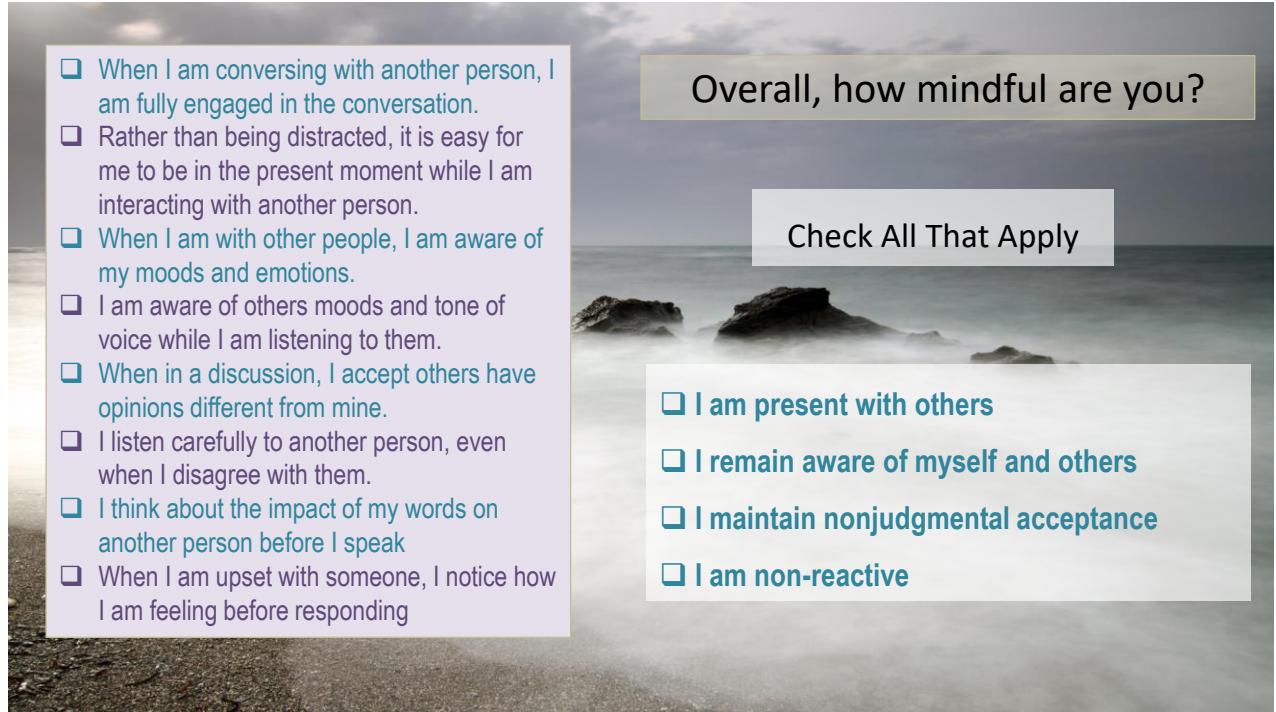
Factor 4: Nonreactivity



### Anonymous Poll # 1



Overall, how interpersonally mindful are you?



When I am conversing with another person, I am fully engaged in the conversation.

Rather than being distracted, it is easy for me to be in the present moment while I am interacting with another person.

When I am with other people, I am aware of my moods and emotions.

I am aware of others moods and tone of voice while I am listening to them.

When in a discussion, I accept others have opinions different from mine.

I listen carefully to another person, even when I disagree with them.

I think about the impact of my words on another person before I speak

When I am upset with someone, I notice how I am feeling before responding

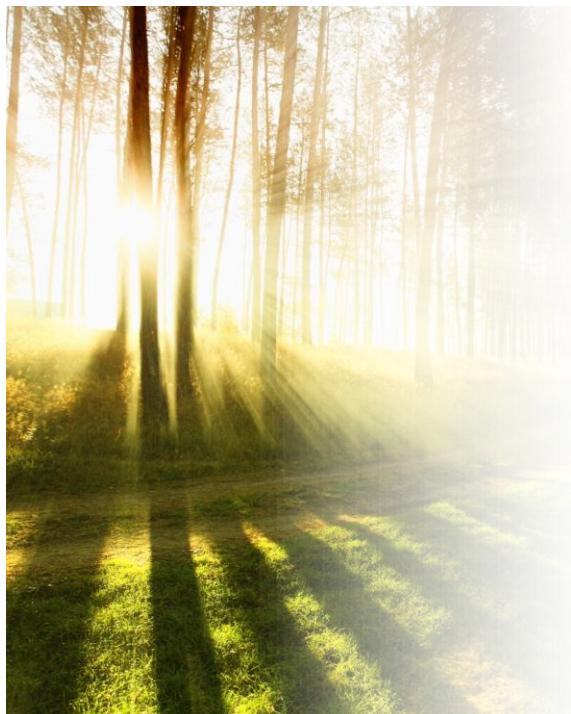
**Overall, how mindful are you?**

**Check All That Apply**

- I am present with others
- I remain aware of myself and others
- I maintain nonjudgmental acceptance
- I am non-reactive



**Anonymous Poll # 2**



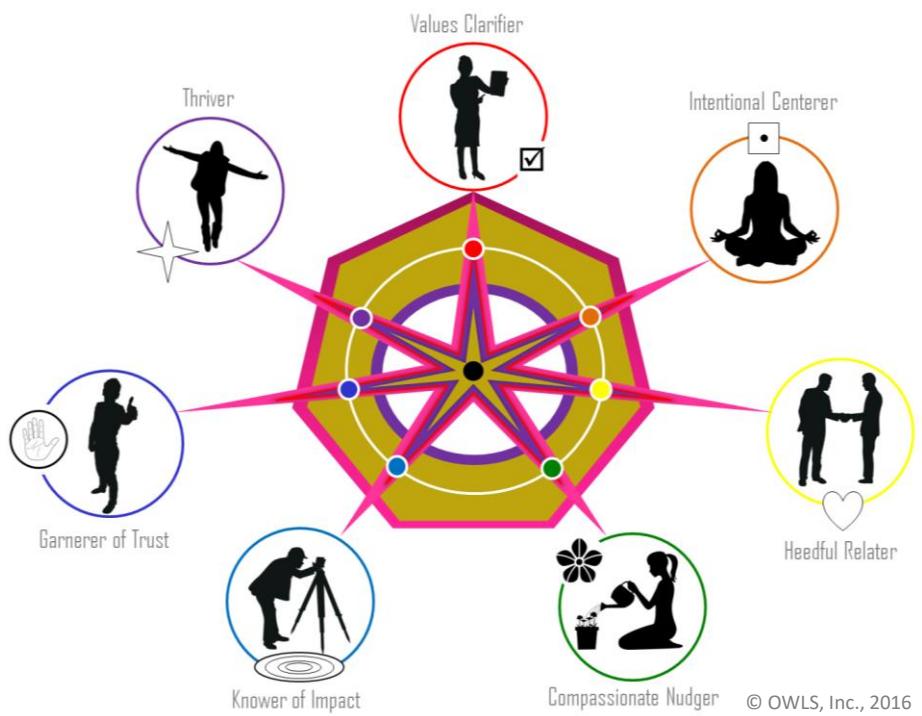
Part 4

Types of  
Interpersonal  
Mindfulness

## Interpersonal Mindfulness has 7 Champion Embodiments



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Review Each

1. Core of Observer

2. Traits

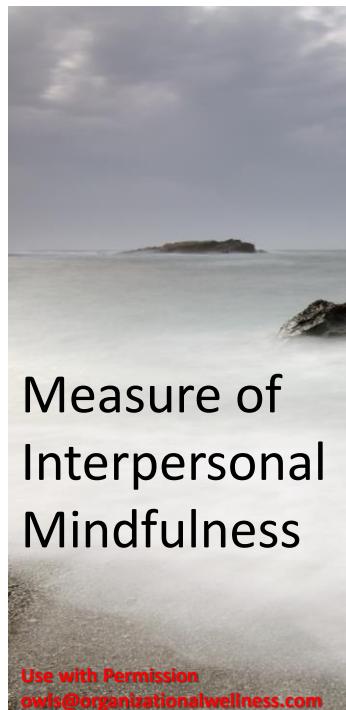
3. References

4. Self-Reflections

- There is a four step-process for embodying interpersonal mindfulness
- 1) Practice in daily mind body routines
  - 2) Intend to show-up mindfully in relations
  - 3) Fit those intentions with your work role
  - 4) Monitor micro-climates you interact with\*

\*assumes you are *EMBEDDED* to some degree in the social climate

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## Measure of Interpersonal Mindfulness



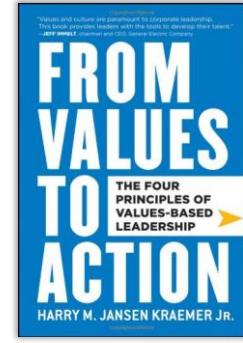
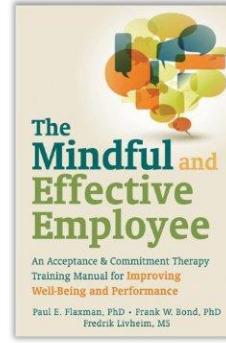
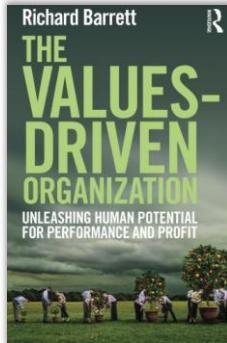
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## Values Clarifier



A Sense of Your Cause, Calling, or Legacy

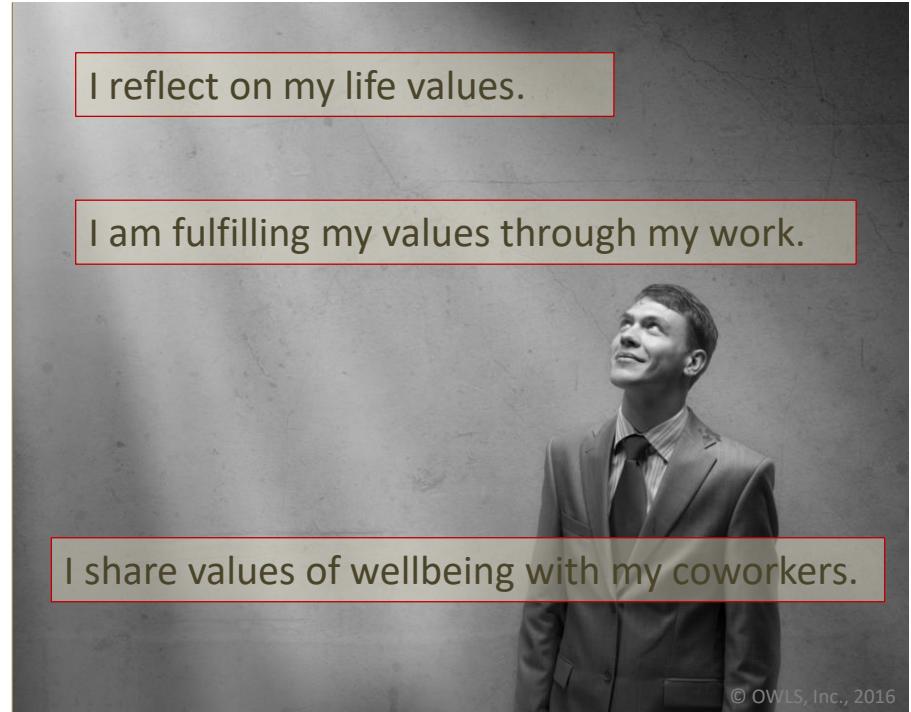
- Sense of right action (do the right thing)
- Values guided behavioral skills
- Appealing to principles and virtues
- Work is inspired by higher values & purpose
- Self-reflection, balance, humility in the service of a higher good



## Values Clarifier



A Sense of Your Cause, Calling, or Legacy

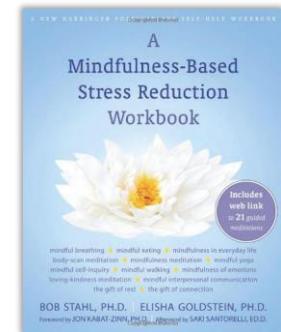
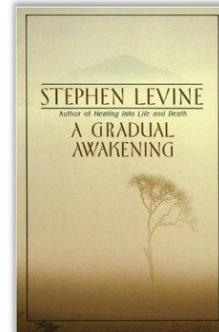
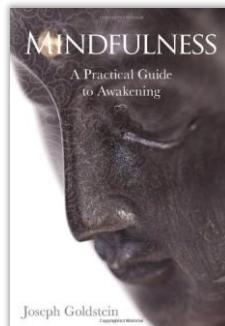


## Intentional Centerer



Breathe  
Breathe  
Breathe

- Commitment to regular practice
- Returning to mindful state throughout daily activities
- Able to maintain an “observer” mind-set in business transactions
- Access to “inner” tools to remain centered
- Mindful of breath, sensations, surroundings



## Intentional Centerer



Breathe  
Breathe  
Breathe

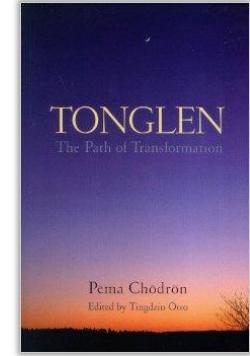
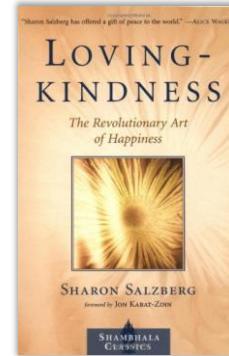
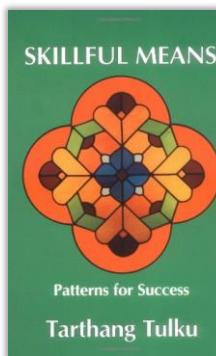


## Heedful Relater



## Loving Kindness

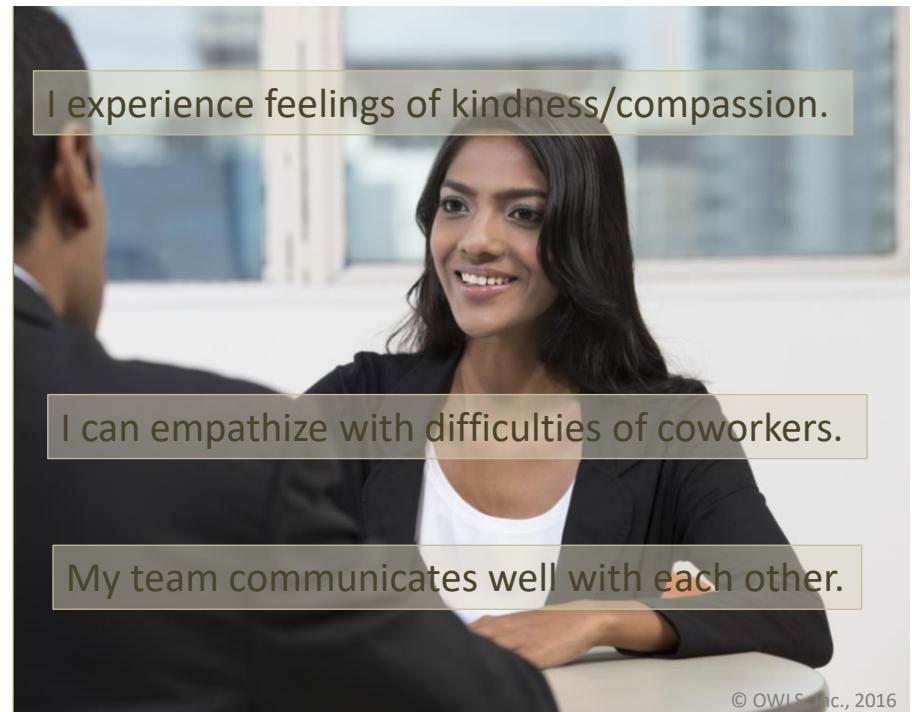
- A sense we are contributing to life, happiness, others wellbeing
- Access to states of compassion, sympathetic joy, for others
- Applying this sense and these states in our daily interactions
- Making skillful communication a priority (not hurtful)
- Working at both the gut-level and the heart-level



## Heedful Relater



## Loving Kindness

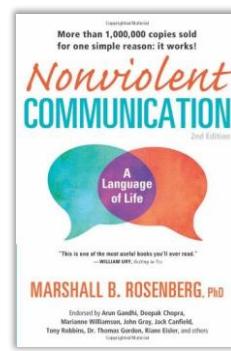
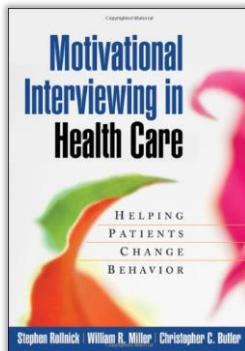


## Compassionate Nudger



Mindfully Encourage

- Aware of specific steps to take when approaching others
- Knows difference between confrontational & supportive
- Seeks first to listen and gradually engage at level of readiness
- Practices “interpersonal” mindfulness qualities in interaction
- Maintains a realistic and sincere tone of encouragement



## Compassionate Nudger



Mindfully Encourage

I know resources for mental health needs (EAP).

I am comfortable expressing my concerns to those experiencing stress.

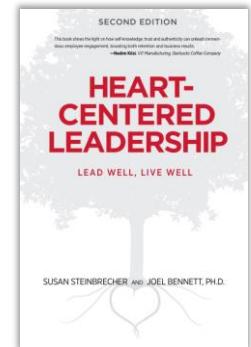
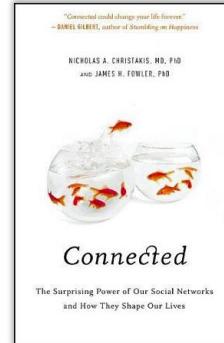
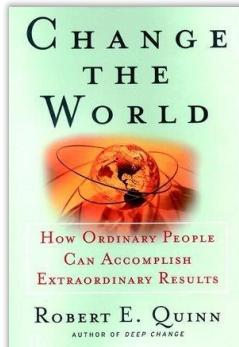
I encourage others at work to get help if needed.

## Knower of Impact



Integrity, Foresight,  
Social Contagion

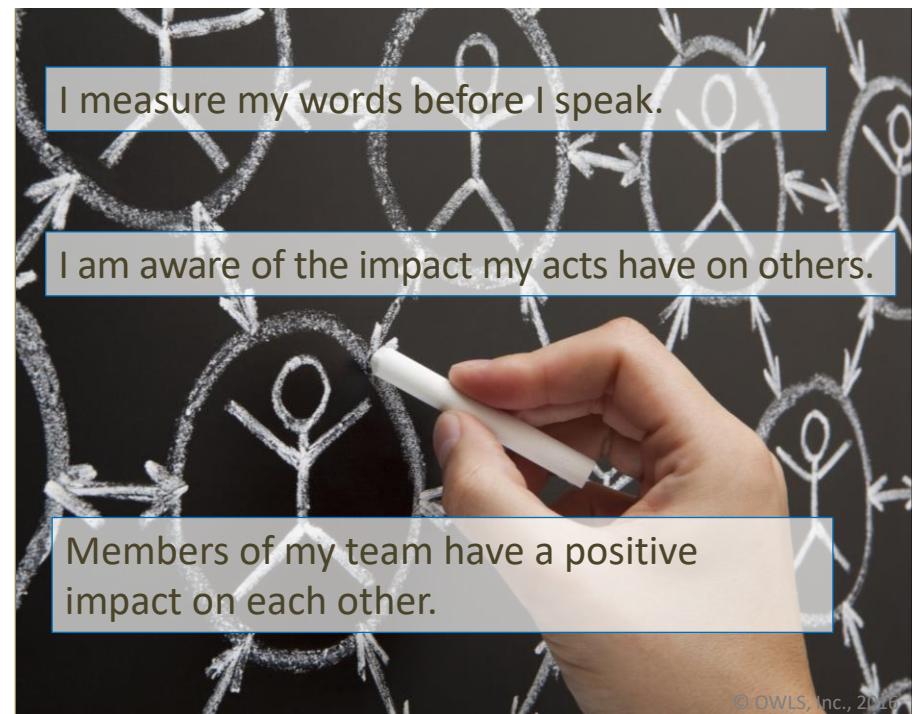
- Mindful of local social networks, friendships, peers of peers
- Aware of own perceptual biases that can mislead
- Thoughtful of how words and actions have ripple effects
- Seeks to enhance positive ripple effect via role modeling
- Understand your contribution, be open to feedback, adjust



## Knower of Impact



Integrity, Foresight,  
Social Contagion

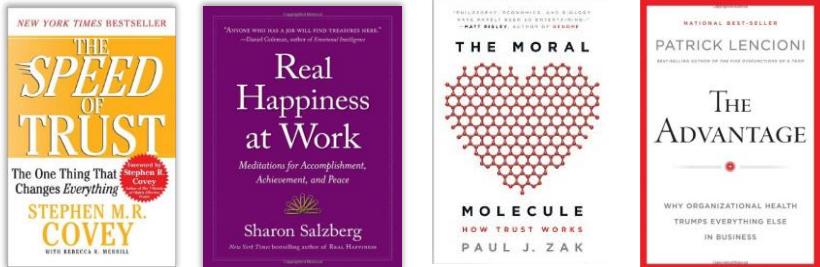


## Garnerer of Trust



We are one

- Dismantles silos, terrain, or turf in work culture
- “One team, One vision, One success” (see Lencioni)
- Trust x Purpose = Joy (see Zak)
- Face-to-face conversation to build trust
- Make building trust explicit (you can count on me) (see Covey)



## Garnerer of Trust



We are one



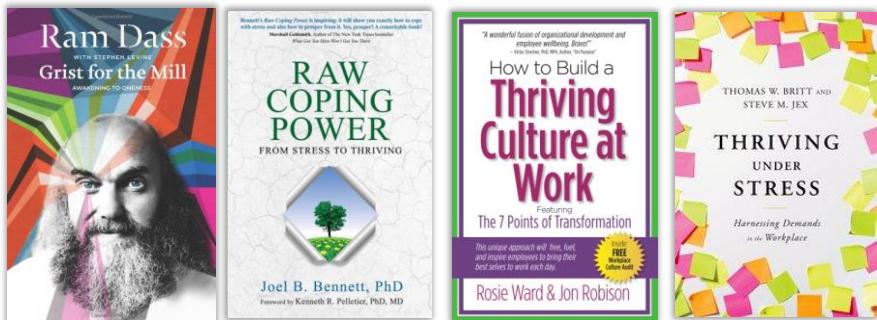
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## The Thriver



All Stress is Grist for the Mill

- Practices resilience in the face of stress (confidence, centering)
- Sees the hidden opportunities in adversity and crisis
- Patient with negative states & attitudes/balanced with joyfulness
- Ability to relax ego and go with the flow
- Embraces some aspect of spirituality in one's work



## The Thriver



All Stress is Grist for the Mill

I experience joy and fulfillment.

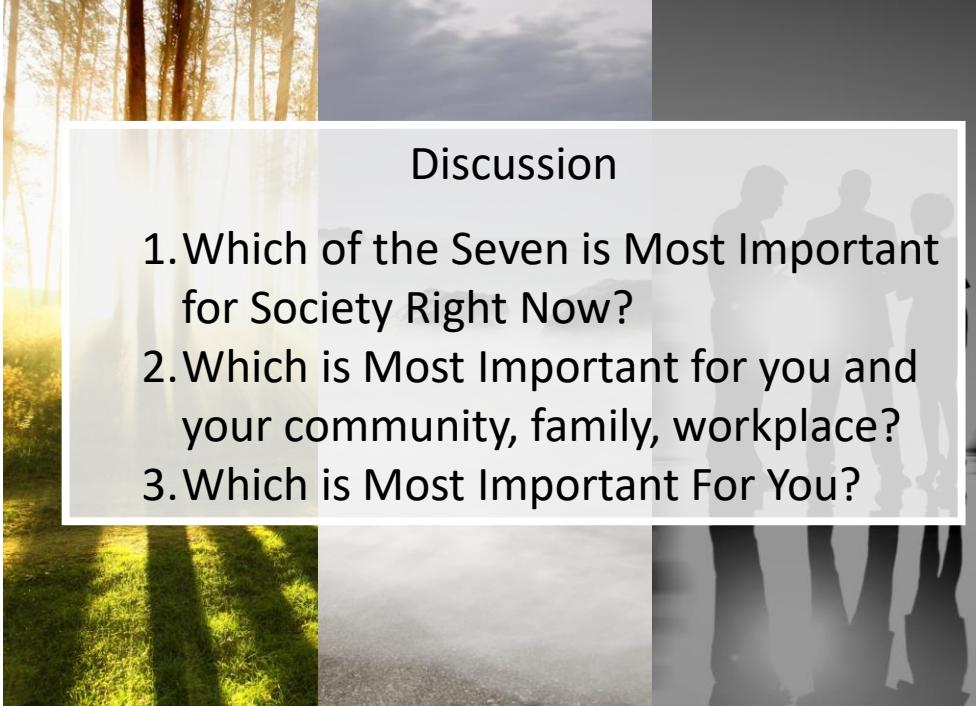
I am inspired and vitalized by the work I do.

My workplace is an exciting place to be.



## Break-out Rooms

## Share Your Type

- 
- Discussion
1. Which of the Seven is Most Important for Society Right Now?
  2. Which is Most Important for you and your community, family, workplace?
  3. Which is Most Important For You?



# Action Steps

- Explore mindfulness or enhance current practice
- Cultivate interpersonal mindfulness
- Focus on one of the 7 embodiments to cultivate, read, and practice in that area
- Check out any of the books or resources and consider a book club at work





- (1) Next Thursday, October 29, at 1200 EST, and 4 consecutive weeks
- (2) One hour with materials, recordings, buddy assignments
- (3) REGISTER HERE: [https://bit.ly/MINDFUL\\_uANDme](https://bit.ly/MINDFUL_uANDme)
- (4) PRICING
  - \$169
  - DISCOUNT CODE for \$40 OFF **1You2Me3We**
  - SCHOLARSHIPS AVAILABLE
  - <https://preventiontools.wufoo.com/forms/zt90v7w1cxoh8b/>

# INTERPERSONAL MINDFULNESS

Free Webinar October 22 – 1200 PM EST



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