



Interpersonal Mindfulness

Workshop Preview



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.

A photograph of a forest path with sunlight streaming through the trees, creating a warm, golden glow. The image is used as a background for the slide, with yellow corner brackets in the top-left, top-right, and bottom-right corners.

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

A photograph of a forest path with sunlight streaming through the trees, creating a warm, golden glow. The image is used as a background for the slide, with yellow corner brackets in the top-left, top-right, and bottom-right corners.

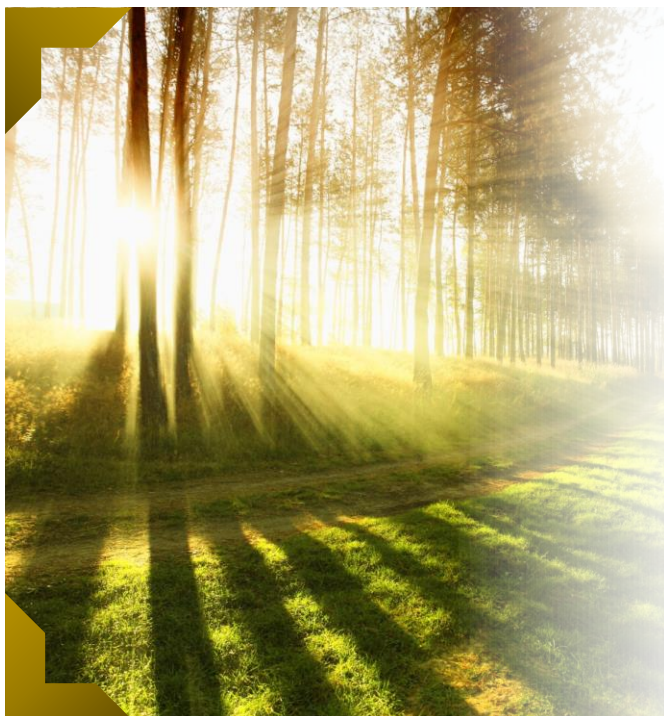
Part 1



- ◇ 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











**There is a door
we can open**



**Find the inner
Response
Not the outer
Reactivity**

A door with many names

Working through

Non-violent
Communication

Chillin' with others

sisterhood

Common Ground

Dialogue

Mediation

Talking it out

brotherhood

Positive

Reconciliation

Appreciative
Inquiry

Conversation

civil discourse

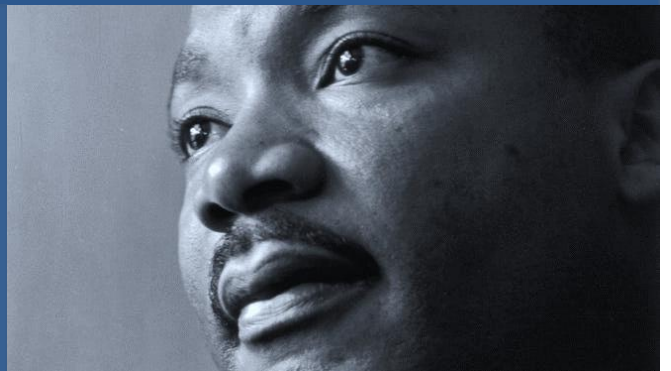
Interpersonal Mindfulness

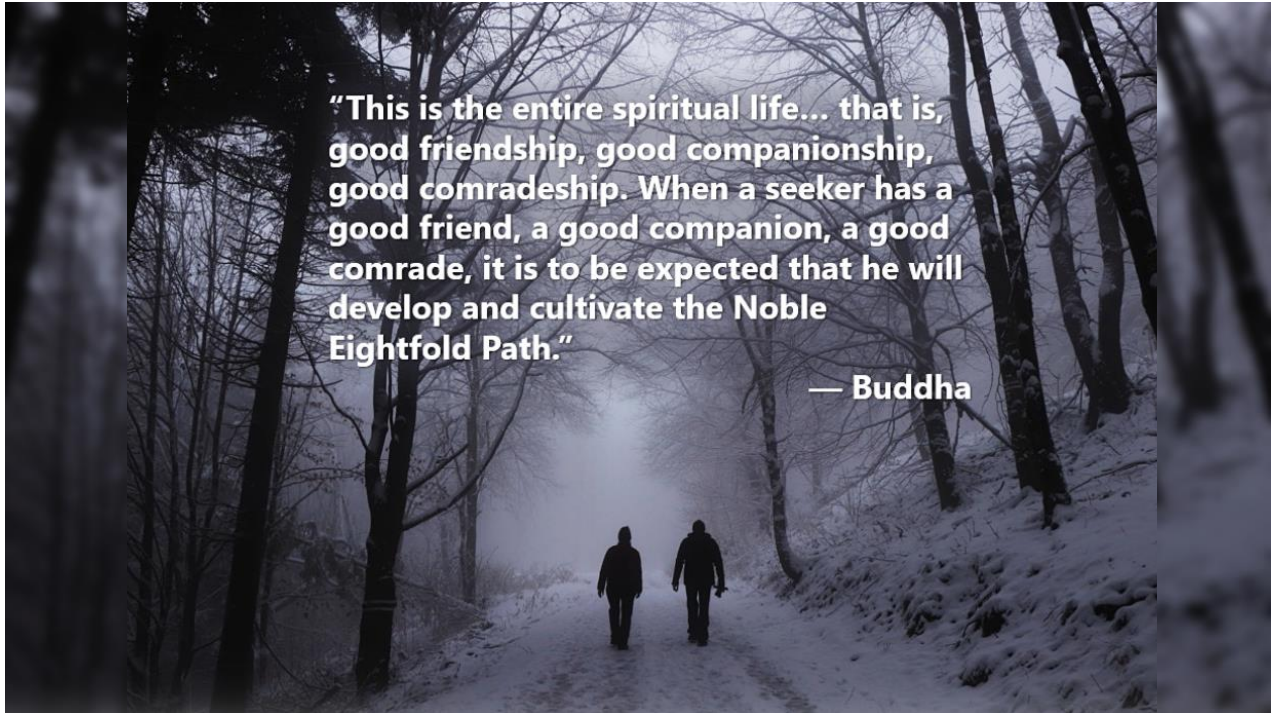


Let's travel
together on the
same path
that we are
already on

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

- Martin Luther King, Jr.



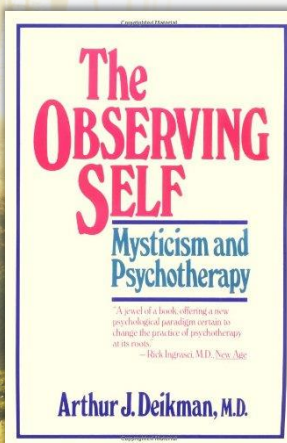


Mindfulness Definition (recent)

- Inherent human capacity
- Both process and outcome
- A way of being
- Attending to 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



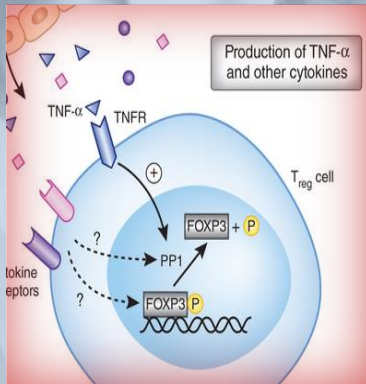
Well-being

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

[*masculine*] **Useful** technological/agentive strides

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

www.linkedin.com/pulse/mcmindfulness-recovery-spirit-joel-bennett



- 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- α) 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

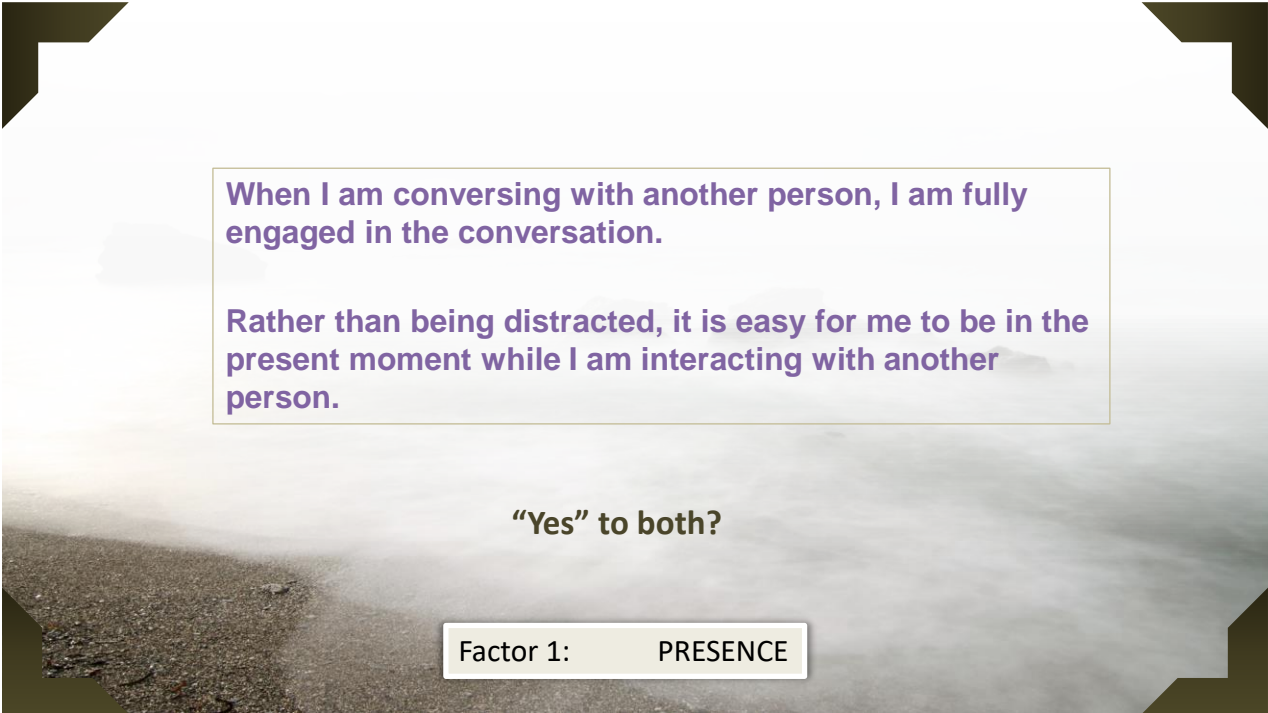
Self-Assess



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., Krietemeyer, 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

The background image shows a beach with waves crashing onto the shore. A semi-transparent box with a thin gold border contains two lines of purple text. The text is centered within the box.

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

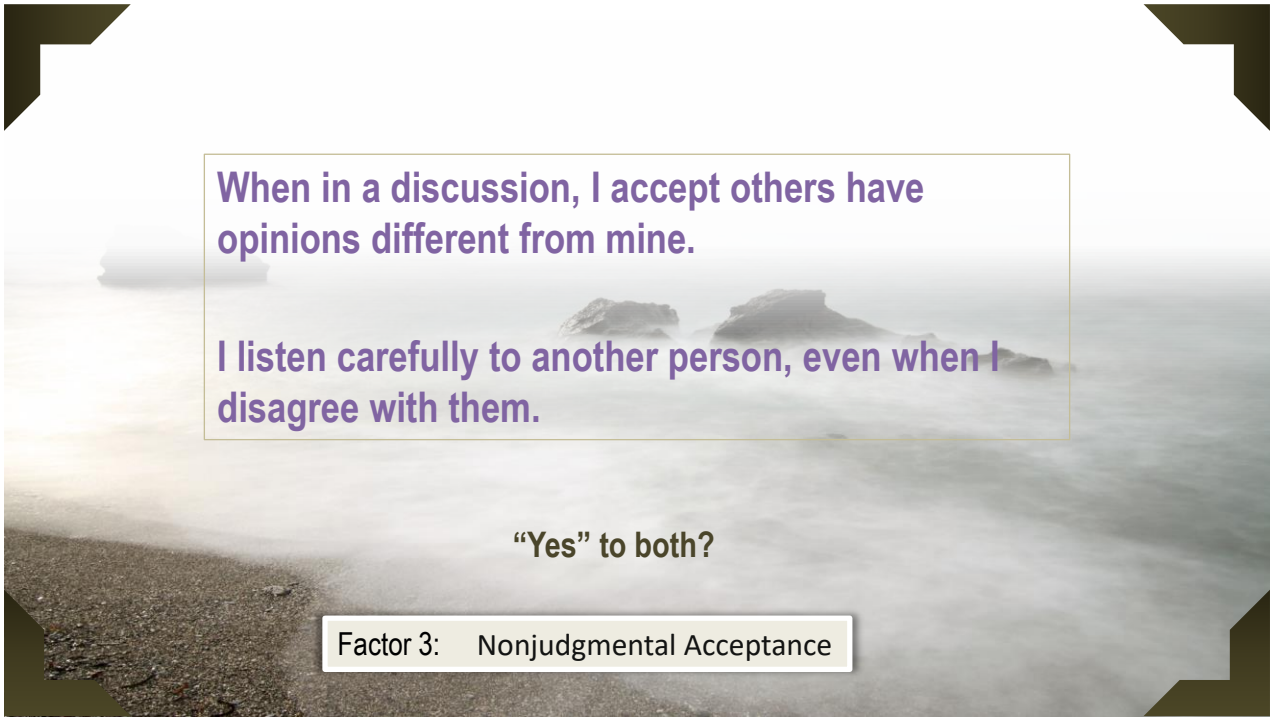
The background image shows a beach with waves crashing onto the shore. A semi-transparent box with a thin gold border contains two lines of purple text. The text is centered within the box.

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

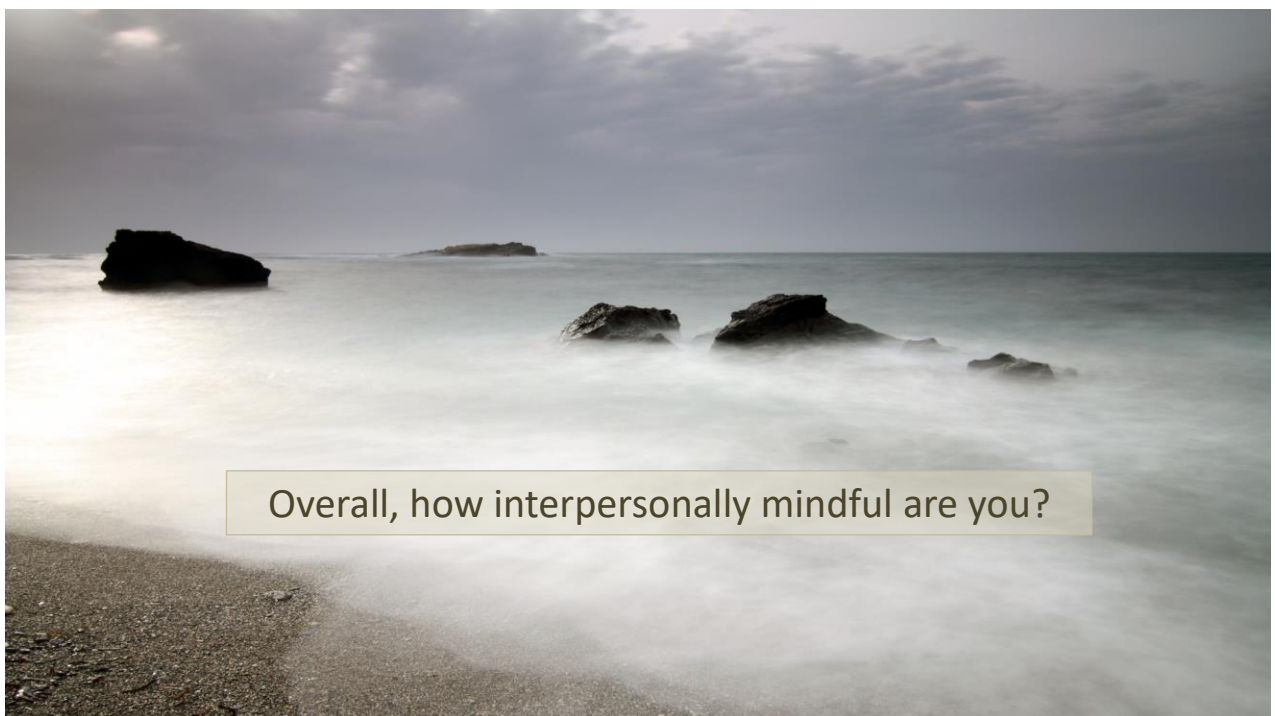


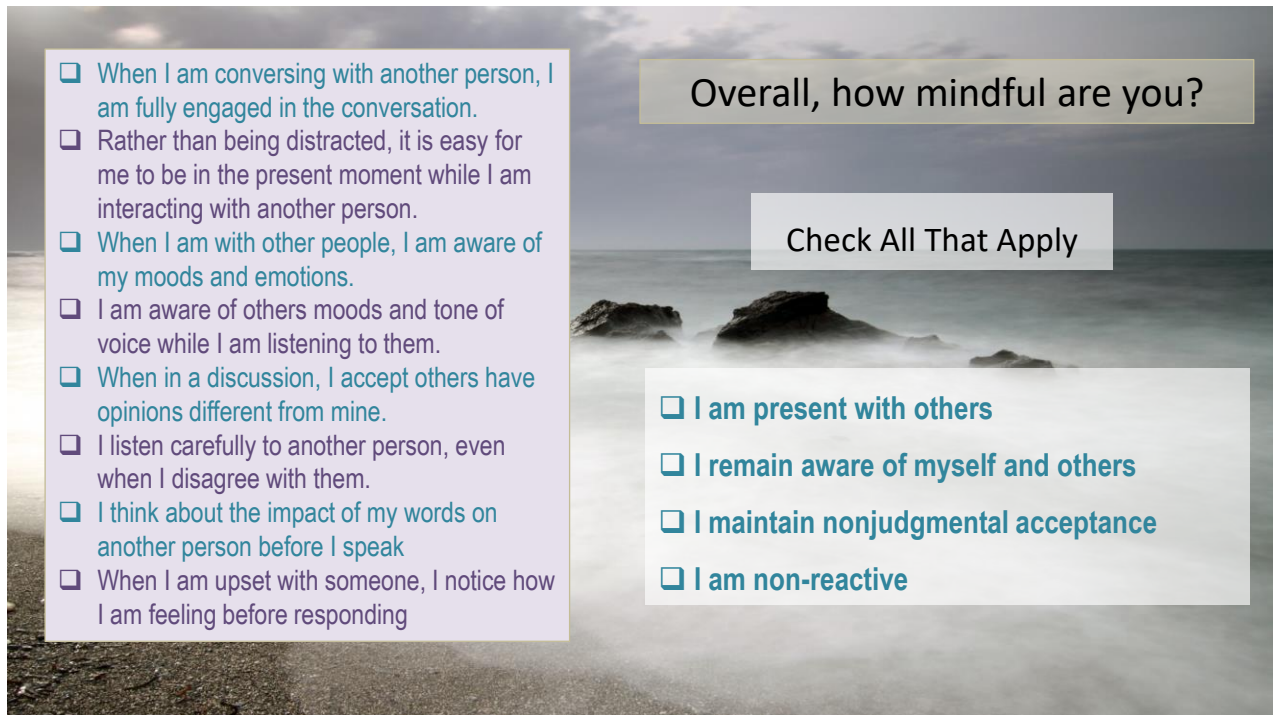
I think about the impact of my words on another person before I speak.

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

“Yes” to both?

Factor 4: Nonreactivity





☐ 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





Part 4

Types of Interpersonal Mindfulness

Interpersonal Mindfulness has 7 Champion Embodiments



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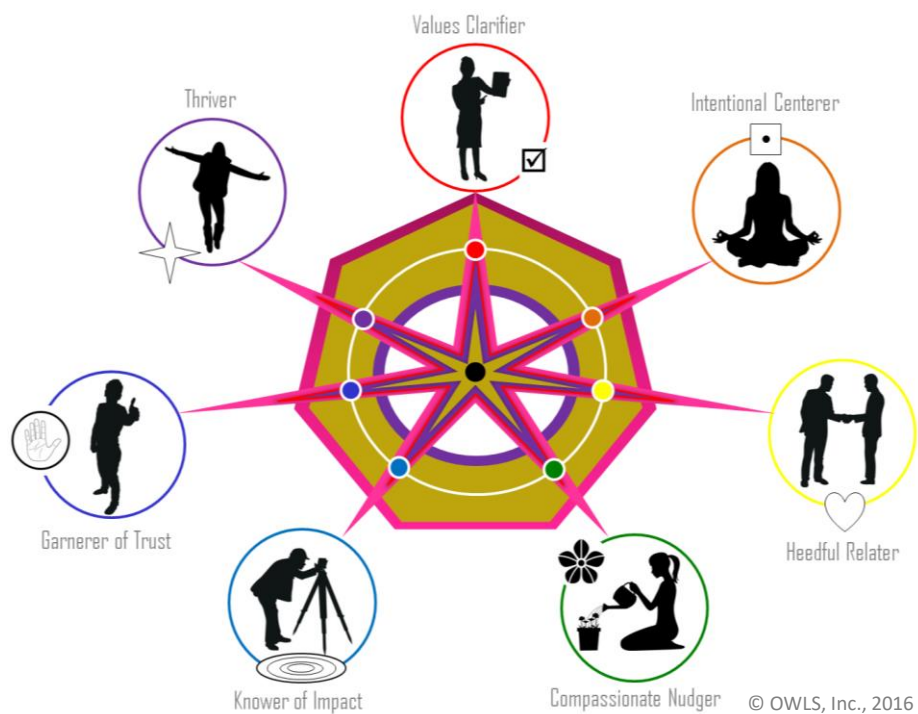
Review Each

1. Core of Observer

2. Traits

3. References

4. Self-Reflections



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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

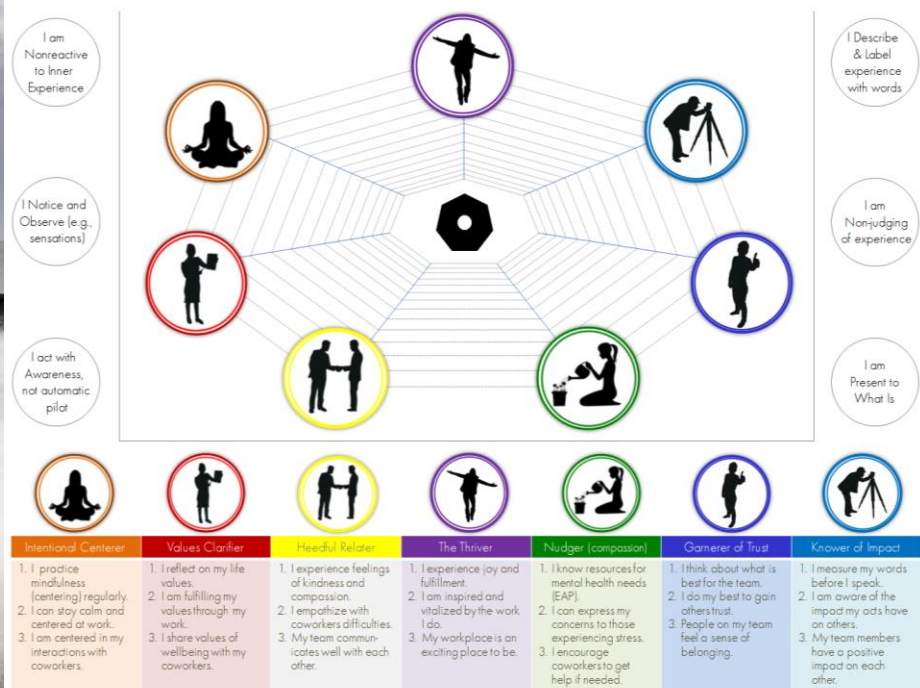
- 1) Practice in daily mind body routines
- 2) Intend to show-up mindfully in relations
- 3) Fit those intentions with your work role
- 4) Monitor micro-climates you interact with*

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

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Measure of Interpersonal Mindfulness

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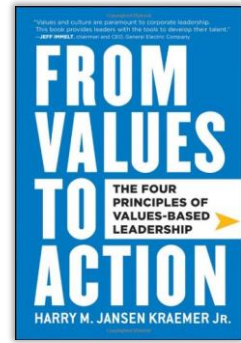
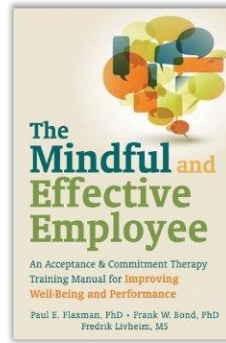
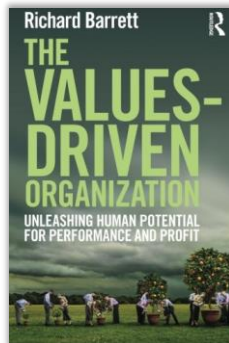
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Values Clarifier



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

I reflect on my life values.

I am fulfilling my values through my work.

I share values of wellbeing with my coworkers.



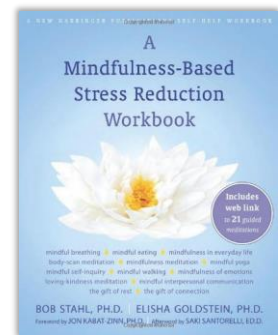
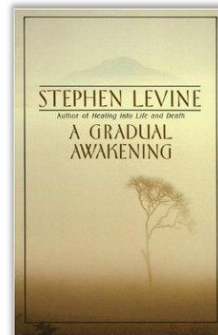
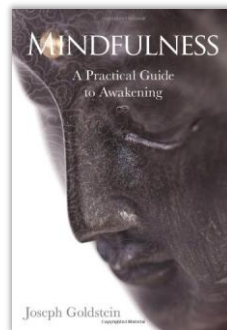
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Intentional Centerer



Breathe
Breathe
Breathe

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



Intentional Centerer



Breathe
Breathe
Breathe

I practice mindfulness (centering) regularly.

I can stay calm and centered at work.

I am centered in my interactions with coworkers.



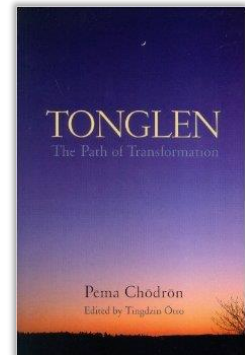
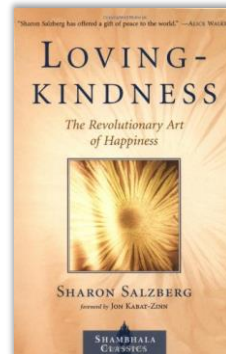
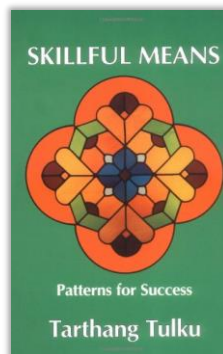
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Heedful Relater



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

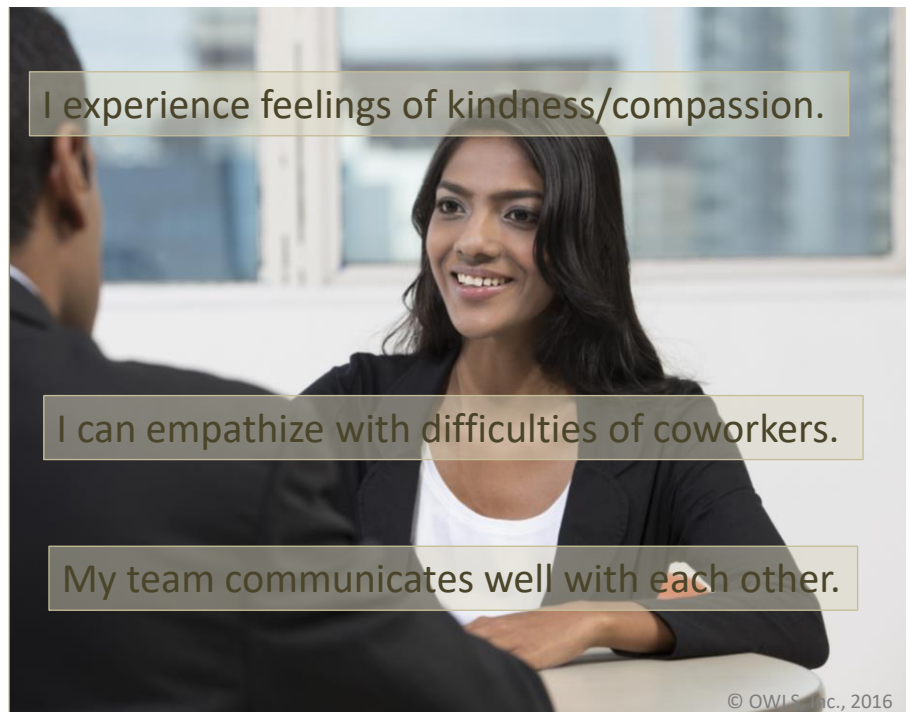


Loving Kindness

I experience feelings of kindness/compassion.

I can empathize with difficulties of coworkers.

My team communicates well with each other.



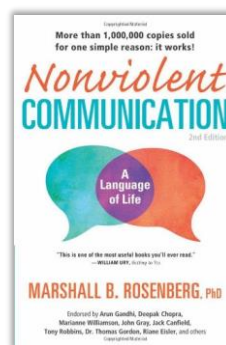
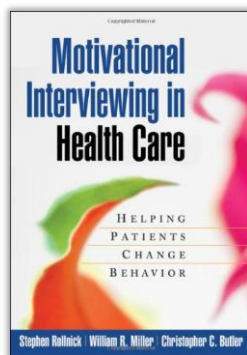
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Compassionate Nudger



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.

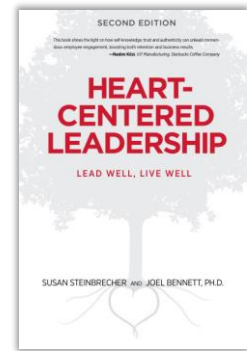
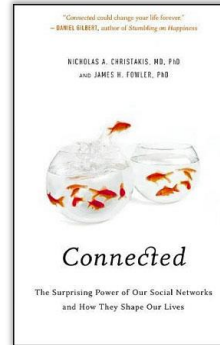
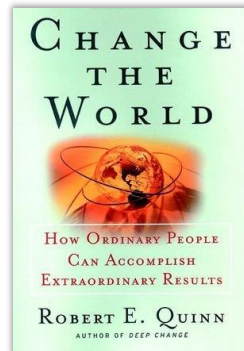
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Knower of Impact



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

I measure my words before I speak.

I am aware of the impact my acts have on others.

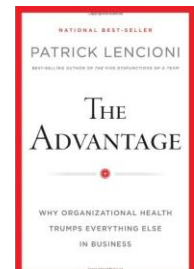
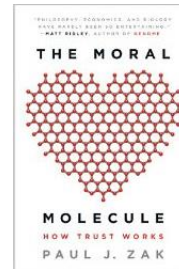
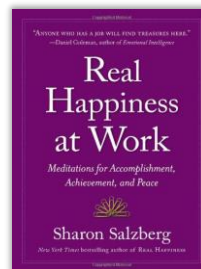
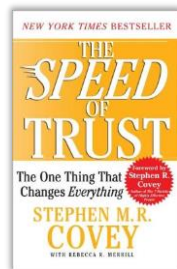
Members of my team have a positive impact on each other.

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

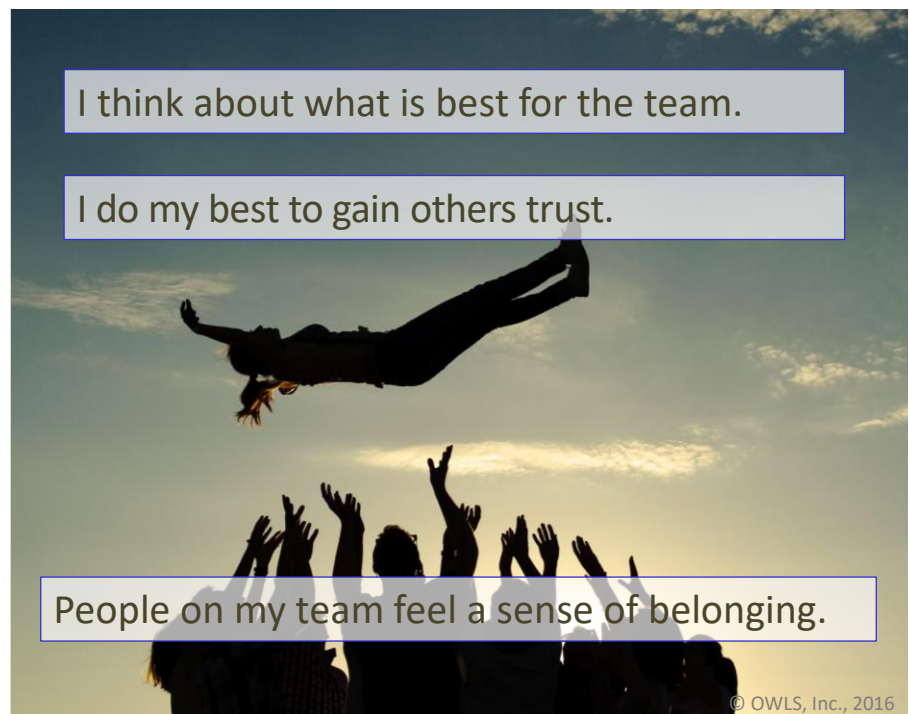


We are one

I think about what is best for the team.

I do my best to gain others trust.

People on my team feel a sense of belonging.



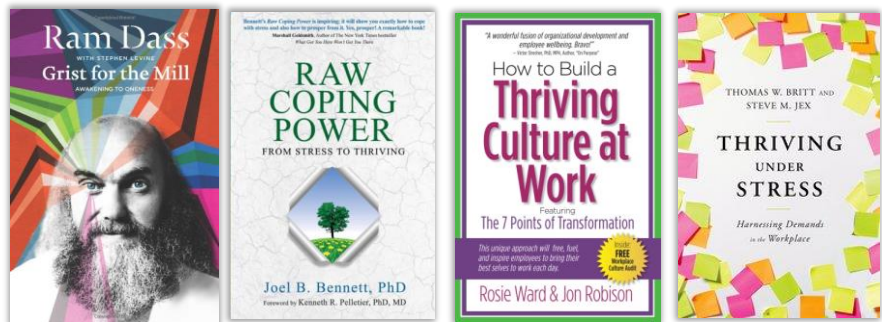
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The Thriver



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.



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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

(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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