

RESEARCH SUMMARIES



Team Well-being Study During COVID-19

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WHY WAS THIS RESEARCH DONE?

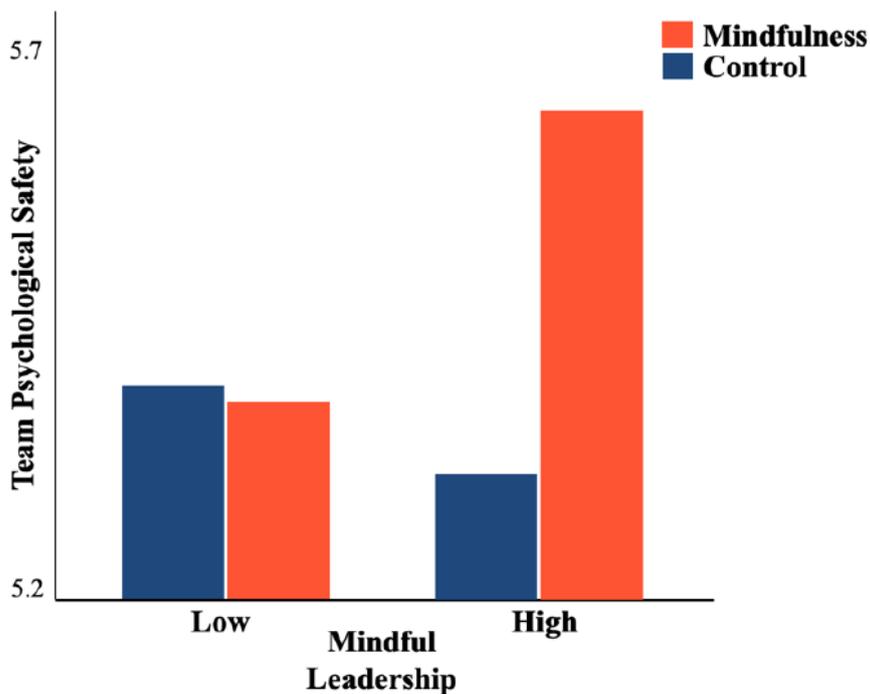
This study builds on a 2019 Fraser Health research study that demonstrated the positive impacts that mindfulness has on staff engagement and well-being. This study builds on prior research by this team that demonstrates the positive impact mindfulness has on an individuals' work engagement and employee well-being. This study aims to examine the effect of mindfulness training on the work engagement of work teams at Fraser Health, and also seeks to validate new measures of mindful leadership. This is the first and largest study of its kind that examines the effect of mindfulness training on teams.

WHAT DID THE RESEARCHERS DO?

In order to understand the effects of mindfulness training on work teams, the study used a randomized controlled design approach with two groups (1) mindfulness training delivered via the Calm.com app, and (2) a wait list control group. 885 participants were assigned in teams of 4-6 coworkers; 91 teams in the mindfulness training group completed a six-week online program delivered via [Calm](#), a leading mindfulness training app. The participants in the control group received this training at a later point in the study period. Participants were asked to complete an online survey at four points in time (before, during, and after mindfulness training).

WHAT YOU NEED TO KNOW

- Mindfulness training is associated with improved individual work engagement, but what is the effect on work teams?
- Work engagement refers to the vigour, energy, and enthusiasm that workers bring to and experience at work
- This research examined the effect of an online mindfulness training program on 91 teams at Fraser Health
- Mindfulness training is shown to have positive impacts on the individual level on team trust, work engagement, and burnout
- However, some of the team benefits are only realized when the team leader is also practicing mindfulness



WHAT DID THE RESEARCHERS FIND?

Participants in the mindfulness group showed significantly better outcomes than participants in the waitlist control group (e.g. decreased anxiety, decreased burnout, improved work performance). This group also reported significant increases in team-level psychological health and safety (e.g. team emotional intelligence, team trust, safety). However, some of these impacts are only realized with a mindful team leader. A mindful leader was defined as someone who exhibited: a) greater presence, and b) less judgmental behaviours.

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HOW CAN THE RESEARCH BE USED?

These results demonstrate the positive impact of mindfulness training on employee well-being and performance at the individual and team levels. However, mindful leadership, and having a mindful team leader, is key to the realization of these outcomes. Consideration towards developing mindful leaders will result in an improved sense of employee well-being overall.

Fraser Health offers resources to support you in your mindfulness journey: (1) [StarlingMinds Mental Fitness](#), (2) [MindwellU](#), (3) [General health and well-being](#),

ABOUT THE TEAM

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Co-Investigators: Dr. Zen Goh, Monash University; Daryl Page, Thomas Clyne-Salley, Chelsea Forrester; Fraser Health

OUTPUTS

Results of this research have been reported to Fraser Health. No other outputs exist at this time. To learn more, contact wellbeing@fraserhealth.ca.