

# Impact of a mindfulness training on emotional intelligence, resilience, work engagement, perceived stress, and wellbeing

<b>Submission date</b> 02/11/2020	<b>Recruitment status</b> No longer recruiting	<input type="checkbox"/> Prospectively registered
		<input type="checkbox"/> Protocol
<b>Registration date</b> 17/11/2020	<b>Overall study status</b> Completed	<input type="checkbox"/> Statistical analysis plan
		<input type="checkbox"/> Results
<b>Last Edited</b> 06/04/2021	<b>Condition category</b> Mental and Behavioural Disorders	<input type="checkbox"/> Individual participant data
		<input type="checkbox"/> Record updated in last year

## Plain English summary of protocol

### Background and study aims

Occupational (work) pressure is recognized as a major source of stress for adults. Long-term stress can contribute to adverse health habits and is a known risk factor in many disease states, increases in absenteeism and a reduction in productivity in the workplace. Because of the prevalence and cost of this problem, an intervention designed to help the stress of staff, which will ultimately lead to the development of emotional well-being, could be beneficial to both employees and employers. Traditionally delivered Mindfulness-Based Stress Reduction (MBSR) programs, which teach core mindfulness concepts, have been well researched with many beneficial healing effects. A potential deterrent to the utilization of a traditionally delivered MBSR program in a workplace setting is the expected participant time commitment. Additional obstacles are a stigma on stress and the absence of a clear link between MBSR content and the workplace. To address these needs, we have created Mindfulness-Based Mental Agility. The objective of this study is to determine whether Mindfulness-Based Mental Agility training, created for the workplace, is efficacious in decreasing stress of employee while enhancing emotional intelligence, work engagement, resiliency, well-being and mindfulness.

### Who can participate?

Participants will be recruited from the WHO EURO and UN City personnel.

### What does the study involve?

All participants will complete module 1 of the training (6 weeks). If they wish to continue, they will also complete module 2 (4 weeks).

The intervention is standardized and consists of training built on 2 modules which are delivered online for 1 - 2 hours each week. In order to measure the impact of the full training, follow-up measures for the intervention will be obtained 1 and 6 months after Module 2. In order to measure the impact of Module 1 alone, follow-up measures will be obtained 1 and 6 months after Module 1 if participants don't register for Module 2 of the training.

### What are the possible benefits and risks of participating?

Participants will learn new skills and have the benefits related to the mindfulness-based

practice. In addition, participants will receive a personal summary of the evaluations completed during the questionnaires.

Their participation is likely to help us find the impact of the training. Based on these results, the MBMA will be implemented at a larger scale, be offered to a larger population of employees, and integrated into a long-term strategy of Staff Development and Learning.

The researchers do not anticipate any risks from taking part.

Where is the study run from?

World Health Organization, Regional Office for Europe (Denmark)

When is the study starting and how long is it expected to run for?

September 2020 to December 2021

Who is funding the study?

World Health Organization (Switzerland)

Who is the main contact?

Dr Pierre-Olivier Dondoglio

dondogliopi@who.int

## Contact information

### Type(s)

Scientific

### Contact name

Dr Pierre-Olivier Dondoglio

### ORCID ID

<http://orcid.org/0000-0002-7198-4882>

### Contact details

World Health Organization, Regional Office for Europe

UN City

Marmorvej 51

Copenhagen

Denmark

2100

+ 45 40 22 14 05

dondogliopi@who.int

### Type(s)

Public

### Contact name

Dr Pierre-Olivier Dondoglio

### ORCID ID

<http://orcid.org/0000-0002-7198-4882>

### Contact details

World Health Organization, Regional Office for Europe  
UN City  
Marmorvej 51  
Copenhagen  
Denmark  
2100  
+ 45 40 22 14 05  
dondogliopi@who.int

## **Additional identifiers**

### **EudraCT/CTIS number**

Nil known

### **IRAS number**

### **ClinicalTrials.gov number**

Nil known

### **Secondary identifying numbers**

3462

## **Study information**

### **Scientific Title**

Mindfulness-based mental agility: impact of a virtual face to face workplace intervention

### **Acronym**

MBMA

### **Study objectives**

The post-intervention evaluations will show a significant decrease in perceived stress as well as increased mindfulness, resiliency, wellbeing, emotional intelligence and work engagement.

### **Ethics approval required**

Old ethics approval format

### **Ethics approval(s)**

Approved 02/11/2020, World Health Organization Ethic Review Committee (Avenue Appia 20, 1211 Geneva, Switzerland; +41 22 791 1479; guraiibm@who.int), ref: 3462

### **Study design**

Interventional cohort study

### **Primary study design**

Interventional

### **Secondary study design**

Non randomised study

**Study setting(s)**

Other

**Study type(s)**

Quality of life

**Participant information sheet**

No participant information sheet available

**Health condition(s) or problem(s) studied**

Emotional intelligence, resiliency, work engagement, perceived stress, mindfulness, wellbeing.

**Interventions**

The intervention consists of a mindfulness-based approach delivered via live online meetings. This program is significantly modified from traditional Mindfulness-Based Stress Reduction to create a clear link between mindfulness and the 4 domains of Emotional Intelligence. Module 1 is composed of 1 live online training per week for 6 weeks for a total of 8 hours. Module 2 is composed of 1 live online training per week for 4 weeks for a total of 8 hours. The teacher is an MD familiar with Mindfulness-Based training and follows internationally recognized Good Practice Guidelines for Mindfulness-based Approaches.

**Intervention Type**

Behavioural

**Primary outcome measure**

Measured at baseline and post-intervention (at 1 month and 6 months):

1. Emotional intelligence (S-PEC)
2. Resiliency (BRS)
3. Work engagement (SMVS)
4. Perceived stress (PSS-10 and a single-item measure of stress symptoms)
5. Mindfulness (MAAS)
6. Well-being (WHO-5)

**Secondary outcome measures**

There are no secondary outcome measures

**Overall study start date**

01/09/2020

**Completion date**

31/12/2021

**Eligibility****Key inclusion criteria**

Module 1

1. Participation in the information meeting
2. Ensuring commitment towards personal practice

3. Commitment to complete the questionnaires
4. Working for WHO (any office of EURO) or a UN agency based in UN City Copenhagen
5. Greater than 18 years of age

#### Module 2

1. Completion of Module 1 (minimum 93%)
2. Individual evaluation of medical pre-condition (questionnaire -Annex2- plus individual consultation if one risk factor is identified)
3. Ensuring commitment towards personal practice
4. Commitment to complete the questionnaires for Module 2

#### **Participant type(s)**

Healthy volunteer

#### **Age group**

Adult

#### **Lower age limit**

18 Years

#### **Sex**

Both

#### **Target number of participants**

135

#### **Key exclusion criteria**

There are no exclusion criteria for Module 1

#### Module 2

1. Medical pre-condition which is a contraindication to the practices taught during Module 2 (e.g. Post-Traumatic Stress Disorder, acute depression).

Participants will be excluded from the study if they end their participation during the training

#### **Date of first enrolment**

03/11/2020

#### **Date of final enrolment**

25/04/2021

## **Locations**

#### **Countries of recruitment**

Denmark

#### **Study participating centre**

World Health Organization, Regional Office for Europe  
UN City

Marmorvej 51  
Copenhagen  
Denmark  
2100

## Sponsor information

### Organisation

World Health Organization Regional Office for Europe

### Sponsor details

UN City  
Marmorvej 51  
Copenhagen  
Denmark  
2100  
+ 45 40 22 14 05  
dondogliopi@who.int

### Sponsor type

Government

### Website

<http://www.euro.who.int/en>

### ROR

<https://ror.org/01rz37c55>

## Funder(s)

### Funder type

Research organisation

### Funder Name

World Health Organization

### Alternative Name(s)

, , Всемирная организация здравоохранения, Organisation mondiale de la Santé, Organización Mundial de la Salud, WHO, , ВОЗ, OMS

### Funding Body Type

Private sector organisation

### Funding Body Subtype

International organizations

**Location**

Switzerland

## **Results and Publications**

**Publication and dissemination plan**

Each participant will receive a personal analysis of the evaluation of their different score collected during the research. A personal consultation with the psychologist will be offered to discuss individual evaluations.

Results will also be shared with EURO Learning Committee, EURO Staff Development and Learning, and Global Learning and Development Committee.

The intention is to also publish the results in a peer-reviewed journal. The principal investigator will take the lead in the publication with all researchers involved based on their role in design of the study, field work and writing the manuscript. Potential co-authors include but limited with the members of the Team. This investigators will also make all possible to ensure that each participant becomes familiar with the results of the study within 3 months from the date of the first publication on the study.

**Intention to publish date**

30/11/2022

**Individual participant data (IPD) sharing plan**

All data generated or analysed during this study will be included in the subsequent results publication.

**IPD sharing plan summary**

Other