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Brief workplace intervention incorporating mindfulness practices for stepping out of automatic pilot

Submission date 20/11/2026	**Recruitment status** No longer recruiting	[_] Prospectively registered [_] Protocol [_] Statistical analysis plan [_] Results [_] Individual participant data [X] Record updated in last year
Registration date 26/11/2026	**Overall study status** Ongoing	
Last Edited 26/11/2026	**Condition category** Other	

Plain English summary of protocol
Not provided at time of registration

Contact information

Type(s)
Public, Scientific, Principal investigator

Contact name
Dr Rachel Guertin

ORCID ID
https://orcid.org/0000-0003-1863-7125

Contact details
184 Marquette Street, app. 305
Sherbrooke
Canada
J1H 1L7
+1 8192383370
rachel.guertin@usherbrooke.ca

Additional identifiers

Study information

Scientific Title
Evaluating a brief workplace intervention incorporating mindfulness practices for stepping out of automatic pilot: randomized controlled trial

Study objectives
The RCT will examine intervention effects on mindfulness skills and broader work-related outcomes, such as psychological well-being at work, psychological distress at work, basis psychological need satsifaction at work (autonomy, competence, relatedness), and task performance.

Ethics approval required
Ethics approval required

Ethics approval(s)
Approved 04/02/2025, Centre intégré universitaire de santé et de services sociaux de l'Estrie – Centre hospitalier universitaire de Sherbrooke (3001, 12e Avenue N, Local HF-2929, Sherbrooke, J1H 5N4, Canada; +1 819 346-1110, poste 12856; thique.recherche.ciussse-chus@ssss.gouv.qc.ca), ref: 2025-5753

Primary study design
Interventional

Allocation
Randomized controlled trial

Masking
Open (masking not used)

Control
Active

Assignment
Parallel

Purpose
Prevention, Supportive care

Study type(s)

Health condition(s) or problem(s) studied
Mindfulness practices for stepping out of automatic pilot

Interventions
The intervention aims to support workers' subjective experience, in particular by helping them disconnect from their autopilot while promoting a more conscious connection with their professional experience through formal and informal mindfulness practices, psychoeducation and reflective questions. The program is structured in a way that gradually encourages participants to explore their work experience week after week through a posture of presence, curiosity, non-judgement, kindness and self-compassion. These approaches are consistent with the founding principles of validated interventions such as MBSR and MBCT, as well as the key principles of mindfulness.

The intervention is designed to be a brief intervention delivered online, consisting of eight sessions of approximately 20 minutes each, with two sessions per week for one month. Participants can complete the sessions independently, at a time that suits them. The digital

format allows for greater accessibility, particularly for people in specific professional contexts, such as healthcare workers, teachers, or blue-collar workers.

The intervention has three general objectives:
1. To recognize when I am on autopilot and when I am fully mindful at work (Sessions 1 to 3)
2. To assess my subjective experience at work (mainly needs satisfaction, psychological well-being, psychological distress, sources of job satisfaction and frustration) in order to put in place actions consistent with my needs (Sessions 4 to 7)
3. To implement strategies, mainly based on the practice of mindfulness, to disconnect from my autopilot and promote a positive subjective experience at work (Sessions 1 to 8)

Following completion of the eligibility questionnaire, participants will be randomly assigned to either the intervention group or the no-intervention control group in a 1:1 ratio. Randomization will be conducted using the Nimble Links web-based platform, which automatically redirects participants to one of the two predetermined study URLs according to an equal allocation probability. This automated process ensures that each participant has the same likelihood of being assigned to either study arm. The allocation process is automated and occurs without researcher involvement, thereby minimizing allocation bias. Following allocation, participants will be automatically redirected to the baseline assessment and study materials corresponding to their assigned condition. Participants assigned to the intervention group will complete the brief workplace intervention incorporating mindfulness practices during the study period, whereas participants in the control group will not receive the intervention, but answer all questionnaires.

Intervention Type
Behavioural

Primary outcome(s)
1. Mindfulness skills measured using self-reported measurement at T0: baseline; T1: mid-intervention; T2: post intervention

Key secondary outcome(s)
1. Psychological well-being at work measured using self-reported measurement at T0: baseline; T2: post intervention

2. Psychological distress at work measured using self-reported measurement at T0: baseline; T2: post intervention

3. Task performance measured using self-reported measurement at T0: baseline; T2: post intervention

4. Basic psychological need satisfaction at work measured using self-reported measurement at T0: baseline; T2: post intervention

Completion date
18/12/2026

Eligibility

Key inclusion criteria

1. At least 18 years old
2. Fluent in French
3. Currently employed on a part-time or full-time basis

Healthy volunteers allowed
Yes

Age group
Mixed

Lower age limit
18 Years

Upper age limit
100 Years

Sex
All

Total final enrolment
0

Key exclusion criteria
Does not meet inclusion criteria

Date of first enrolment
14/05/2026

Date of final enrolment
20/11/2026

Locations

Countries of recruitment
Belgium

Cameroon

Canada

Congo, Democratic Republic

Côte d'Ivoire

France

Haiti

Luxembourg

Monaco

Senegal

Switzerland

Sponsor information

Organisation
Université de Sherbrooke

ROR
https://ror.org/00kybxq39

Funder(s)

Funder type

Funder Name
Mitacs

Alternative Name(s)
Mathematics of Information Technology and Complex Systems, Mitacs Canada, Mitacs Inc., MitacsCanada

Funding Body Type
Private sector organisation

Funding Body Subtype
Other non-profit organizations

Location
Canada

Results and Publications

Individual participant data (IPD) sharing plan

IPD sharing plan summary
Not expected to be made available