

Gympass

Now,  
**meditation**  
really is  
**for everyone.**



## Summary

The benefits of meditation for you and your workforce and how to help them develop a consistent practice:



1

**Why meditation is suddenly so popular**

2

**The benefits to you and your employees of a consistent practice**

3

**Simple tips to help your employees improve their experiences**

# 1

**Meditation: Suddenly  
it's everywhere – and for  
good reason**



**There’s nothing magical about mindfulness or meditation. This life-changing practice has been around for thousands of years, benefiting people from all backgrounds and of all beliefs. It integrates physical and spiritual paths and when incorporated in day-to-day life, meditation has been long proven to reduce mental and emotional stress, improve concentration and focus and even mitigate illnesses.**

The constant demand of modern society for more focus and greater performance has unsurprisingly led to an era of anxiety. It explains many of the reasons why meditation has become a mainstream practice. The CDC reports that 14% of Americans meditate.

To deal with so much pressure, meditation is almost mandatory for people with ambitious goals and aspirations in fields that require seemingly superhuman performance. It’s why elite athletes have included meditation as an essential part of their training routine. In short, the same practice that was borrowed from philosophies of non-violence is surprisingly very useful in navigating our frantic, anxious, multitasking and highly pressurised society.

One empirical study found that employees with a regular meditation practice were better prepared for self-directed learning, which has a direct influence on a company’s organisational innovation and performance. According to Project Meditation, a U.S. chemical plant posted these results three years after implementing meditation for its employees:



reduction in  
absenteeism



increase in  
productivity

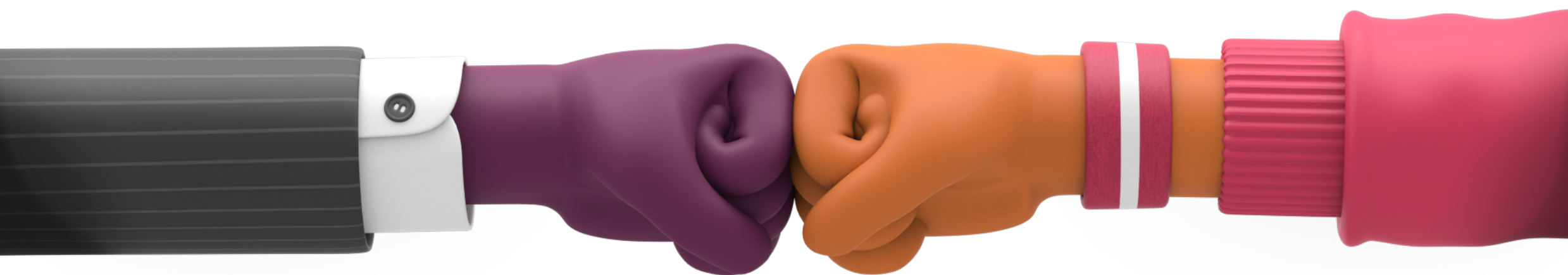


reduction in  
workplace injuries

**Only very recently, however, has meditation and its first cousin, mindfulness, moved to the forefront of tools that HR and wellbeing leaders are looking at to reduce and even prevent employee stress, anxiety, and burnout and improve adaptability, agility and performance.**

Yes, we may be on the other side of COVID-19 as we start to see employers increasingly re-open their workplaces and as health officials ease restrictions on social distancing and travel. But a significant share of U.S. employees say they're already burned out. A late-2020 study by Spring Health and The Harris Poll concluded that [76% of U.S. employees are experiencing burnout](#). Many others feel anxious and stressed about returning to the workplace and the expectations their employers may put on them around coming back into the office.

Those fears and concerns are merging with another employee trend: the desire for a more holistic, more preventive approach to wellbeing, health benefits and tools and programmes to nourish and support all three realms of the human experience – the mental or psychological, the physical and the emotional or social.



## What exactly are we talking about?

Meditation is a means of [quietly and almost effortlessly transforming the mind](#). It is a mixture of techniques that encourage and develop concentration to bring presence, clarity, emotional positivity and a clear perspective of reality. When things in life feel beyond your control – or you struggle just to deal with life's small challenges – meditating can help you take responsibility for your state of mind. At the same time, it inspires and cultivates more positive emotions and behaviours.

The most anxious generation ever born has [remodelled meditation into a lifestyle](#). Such experiences may promote a profound transformation in the personal, professional and spiritual compasses of our lives, leading to a new understanding of one's role in this world – at home, in the community and on the job.

Much more than just a trend, meditation is an excellent way for your employees to take care of themselves and in turn, help take care of the organisation.

# 2

**The benefits of constant practice – for your employees and for you**



**Meditation isn't about someone switching their mind off and stopping thoughts from forming. That simply isn't possible. Instead, with the right technique and steadiness, meditation will help improve brain function, reduce stress and anxiety, increase longevity, improve immunity and enhance positive experiences.**

The plethora of benefits meditation offers are not only experienced by the practitioner but also by the teams and groups they are part of. It only makes sense then that corporations have brought meditation into their employees' schedules to help release stress and heighten employee care, often as part of other methods of cultivating mindfulness. The positive impact on the business seems obvious.





Here are four examples of the personal benefits of meditation and how they can benefit the business:



## ENHANCED SELF-AWARENESS

Some styles of meditation can help people develop a more robust understanding of themselves and how they relate to those around them. In the workplace, it's crucial that employees are able to recognise unhealthy thoughts that may be harmful or self-defeating – or may diminish the efforts of their teams or even lines of business and the company.

When an employee becomes more conscious of their own thoughts and more aware of how their thoughts connect to their habits and how they affect personal interactions, they are empowered to start creating constructive patterns.

**In the workplace, enhanced self-awareness can reduce friction and improve communication, agility and performance between individuals and among teams.**



## LONGER ATTENTION AND FOCUS

Just like weight lifting or training for a marathon, the consistent practice of focused-attention meditation increases mental and emotional strength and endurance. At work, whether working from home or in the office, employees who can regularly maintain their focus on a task and hold that focus for longer periods, tend to remember details of their tasks better than their peers who don't practice meditation.

According to studies, meditation is so powerful it can even reverse patterns in the brain that contribute to mind-wandering, worrying and insufficient attention.

**In the workplace, the ability to bring attention to a task and maintain that focus for longer periods helps projects get done faster with greater accuracy and fewer iterations.**





## MORE KINDNESS AND EMPATHY

A form of meditation, loving-kindness begins with developing kind thoughts and feelings toward oneself. Then the practitioner starts aiming similar thoughts and empathy toward those they know – including coworkers, managers and leadership – and finally out to the rest of the world. This practice is not reserved for monks; anyone can and should try it.

Through loving-kindness meditation, people can learn to extend genuine kindness and forgiveness externally, first to friends, then acquaintances and colleagues and ultimately even rivals.

**In the workplace, this kind of empathy is capable of transforming team dynamics and engagement, enhancing team performance.**



## IMMEDIATELY BENEFICIAL

Meditation often delivers benefits very quickly, often as soon as people begin observing their thoughts. Besides the sense of calmness and peace of mind meditation brings, studies indicate that people start seeing conscious behaviour changes in another area important to business today: a proven reduction in implicit race and age prejudice.

**In the workplace, the immediate impact of the benefits of meditation in the lives of employees means your company will see the impact of those benefits sooner rather than later.**

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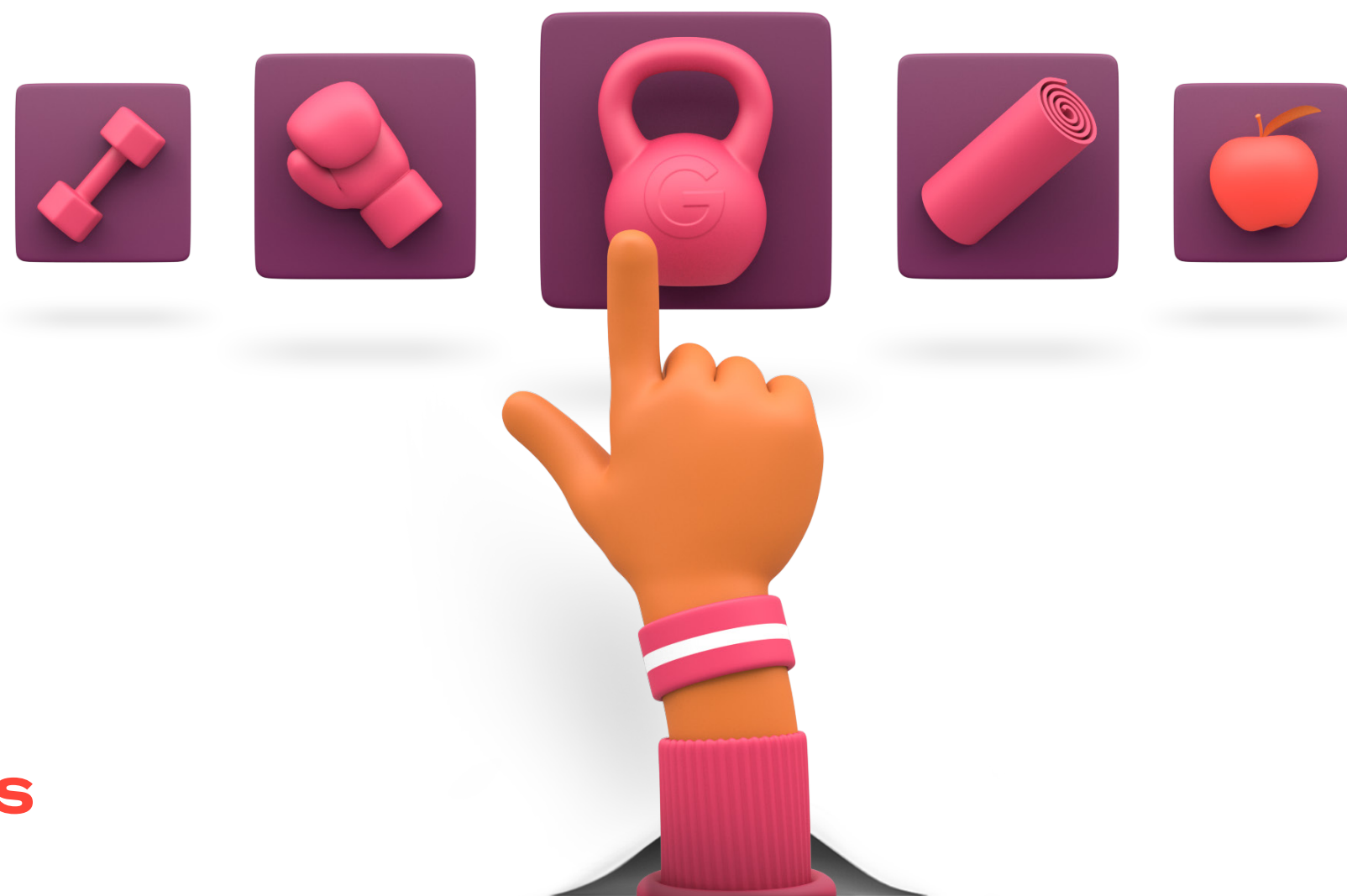
## **5 simple tips to help employees improve their meditation experience**



While people can find a variety of books, courses, videos, and podcasts to learn meditation, the most challenging part of the practice is quite simply to make it a daily habit. Just like eating healthy, sleeping well and exercising regularly, meditation is an acquired routine.

Gympass gives employees access to premium apps like Calm and Sworkit to support their meditation practice. We also offer guides, articles and e-books to encourage and engage employees to become more mindful. With a few simple tips and tricks, any of your employees can start right where they are, right now.

The right content and support can make all the difference.



We've gathered five tips from our content for employees to illustrate how Gympass helps to engage your people, eliminate confusion and skepticism about meditation and support anyone to easily establish an effective mediation practice.



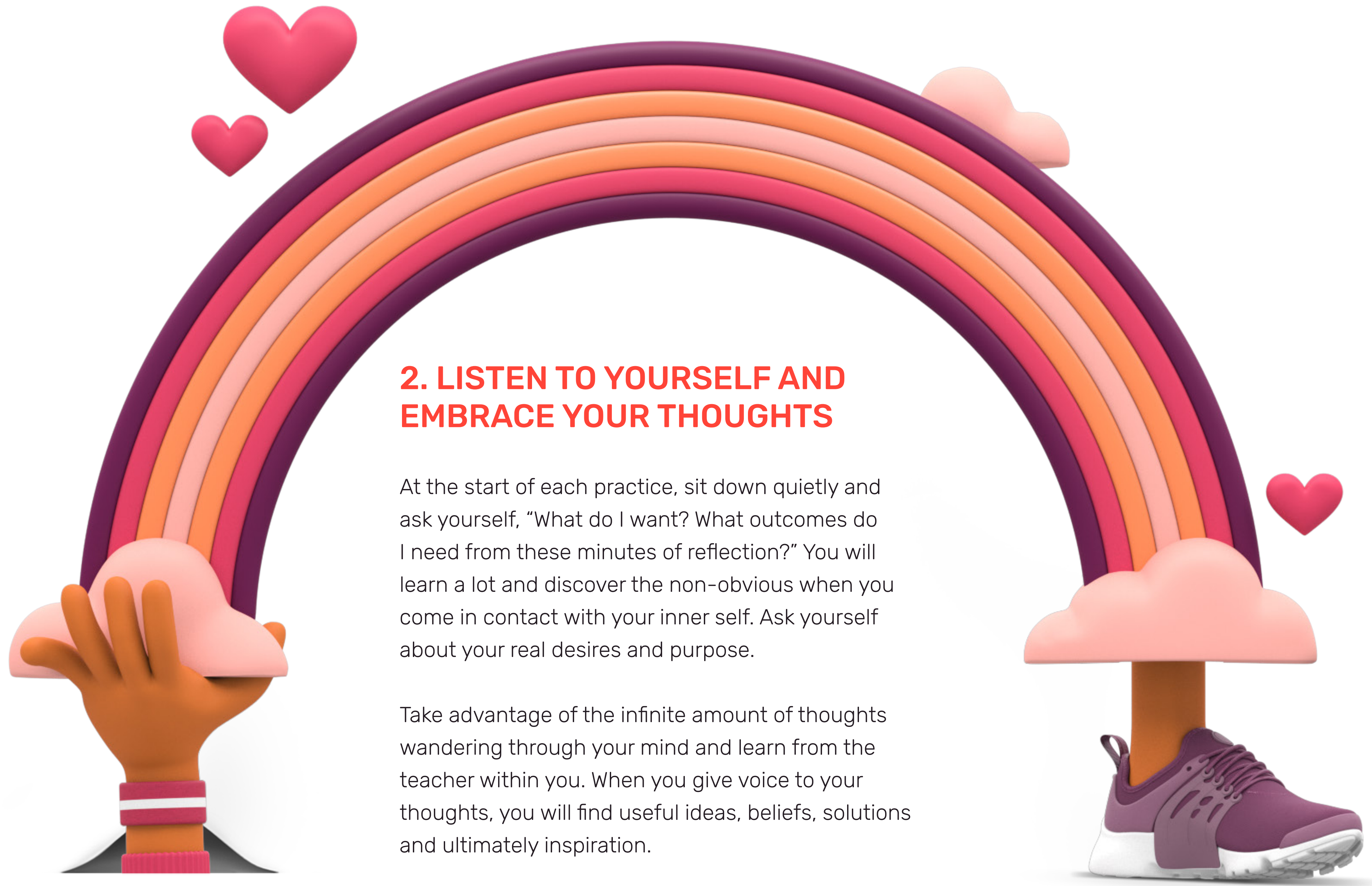


## 1. COMMIT TO A TIME AND PLACE TO MEDITATE AND STICK TO IT

Pick a room or specific space for your practice. A consistent environment will help train your body and mind to feel more comfortable and will allow you to jump into meditation more easily. Keeping the place clean and uncluttered will also make your practice feel special. Create an environment that nourishes a more relaxed state of mind by adding scents, colours and sounds.

Beyond that, remember that routine is essential and one of the main obstacles to meditation is finding the time and sticking to it every day. When beginners feel that meditating makes their minds seem busier than ever, it's always best to stick with it and push through if you can. In the beginning, you may have to reorganise your day. So consider waking up earlier, reducing screen time or saving 10 minutes of your lunchtime exclusively for your new meditation practice. The time commitment to meditation is small compared with the benefits you will receive. Over time, meditation will change your perspective and give you control over how you choose to spend your time.

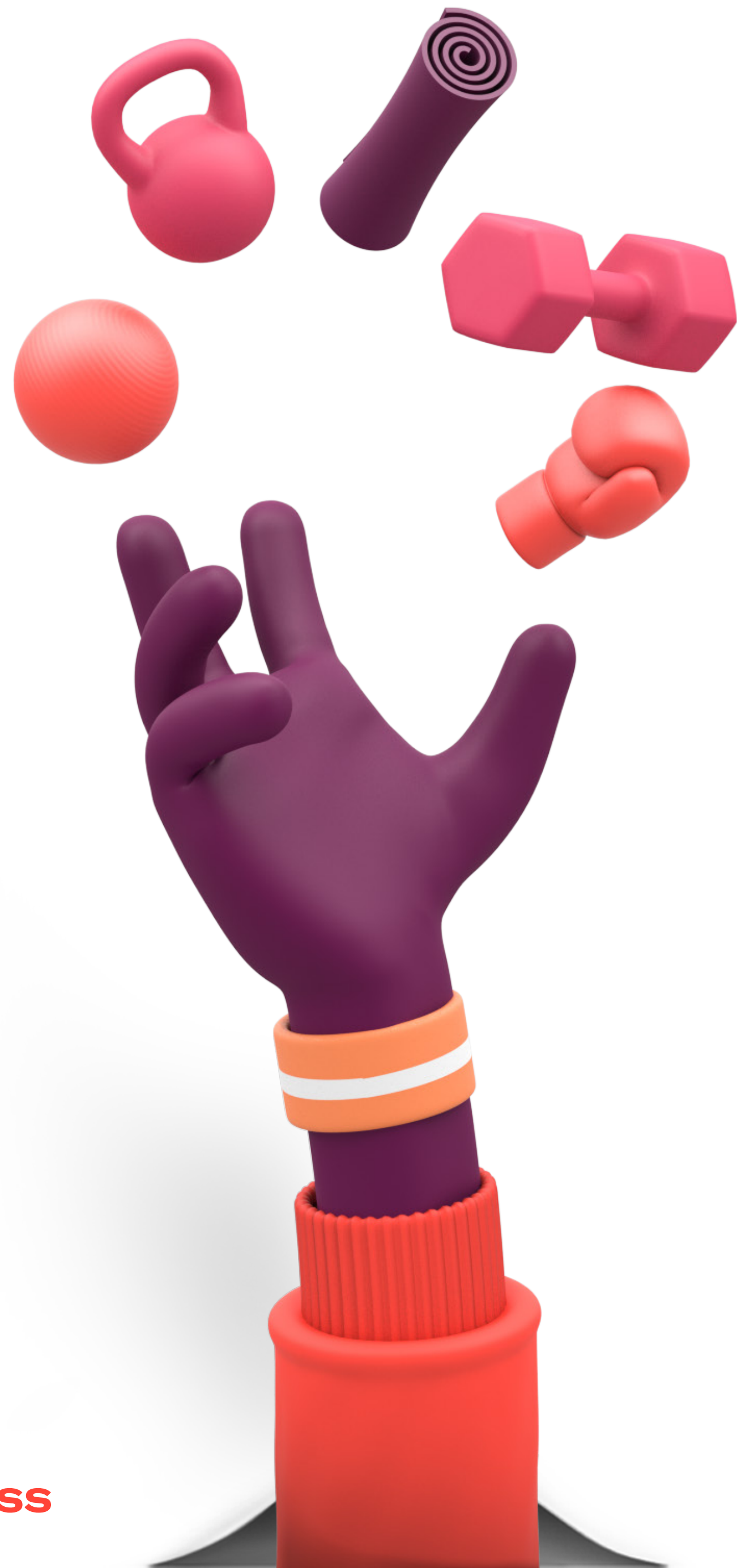




## 2. LISTEN TO YOURSELF AND EMBRACE YOUR THOUGHTS

At the start of each practice, sit down quietly and ask yourself, “What do I want? What outcomes do I need from these minutes of reflection?” You will learn a lot and discover the non-obvious when you come in contact with your inner self. Ask yourself about your real desires and purpose.

Take advantage of the infinite amount of thoughts wandering through your mind and learn from the teacher within you. When you give voice to your thoughts, you will find useful ideas, beliefs, solutions and ultimately inspiration.



### 3. START SIMPLE AND GRADUALLY BUILD UP YOUR PRACTICE

Meditation is a humble practice. It takes time and effort to build a steady routine. Some positions, breathing techniques or session lengths might feel very challenging at first. Remind yourself that the journey is more important than the destination.

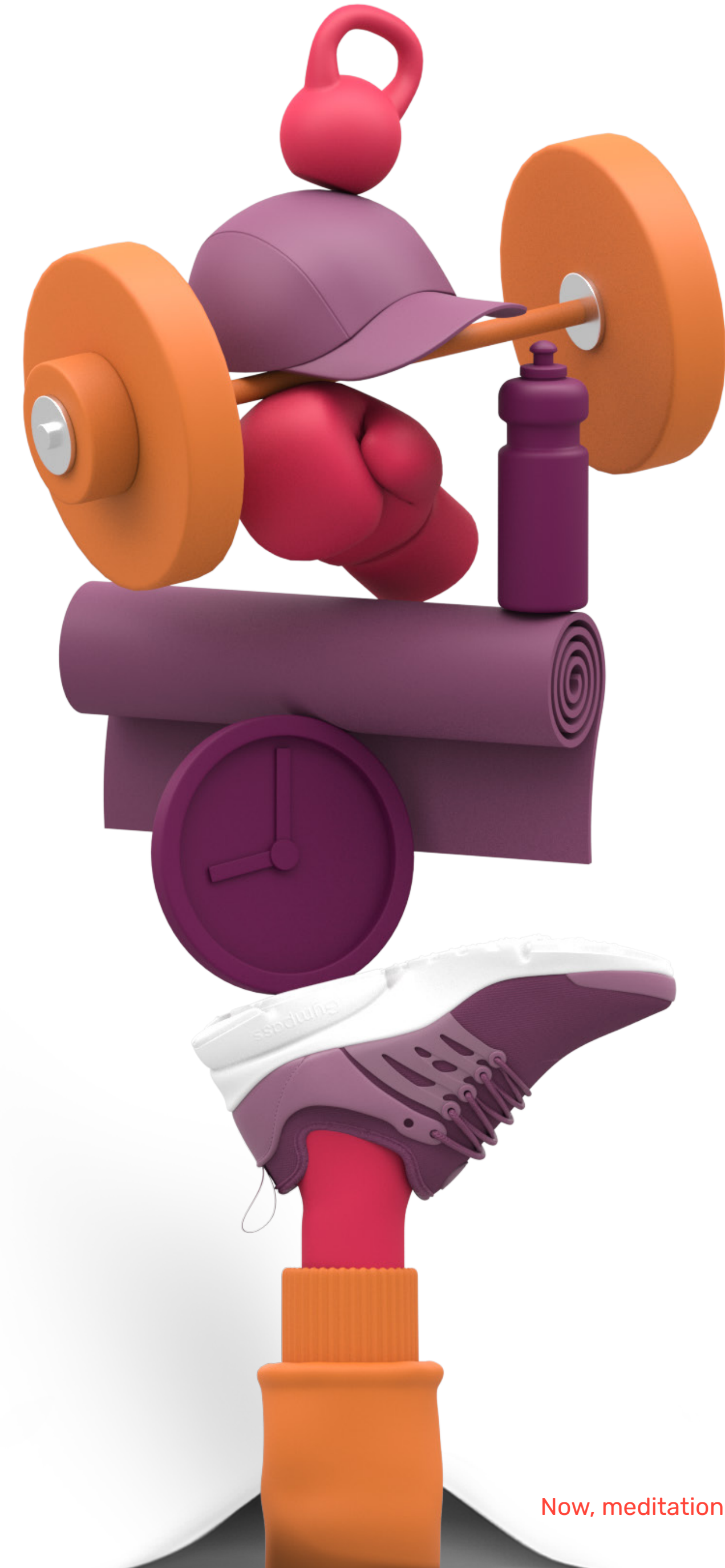
If you are a beginner, build your practice up over time: Set a timer and start with two-minute sessions. Gradually increase in one-minute increments to 5, 10 and finally 15 minutes for each session. Keep challenging yourself until you reach the point where you think meditation is well incorporated into your life.



## 4. BE PATIENT: SOME DAYS WILL BE EASIER THAN OTHERS

Meditation is about learning how to treat yourself with kindness, no matter what you may be experiencing at any given moment. Just like physical exercise, some days will feel more comfortable than others. Many factors may influence your results, such as the quality of your sleep, your current diet and the amount of stress you're experiencing.

You won't ruin your practice when you acknowledge your emotions and accept you're experiencing a downturn. In fact, it's a crucial step in the process. Meditation brings up good feelings and bad emotions alike. so sitting with your thoughts will help you better recognise each one of them. Don't forget to take a moment to thank yourself for the self-care and feel proud of the effort you took to meditate.





## 5. BE FRIENDS WITH TECHNOLOGY

Sometimes it's OK to take advantage of extra help. Meditation has become so popular that companies and people all over the world have started developing solutions, tools and platforms to encourage others to meditate more. If you feel a little lost or need a place to start, try using an app or online class for guidance, Gympass has a number of options for different levels and different interests – long or short sessions, nature or spiritual sounds and guided meditation.

Taking better care of yourself and turning meditation into a healthy priority is down to you, but Gympass is more than glad to help.



# Gympass



**Gympass is the most complete corporate wellbeing platform in the world, with a results-driven strategy and inclusive plans that will meet the needs of all your employees.**

Find out how we're on a mission to reinvent wellbeing, making it universal, engaging and accessible for your team.

[Learn more](#)