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# **Building a Mindful Organization**

— By Stan Schwartz and Rose Pavlov —

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**Let's take a mindful moment.**

# Introduction

- Our Journeys
- Challenges Facing the Field
- Our Hopes for This Session
  - Classroom
  - Program/Organization
  - Community

# A Selection of Early Childhood Webinars

- Judy Jablon: Powerful Interactions and Leading for ECE Program Quality: Using Self-Awareness and Intention to Effect Positive Change
- Barbara Kaiser: Children with Challenging Behavior
- Ellen Galinsky: Promoting Executive Function...Resources and Tools from Mind in the Making
- Betty and Kori Bardige: Empowering Teachers to Build Language and Literacy Through Strengths-Based Coaching
- Jenna Augustine and Lori Ryan: Yoga for the Youngest
- Zero to Three (Walter Gilliam): Preschool Expulsions and Suspensions and Why We Should Care

# A Selection of Early Childhood Friends

- Nemours Bright Start: [earlychildhoodwebinars.com/presentations/five-big-ideas-early-brain-development-every-early-care-professional-know-laura-bailet/](https://earlychildhoodwebinars.com/presentations/five-big-ideas-early-brain-development-every-early-care-professional-know-laura-bailet/)
- Second Step: [secondstep.org/mind-yeti-mindfulness](https://secondstep.org/mind-yeti-mindfulness)
- Mindful Schools: [mindfulschools.org](https://mindfulschools.org)
- Hawn Foundation: [mindfulnessforchildren.org](https://mindfulnessforchildren.org)
- Defending the Early Years: [deyproject.org](https://deyproject.org)
- Ivy Child International: [ivychild.org](https://ivychild.org)

**RIM**

# RIM: Reflection

- The act of reflecting, as in casting back a light or heat, mirroring, or giving back or showing an image; the state of being reflected in this way.
- An image; representation; counterpart.
- A fixing of the thoughts on something; careful consideration.
- A thought occurring in consideration or meditation.

# RIM: Intention

- Done with intention or on purpose; intended:
- Of or relating to intention or purpose.



# **RIM: Mindfulness!**

# Mindfulness begins early



Acha &  
Amma



Chris, Maya, Lily,  
Noah, Laiya



Our Family



Mindfulness  
Teachers

**POLL**

# Mindfulness: Definitions

“Mindfulness means paying attention in a particular way; on purpose, in the present moment, and nonjudgementally.”

- **Jon Kabat-Zinn**

“Mindfulness is the self-regulation of attention with an attitude of curiosity, openness, and acceptance.”

- **The scientific definition per Psychology Today**

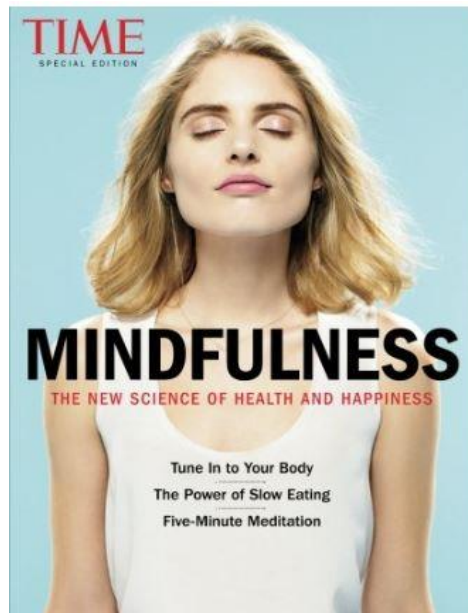
“The simple act of noticing new things.”

- **Ellen Langer**

# Mindfulness: Media, Science, and Research

"Scientists have been able to prove that meditation and rigorous mindfulness training can lower cortisol levels and blood pressure, increase immune response and possibly even affect gene expression," reports Kate Pickert in TIME magazine's June 2016 special edition, *The Science of Happiness*.

*A caveat: "Mindfulness is the Hottest New Trend-But Should it Be?"*



Mindfulness Is the  
Hottest New  
Trend—But Should It  
Be?

[www.psychologytoday.com](http://www.psychologytoday.com)

# Ivy Child International



# About Us



- Build capacity of systems of care for children + youth through mindfulness-based education
- Enhance the social + emotional well-being of systems through provision of multicultural frames + approaches.
- Provide system-wide professional development + leadership training for ***all staff***.

# **What is Mindfulness?**



# Mindfulness

is the practice of being

**aware      awake      alert**

**in the present moment**

with ourselves and our surroundings; using breath as the anchor.

Deep breathing exercises and self-reflection allow us to pause and respond skillfully to any given circumstance.



# Mindfulness is M

An attempt to cease thought

An attempt to sort matters out

A method of relaxation

Creating a particular state

# Mindfulness

A simple practice

A cultivated discipline

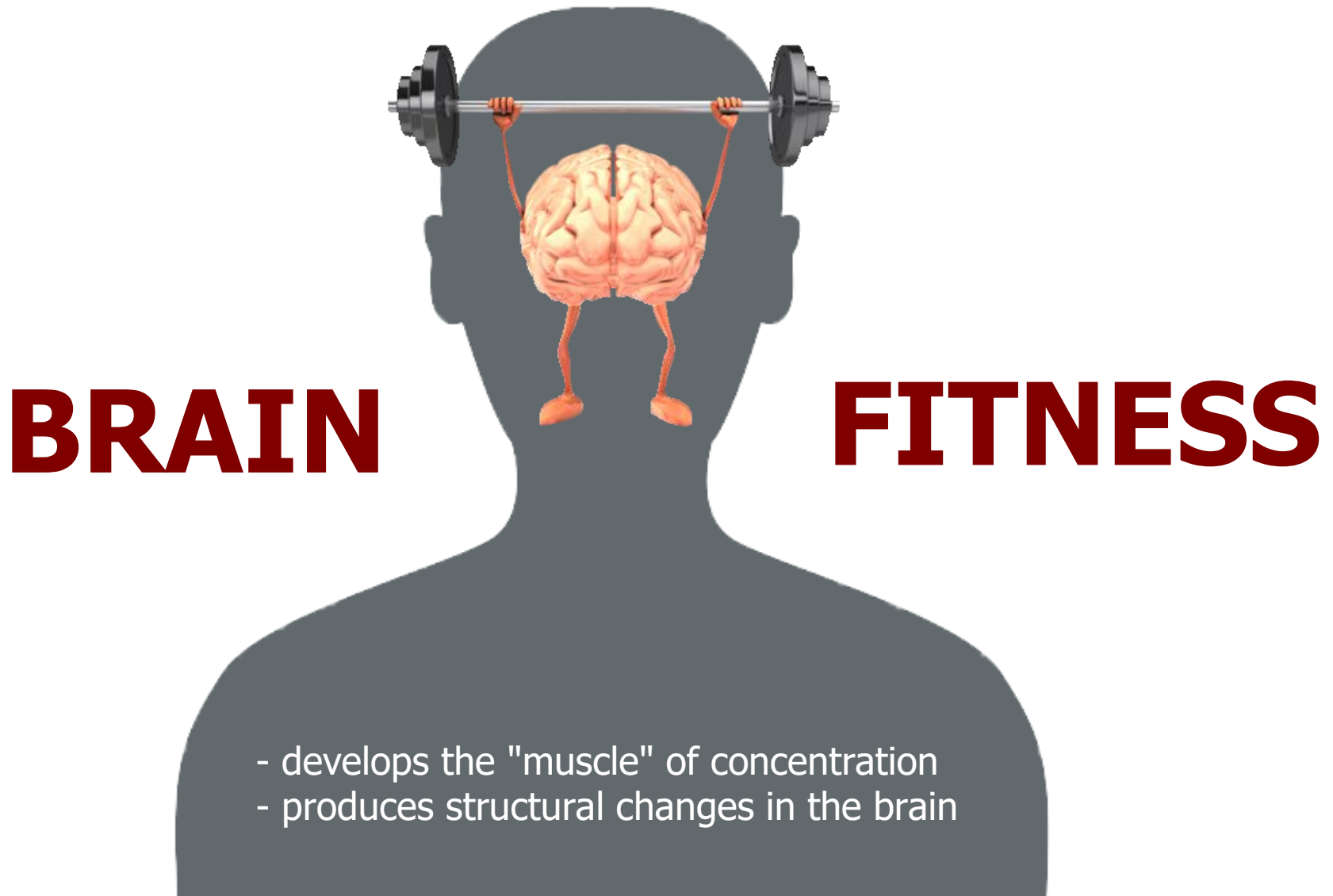
Enhancing awareness

Using our breath as an anchor

Deep breathing exercises

Self-reflection

# Think of meditation as



# The Need for Mindful Educators

How often do you find your work stressful?



**73%**  
**often**



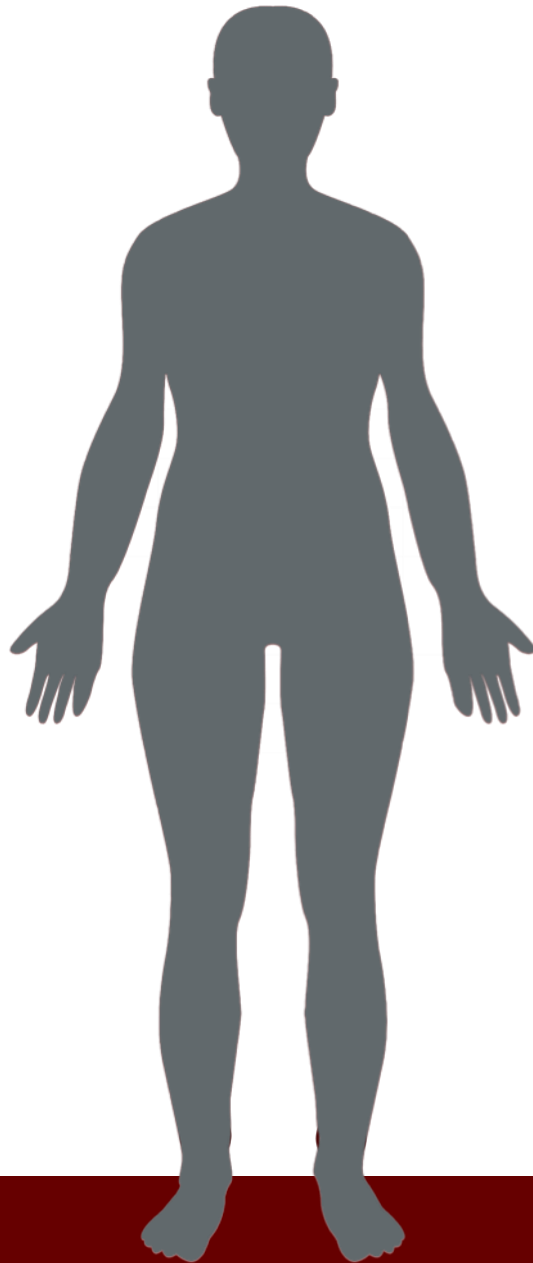
**24%**  
**sometimes**



**3%**  
**rarely**



Where Do  
You Carry  
**STRESS?**



# **The Power of Mindfulness**

# Health & Wellness

- Increase overall well-being
- Reduces stress and anxiety
- Reduces impulsiveness and reactivity
- Builds resilience





# Engagement, Creativity, Happiness

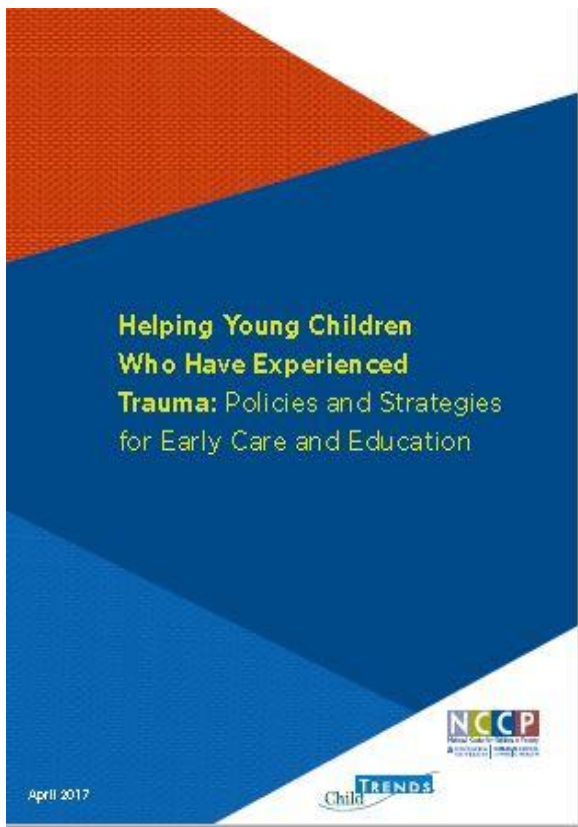
- Improves self-regulation skills
- Enhances coping skills
- Positively impacts caregiver-child interactions
- Reduces anger
- Increases focus and academic engagement
- Improves memory
- Enhances creativity



# Benefits for Children and Social Emotional Learning



# Benefits for Preschool Teachers



“Increase support for early care and education professionals who experience high levels of stress at work.... A recent report of the National Research Council, *Transforming the Workforce for Children Birth Through Age 8*, discusses several potential strategies for reducing teacher stress, including training on selfcare and mindfulness. As the evidence base for stress reduction strategies grows, states should promote their use through professional competency standards and training. This will ensure that infant and early childhood mental health consultants and professional development specialists acquire the skills they need to support the well-being of ECE professionals who work with children who experience trauma.”

# Benefits for Organizations

- Reduced stress level
- Increased productivity
- Reduced health costs
- Improved Emotional Intelligence
- Stronger leadership
- Improved teamwork
- Greater creativity



# Mindfulness Multiplier Effect



# What Makes an Organization a Mindful One?

## **Mindfulness in Action**

- Mindful Leadership
- Time for reflection
- Mindful applications throughout organization
- Caring for caregivers
- Raising successors and ambassadors
- Building partnerships for systems of care and education

# Cone of Intelligence (Edgar Dale)

After 2 weeks we tend to remember...

Nature of Involvement

**10%** of what we READ

Reading

Verbal Receiving

**20%** of what we HEAR

Hearing Words

**30%** of what we SEE

Looking at Pictures

**50%** of what we  
HEAR and SEE

Watching a Movie  
Looking at an Exhibit  
Watching a Demonstration  
Seeing it Done on Location

Visual Receiving

**70%** of what  
we SAY

Participating in a Discussion  
Giving a Talk

Receiving/Participating

**90%** of  
what we SAY  
and DO

Doing a Dramatic Presentation  
Simulating the Real Experience  
Doing the Real Thing

Doing

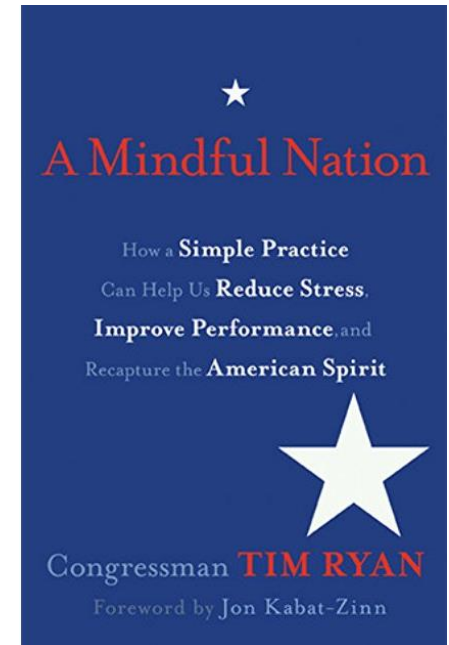
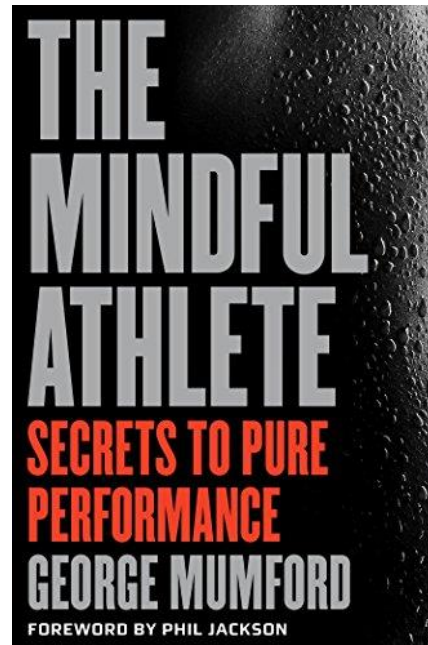
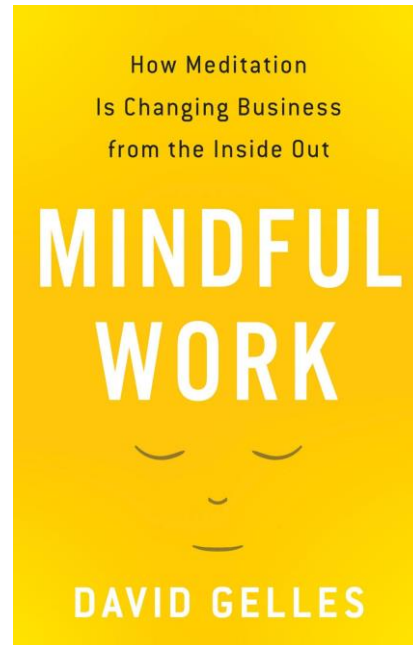
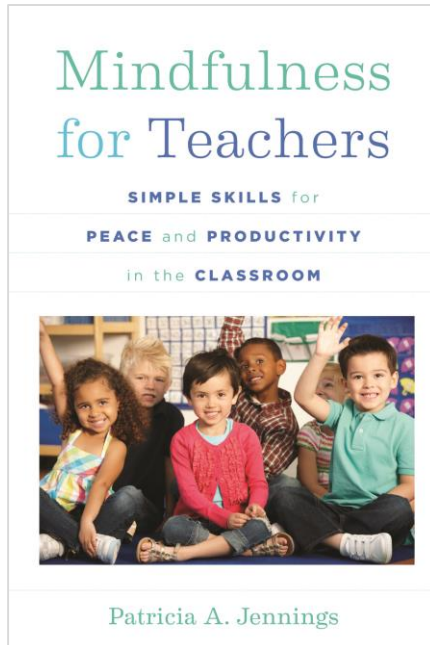
PASSIVE

ACTIVE

# RESOURCES



# Books



# Websites

- Mindfulness.net: [mindfulnet.org](http://mindfulnet.org)
- Donald Altman, Mindfulness for Daily Living: [mindfulpractices.com](http://mindfulpractices.com)
- Institute for Mindful Leadership: [instituteformindfulleadership.org](http://instituteformindfulleadership.org)
- Mindful Schools, Mindfulness Fundamentals:  
[mindfulschools.org/training/mindfulness-fundamentals](http://mindfulschools.org/training/mindfulness-fundamentals)
- YES (Youth Empowerment Seminar): [youthempowermentseminar.org](http://youthempowermentseminar.org)
- MBSR Online Course: [palousemindfulness.com/index.html](http://palousemindfulness.com/index.html)
- Center for Mindful Self-Compassion: [centerformsc.org](http://centerformsc.org)
- Insight Meditation Center: [nyimc.org](http://nyimc.org)
- Greater Good Science Center: [ggsc.berkeley.edu](http://ggsc.berkeley.edu)
- Ivy Child International: [Ivychild.org](http://Ivychild.org)

# Podcasts

- Be Here Now Network: [beherenownetwork.com/podcasts](http://beherenownetwork.com/podcasts)
- Mindfulness Meditation: [rubinmuseum.org/events/series/mindfulness-meditation](http://rubinmuseum.org/events/series/mindfulness-meditation)
- Ted Meissner, Present Moment Mindfulness:  
[presentmomentmindfulness.com/author/ted-meissner](http://presentmomentmindfulness.com/author/ted-meissner)
- Dan Harris, 10% Happier: [10percenthappier.com/podcast](http://10percenthappier.com/podcast)
- Tara Brach: [tarabrach.com/talks-audio-video](http://tarabrach.com/talks-audio-video)

# Apps

- Five Free Mindfulness Apps: [mindful.org/free-mindfulness-apps-worthy-of-your-attention](https://www.mindful.org/free-mindfulness-apps-worthy-of-your-attention)
- Positive Psychology Recommendations: [positivepsychologyprogram.com/mindfulness-apps/#mindfulness](https://www.positivepsychologyprogram.com/mindfulness-apps/#mindfulness)
- Healthline's Best Meditation Apps of 2017: [healthline.com/health/mental-health/top-meditation-iphone-android-apps#calm4](https://www.healthline.com/health/mental-health/top-meditation-iphone-android-apps#calm4)
- 10% Happier (Dan Harris and Joseph Goldstein): [10percenthappier.com/mindfulness-meditation-the-basics](https://www.10percenthappier.com/mindfulness-meditation-the-basics)
- WOOP: [woopmylife.org](https://www.woopmylife.org)
- Head Space: [headspace.com](https://www.headspace.com)
- Inner Explorer: [innerexplorer.org](https://www.innerexplorer.org)
- Insight Timer: [insighttimer.com](https://www.insighttimer.com)
- Stop, Breathe, Think: [stopbreathethink.com](https://www.stopbreathethink.com)
- Smiling Mind: [smilingmind.com.au](https://www.smilingmind.com.au)
- Simple Habit: [simplehabit.com](https://www.simplehabit.com)

# What We Can Do Right Now?

- Take a Moment: Breathe and Reflect
- What Keeps You Up at Night?
- What Are Possible Next Steps: Where Can I Begin?
- Focus: Consider the Mindfulness Multiplier Effect
- Connect - Are you willing to be a Mindfulness Ambassador?

# CONNECT WITH US



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