

Potential Effects of Secondary Processes of Mindfulness on Employee Performance and Well-Being

Mindfulness-Based Process	Possible Work-Related Effects
Response flexibility	Improved decision making Improved communication
Decreased rumination	Improved coping with stressful events Faster recovery from negative events Increased confidence and self-efficacy Better problem solving Improved concentrations More effective use of social support
Empathy	Increased interactional and informational justice Reduced antisocial behavior Increased organizational citizenship behaviors Positive leadership behaviors
Affective regulation	Improved communication Improved coping with stressful events Faster recovery from negative events Fewer accidents
Increased self-determination and persistence	Increased goal-directed effort Improved task performance Greater learning Increased job satisfaction Increased organizational commitment Increased performance on creative tasks
Increased working memory	Reduced negative affect Improved ability to handle multiple demands Ability to perform under stress
More accurate affective forecasting	Less biased decision making More accurate expectations Less frustration and negative emotion

Table sourced from: Glomb, T. M., Duffy, M. K., Bono, J. E., & Yang, T. (2011). Mindfulness at work. *Research in Personnel and Human Resources Management*. Vol. 30. P. 115-157.