

# Mindfulness – Safety Link

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# Today's Objectives

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- To explore the **Mindfulness—Safety Link** through the lens of:
  - Individual Mindfulness
  - Mindful Organizing
  - Leader Mindfulness
- To explore how mindful organizations create a culture of **Safety Citizenship**





# Individual Mindfulness

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# Individual Mindfulness

## Definition

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**Individual mindfulness refers to an individual's state of active and open attention to the present moment.**

- Being fully aware of internal and external experiences while maintaining a non-judgmental and accepting attitude.
- Being genuinely present in interactions with clients and the team, fostering a supportive and focused work environment.
- Naturally cultivating compassion and flexibility.

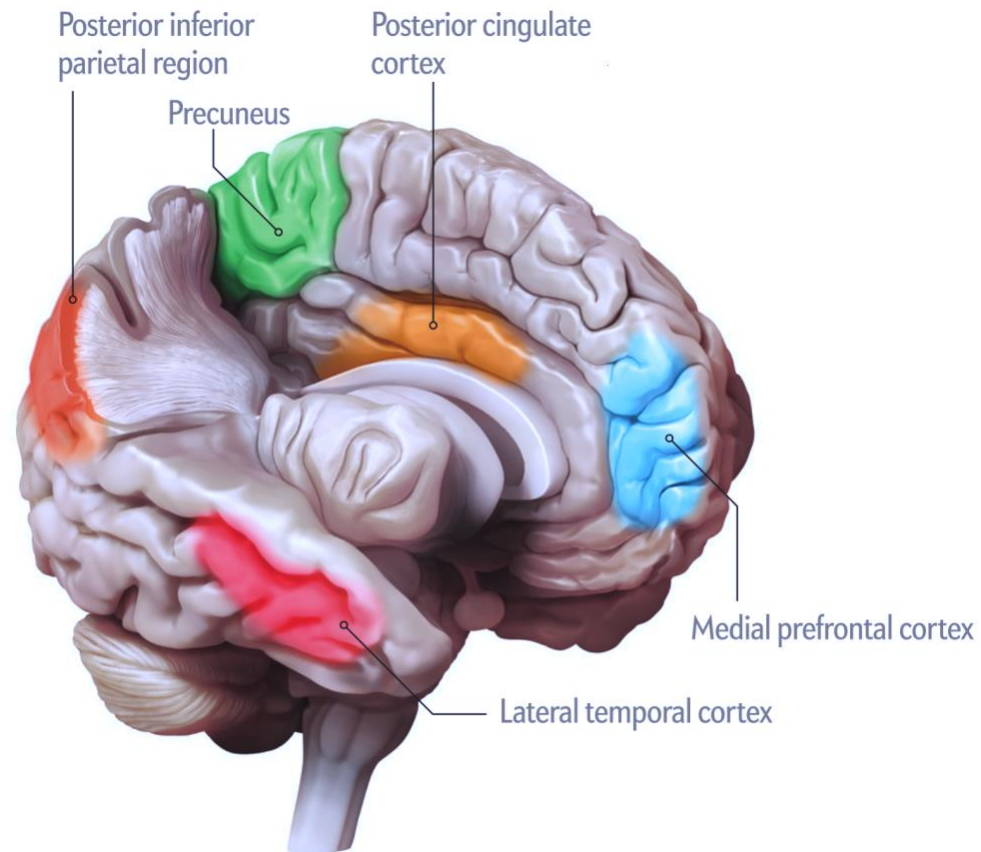


# Mindfulness Research

## Default Mode Network Studies

### TYPICAL DMN:

- Mind-wandering
- Self-referential thinking
- Ruminating about the past
- Worried about the future
- Not connected to other parts of the brain

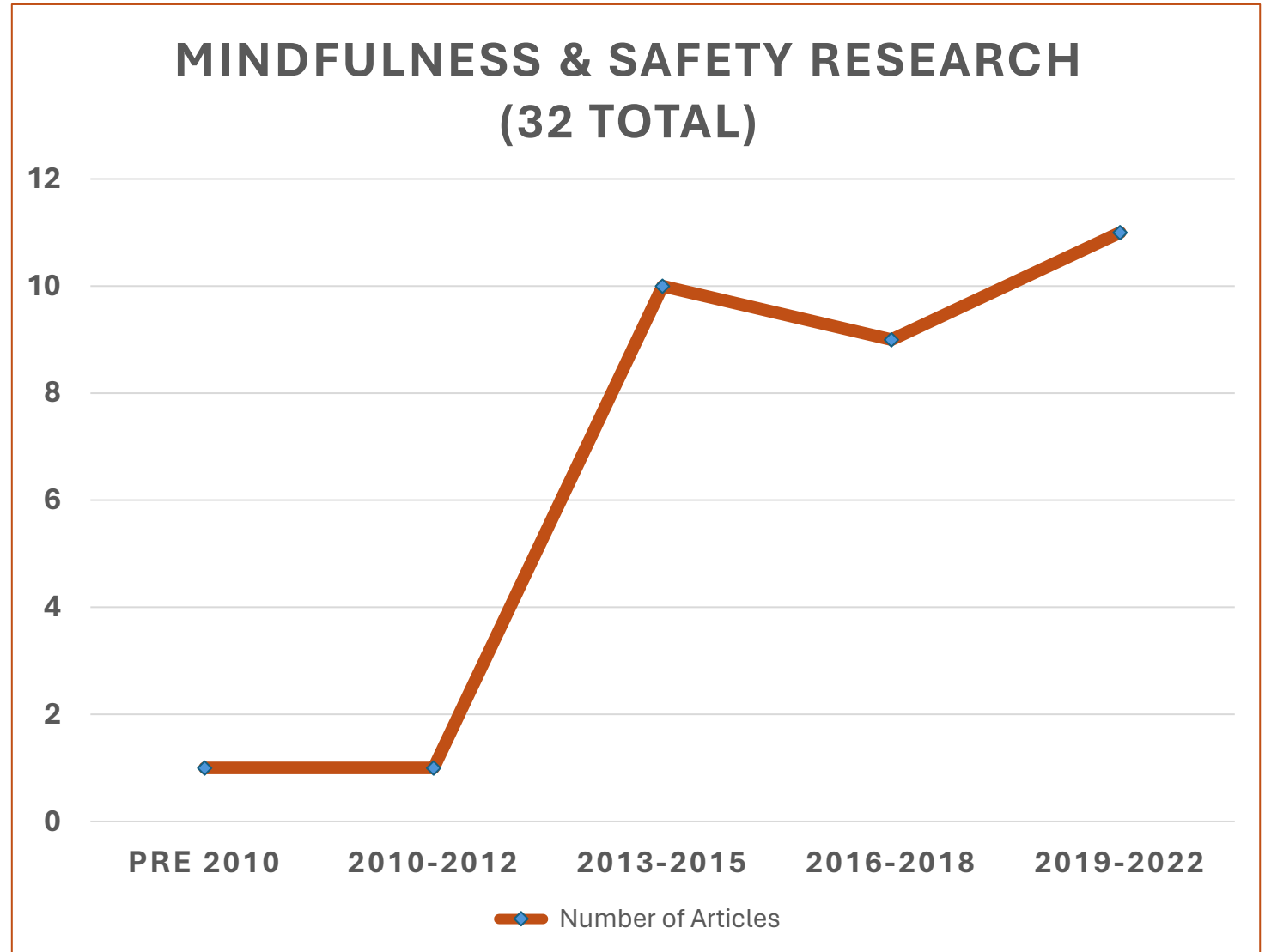


### MINDFUL DMN:

- Focused attention
- Situational awareness
- Accepting of the past
- Open to the future
- Greater connectivity to other parts of the brain

## Mindfulness Research Meta Analysis of the Mindfulness—Safety Link

- Liu, Z., Hoff, K., Baranski, E., Snyder, G., Flin, R., Lindner, P., & Spitzmueller, C. (2023). Mindfulness and workplace safety: An integrative review. *Journal of Organizational Behavior*, 44(8), 1263–1282. <https://doi.org/10.1002/job.2705>

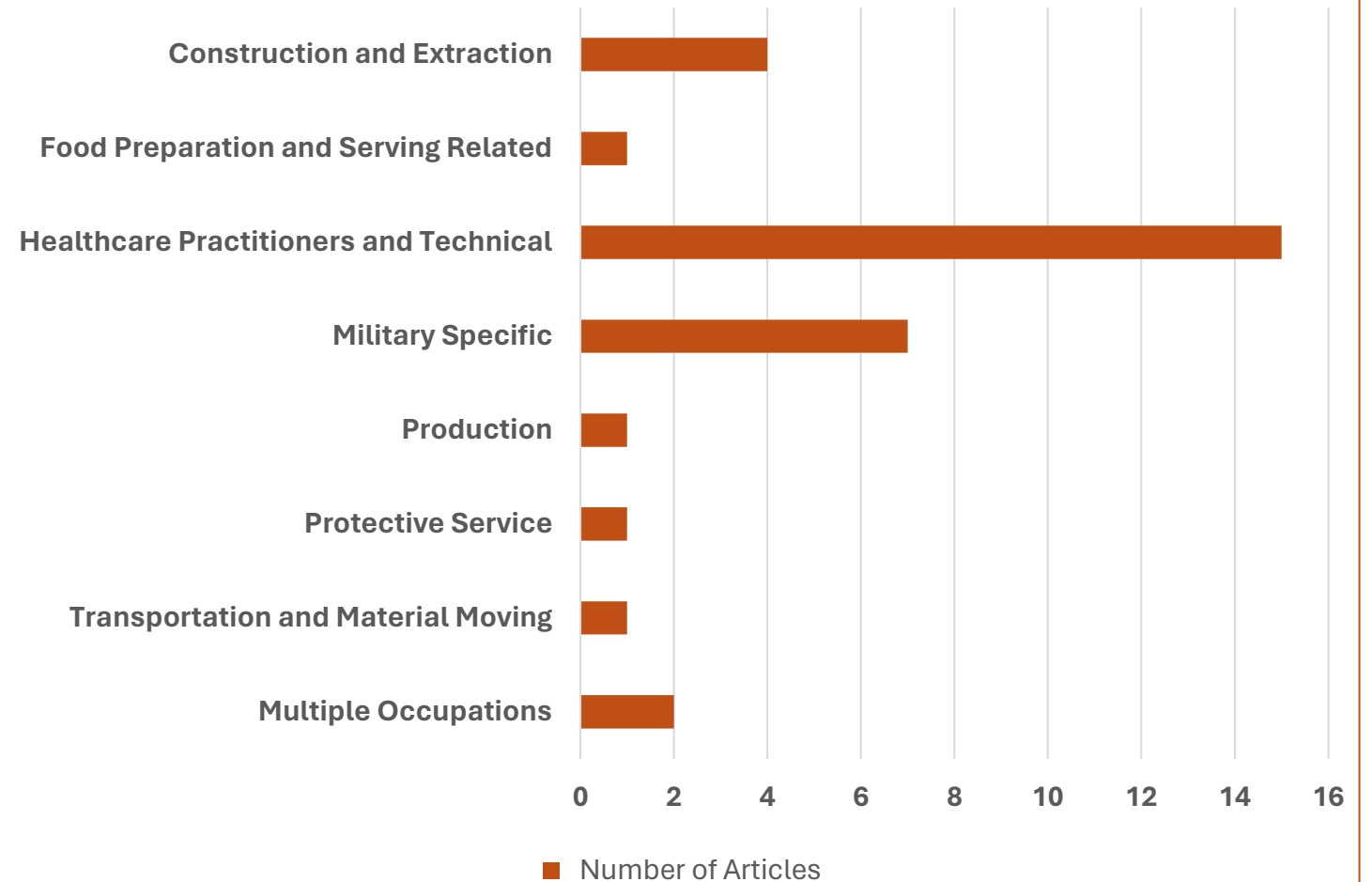




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### STUDIES BY OCCUPATION





**Mindfulness Research**  
Measurement

**Safety Indicators**

**Safety Behaviors**

**Safety  
Consequences**

**Safety  
Compliance**

**Safety  
Participation**

# Mindfulness Research Results

**Enhanced Awareness**



**Risks & Hazards**

**Improves detection of and responses to risks & hazards**

**Sustained Attention**



**Cognitive Demands**

**Improves concentration and self-monitoring of safety behaviors**

**Open and Accepting Attitude**



**Emotional Demands**

**Improves adaptive responses to stressful situations**

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# Individual Mindfulness In Action

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- Mindfulness Attention Awareness Scale (MAAS)
- Dedicated Practice
- Integrated Practice





A group of four healthcare professionals, including a man and three women, are gathered in a hospital setting. They are all wearing blue scrubs or white lab coats. The man in the background is looking down at a tablet held by a woman in the foreground. The woman in the foreground is also looking at the tablet and has a stethoscope around her neck. Another woman to her right is looking at a tablet, and a fourth woman is partially visible on the far right. The scene is brightly lit, suggesting a modern hospital environment. The text 'Mindful Organizing' is overlaid on the left side of the image.

# Mindful Organizing

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# Mindful Organizing

## Definition

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**Mindful organizing refers to a **team-level** capacity for anticipating and adapting to potential hazards and threats, as seen in Highly Reliable Organizations.**

- Preoccupation with failure
- Reluctance to simplify
- Sensitivity to operations
- Commitment to resilience
- Deference to expertise

# Mindful Organizing Research Results

**Mindful Organizing**



**Safety Behaviors**

**Improves Employee Self-Efficacy**

✓ **Increases Safety Participation**

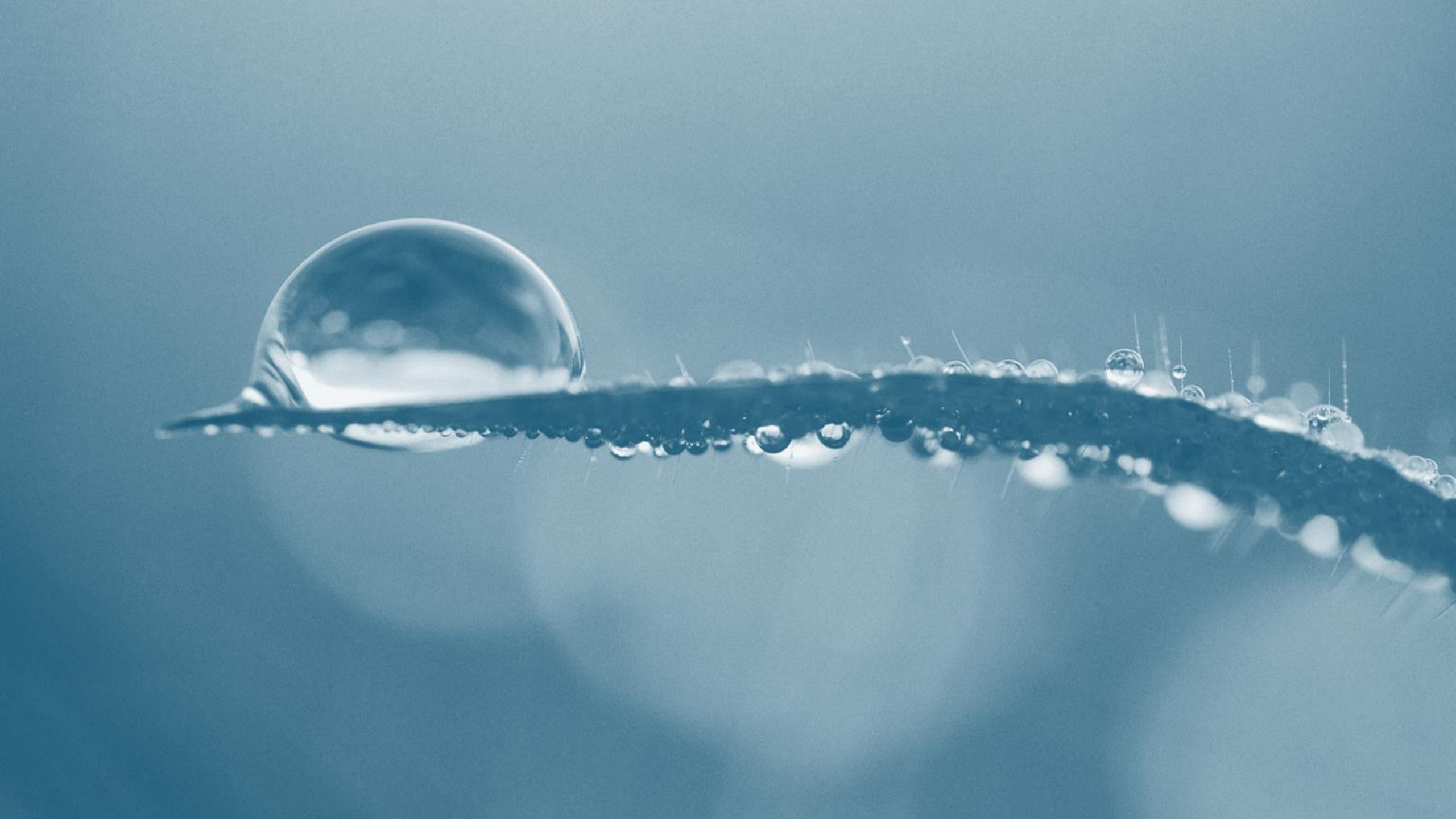
✓ **Staff believe in their ability to contribute to safety beyond their defined roles**



# Mindful Organizing In Action

- Safety briefings and debriefings
- Cross-level safety committees
- Open communication channels
- Learning from near misses
- Participate in professional mindfulness training programs







**Leader  
Mindfulness**

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# Leader Mindfulness

## Definition

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**Leader mindfulness refers to a leader's state of active and open attention to the present moment.**

- Being fully aware of internal and external experiences while maintaining a non-judgmental and accepting attitude.
- Being genuinely present in interactions with clients and the team, providing a stable and understanding leadership presence.
- Modeling compassion and flexibility.

## Leader Mindfulness Research Results

### Leader Mindfulness

- ✓ Impact is greater in highly uncertain or stressful environments



### Safety Behaviors

- ✓ Increases Safety Compliance
- ✓ Increases Safety Participation

### Improves Employee Resilience

- ✓ More effectively handle workplace stress and challenges
- ✓ Better able to bounce back from adversity

# Leader Mindfulness In Action

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- Start meetings with a mindful moment
- Encourage mindful breaks
- Create quiet zones
- Model resilience
- Practice gratitude
- Provide access to mindfulness training and resources







**Safety  
Citizenship**

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# Safety Citizenship

## Definition

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**Safety Citizenship refers to the interconnection of mindful individuals, mindful organizing, and mindful leaders.**

- Collective commitment to a safer workplace
- Culture of care beyond the call of duty
  - ✓ **Taking initiative**
  - ✓ **Offering help**
  - ✓ **Voicing safety concerns**

# Safety Citizenship In Action

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- Integrative awareness
- Reflective responsiveness
- Open communication
- Learning organization
- Employee empowerment
- Holistic well-being
- Community and environmental consciousness







# Thank you!

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