I feel like I am able to be myself in the workplace.	Pre Course	Post Course
1 - Almost Always	10%	36%
2 - Very Frequently	47%	40%
3 - Somewhat Frequently	32%	23%
4 - Somewhat Infrequently	4%	2%
5 - Very Infrequently	7%	0%
6 - Almost Never	0%	0%

I am an important contributor to the strategic plans of my department.	Pre Course	Post Course
1 - Almost Always	11%	8%
2 - Very Frequently	18%	30%
3 - Somewhat Frequently	44%	49%
4 - Somewhat Infrequently	19%	9%
5 - Very Infrequently	6%	4%
6 - Almost Never	1%	0%

I am able to be fully attentive	Pre	Post
to a conversation.	Course	Course
1 - Almost Always	14%	17%
2 - Very Frequently	22%	57%
3 - Somewhat Frequently	42%	25%
4 - Somewhat Infrequently	18%	2%
5 - Very Infrequently	4%	0%
6 - Almost Never	0%	0%

I find it difficult to stay focused on a project from beginning to end.	Pre Course	Post Course
1 - Almost Always	11%	2%
2 - Very Frequently	17%	0%
3 - Somewhat Frequently	39%	28%
4 - Somewhat Infrequently	25%	42%
5 - Very Infrequently	8%	25%
6 - Almost Never	0%	4%

I am able to make time on most days to prioritize my work.	Pre Course	Post Course
1 - Almost Always	6%	13%
2 - Very Frequently	14%	42%
3 - Somewhat Frequently	28%	30%
4 - Somewhat Infrequently	28%	11%
5 - Very Infrequently	19%	4%
6 - Almost Never	6%	0%

I am able to make time on most days to eliminate some tasks/meetings with limited productivity value.	Pre Course	Post Course
1 - Almost Always	3%	13%
2 - Very Frequently	6%	30%
3 - Somewhat Frequently	39%	38%
4 - Somewhat Infrequently	26%	15%
5 - Very Infrequently	22%	4%
6 - Almost Never	4%	0%

I take time each day to optimize my personal productivity.	Pre Course	Post Course
1 - Almost Always	1%	8%
2 - Very Frequently	1%	34%
3 - Somewhat Frequently	24%	45%
4 - Somewhat Infrequently	32%	13%
5 - Very Infrequently	28%	0%
6 - Almost Never	14%	0%

I am able to be fully attentive in meetings, conference calls and presentations.	Pre Course	Post Course
1 - Almost Always	6%	13%
2 - Very Frequently	25%	62%
3 - Somewhat Frequently	42%	21%
4 - Somewhat Infrequently	21%	4%
5 - Very Infrequently	6%	0%
6 - Almost Never	1%	0%

I am able to respond with clarity, even under pressure.	Pre Course	Post Course
1 - Almost Always	4%	13%
2 - Very Frequently	28%	45%
3 - Somewhat Frequently	47%	34%
4 - Somewhat Infrequently	13%	8%
5 - Very Infrequently	6%	0%
6 - Almost Never	3%	0%

I am able to notice when my attention has been pulled away and redirect it to the present.	Pre Course	Post Course
1 - Almost Always	4%	26%
2 - Very Frequently	25%	51%
3 - Somewhat Frequently	50%	23%
4 - Somewhat Infrequently	11%	0%
5 - Very Infrequently	8%	0%
6 - Almost Never	1%	0%

I notice that I am distracted by thoughts about work when at home, or about home when at work.	Pre Course	Post Course
1 - Almost Always	17%	0%
2 - Very Frequently	47%	17%
3 - Somewhat Frequently	25%	40%
4 - Somewhat Infrequently	11%	28%
5 - Very Infrequently	0%	13%
6 - Almost Never	0%	2%

I tend to walk quickly to get where I'm going without paying attention to what I experience along the way.	Pre Course	Post Course
1 - Almost Always	28%	6%
2 - Very Frequently	28%	4%
3 - Somewhat Frequently	24%	32%
4 - Somewhat Infrequently	11%	43%
5 - Very Infrequently	7%	15%
6 - Almost Never	3%	0%

It seems I am running on automatic, without much awareness of what I am doing.	Pre Course	Post Course
1 - Almost Always	6%	0%
2 - Very Frequently	29%	8%
3 - Somewhat Frequently	22%	11%
4 - Somewhat Infrequently	28%	53%
5 - Very Infrequently	11%	25%
6 - Almost Never	4%	4%

I rush through activities without being really attentive to them.	Pre Course	Post Course
1 - Almost Always	4%	0%
2 - Very Frequently	22%	6%
3 - Somewhat Frequently	35%	19%
4 - Somewhat Infrequently	25%	49%
5 - Very Infrequently	11%	23%
6 - Almost Never	3%	4%

I find myself listening to someone with one ear, doing something else at the same time.	Pre Course	Post Course
1 - Almost Always	4%	2%
2 - Very Frequently	33%	2%
3 - Somewhat Frequently	36%	9%
4 - Somewhat Infrequently	13%	45%
5 - Very Infrequently	11%	30%
6 - Almost Never	3%	11%

I drive places on automatic	Pre	Post
pilot.	Course	Course
1 - Almost Always	11%	0%
2 - Very Frequently	36%	6%
3 - Somewhat Frequently	33%	13%
4 - Somewhat Infrequently	8%	45%
5 - Very Infrequently	8%	26%
6 - Almost Never	3%	9%

I find myself preoccupied with	Pre	Post
the future or the past.	Course	Course
1 - Almost Always	13%	0%
2 - Very Frequently	25%	9%
3 - Somewhat Frequently	32%	30%
4 - Somewhat Infrequently	19%	42%
5 - Very Infrequently	8%	19%
6 - Almost Never	3%	0%

I find myself doing things without paying attention.	Pre Course	Post Course
1 - Almost Always	3%	0%
2 - Very Frequently	28%	6%
3 - Somewhat Frequently	29%	13%
4 - Somewhat Infrequently	22%	57%
5 - Very Infrequently	17%	17%
6 - Almost Never	1%	8%

Last question: I snack without being aware that I'm eating.	Pre Course	Post Course
1 - Almost Always	6%	0%
2 - Very Frequently	22%	4%
3 - Somewhat Frequently	14%	21%
4 - Somewhat Infrequently	22%	19%
5 - Very Infrequently	14%	23%
6 - Almost Never	22%	34%

- 1. There were 72 total participants in three different seven week "Mindful Leadership at Work" courses.
- 2. The participants represented all levels of the organization.
- 3. All 19 questions show a statistically significant change with a 95% confidence level.