



Search Inside Yourself
Leadership Institute

SEARCH INSIDE YOURSELF

PROGRAM IMPACT

REPORT

2020

OUR MISSION

We are a global community making mindfulness and emotional intelligence practical and accessible. Together, we're working toward a more peaceful world in which all people feel connected and act with compassion.



SEARCH INSIDE YOURSELF PROGRAM RESULTS

At SIYLI, we're committed to measuring the impact of our work to gauge our efforts toward our mission. For the past few years, we've surveyed Search Inside Yourself (SIY) program participants before taking the program and again one month later, collecting more than 6,000 responses from trainings delivered in over 20 countries.

This report presents the results we have received and provides statistically significant evidence that our core Search Inside Yourself program leads to improvement in a broad array of outcomes related to mindfulness and emotional intelligence. Every dimension addressed in our 29-question assessment demonstrated beneficial results for participants.



We've surveyed 6,142
participants from
around the world

In the next few pages you will find highlights around the topics of mindfulness, stress, resilience, empathy, compassion and leadership, along with messages we've received from program participants. At the end you will also find details about our methodology.

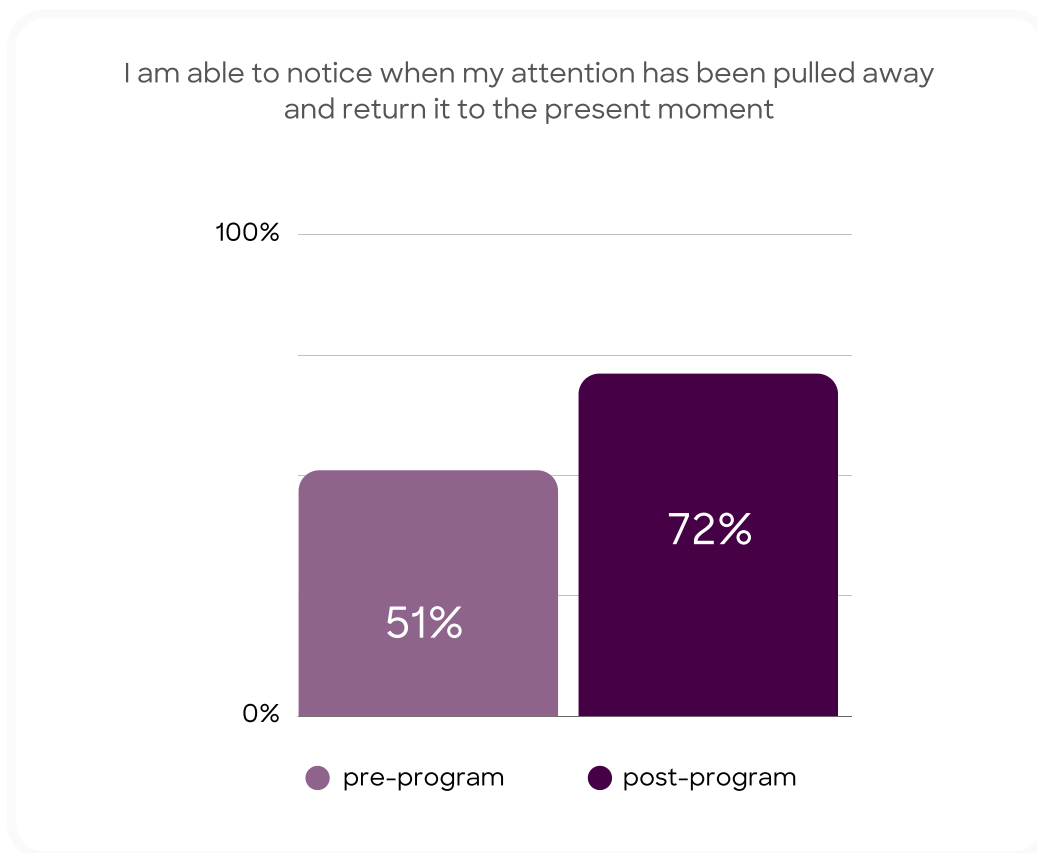
We're honored to see that our programs are making a positive difference in people's lives and will continue to collect feedback to ensure we're assessing the impact of our efforts and making improvements on an ongoing basis.


MINDFULNESS

Mindfulness is the ability to stay present and be aware of what's happening as it's happening. A growing number of studies have concluded that mindfulness helps increase happiness, reduce stress, develop self-awareness and improve communication. At work, studies have also demonstrated that mindfulness improves employee engagement and collaboration.

Mindfulness is one of the areas where we notice the greatest improvement as a result of the Search Inside Yourself program:

Before taking the program, 51 percent of participants reported being able to notice when their attention was pulled away and return it to the present moment, compared to 72 percent after the program. The increase of 21 percentage points is a positive reflection of our mission to make mindfulness accessible and practical around the world.





“After attending the program, I am much more aware of being present and how the space that breathing offers taps into the ability to focus and listen during my interactions.”

—Khatiza Van Savage,
program participant

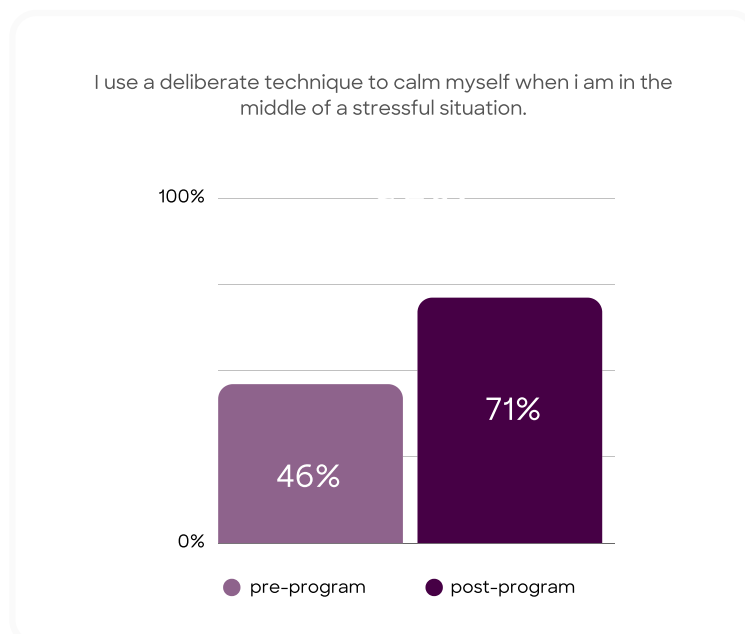
DECREASED LEVELS OF STRESS

Research shows that stress impacts us physically and emotionally in negative ways. It also affects our behavior. Burnout rates caused by stress in the workplace are on the rise. A recent Gallup study of more than 12,500 full-time employees found that 76% of full-time workers experience burnout on the job. As a result, it's more important than ever to integrate daily methods to help us manage and reduce stress levels.

Another study suggests that in response to growing demands, complexity and stress on the workforce, 35 percent of employers have offered mindfulness solutions over the last 2 years, with another 26 percent considering bringing offerings in the future.

Search Inside Yourself participants reported a reduced level of stress after taking the program. Through practices primarily around mindfulness, self-awareness and self-management, the program helps individuals increase well-being. After the program, the percentage of participants who reported being able to use a technique to manage a stressful situation grew by 53 percent (25 percentage points).

While stress levels are not fully eliminated, it is promising to see the positive impact the SIY program can have on well-being.



We also found that, prior to taking the program, 23 percent of participants reported feeling emotionally drained as a result of doing their work.

After concluding SIY, this metric decreased to only 16 percent.





“What brought me to SIY was my own burnout. About ten years years ago, I was the least likely person to do meditation, but running my own company, I was really pushing myself too hard.

I was lacking sleep, and my health mentally and physically were deteriorating. What was the most striking in the SIY program is that, even just as a 2-day program, it was so relevant for my life and work situation.

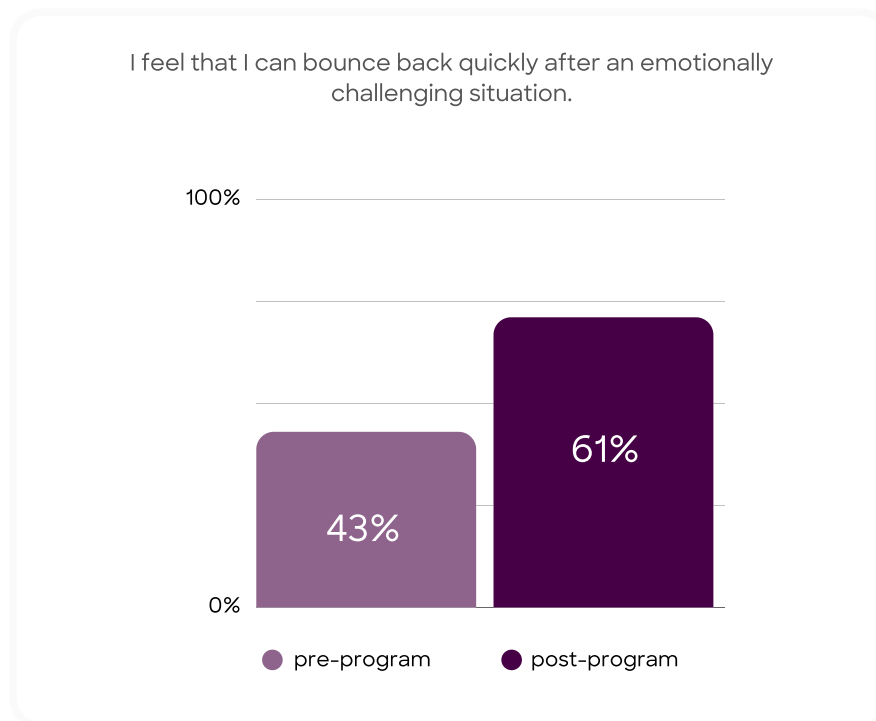
The wisdom of mindfulness and emotional intelligence is vast, and SIY effectively creates relevant exercises so that the content really registers and makes sense in a working environment and in daily life.”

—Kimiko Bukura,
founder of the Mindful Leadership Institute, Japan

RESILIENCE

Resilience is the ability to recover from or adjust easily to misfortune or change. Obstacles or difficulties are inevitable and having the mental readiness to meet daily challenges is critical whether it is at work or in our personal lives.

After the program, 61 percent of participants reported feeling able to bounce back from an emotionally challenging situation, relative to 43 percent before the program. This 40 percent improvement (18 percentage points) validates the program's practical techniques to help develop emotional resilience, cognitive resilience, equanimity and inner calm.



Success is not final, failure is not fatal: It is the courage to continue that counts.



WINSTON CHURCHILL





“Over the years, I have watched hundreds of sportsmen up closely. The thing that sets apart the ones who make it to the long term are the ability to focus and defocus, push boundaries, admit mistakes, learn fast and be open to new techniques. I believe that SIY's mindfulness and other related meditation and reflective techniques go a long way in unlocking one's potential.”

–Ramji Srinivasan,
Cricket Team Fitness Coach

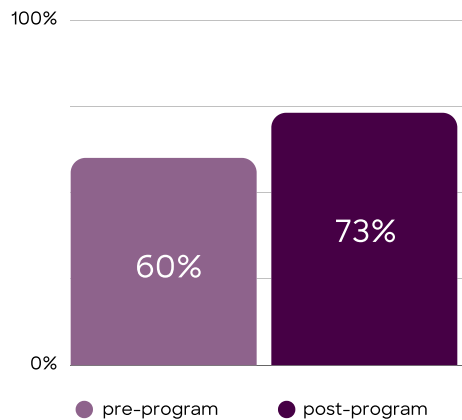
EMPATHY & COMPASSION

Empathy allows us to be in tune with how others are feeling. It can help improve our social interactions on many levels, such as communication and connection. The SIY program explains the neuroscience of empathy and how to develop habits to increase it in daily interactions.

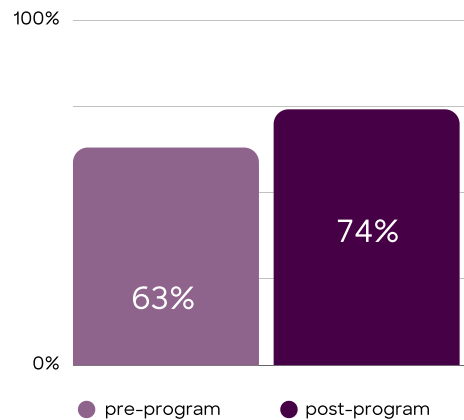
Compassion is empathy in action. The desire and ability to be of service. Ultimately, compassion helps us build a kinder world. The Search Inside Yourself program teaches how to build compassion at work, as leaders, and in our personal lives.

Daniel Goleman, author of the book Emotional Intelligence, states that “Empathy is the essential building block for compassion. We have to sense what another person is going through, what they’re feeling, in order to spark compassion in us.” Both are essential to spread more kindness and connection in our lives. In our survey, we found that the Search Inside Yourself program helped increase a sense of both empathy and compassion.

Before giving someone feedback, I try to imagine how I would feel if I were in his/her place.



When someone I work with is hurting in some way, I feel comfortable offering assistance or help.





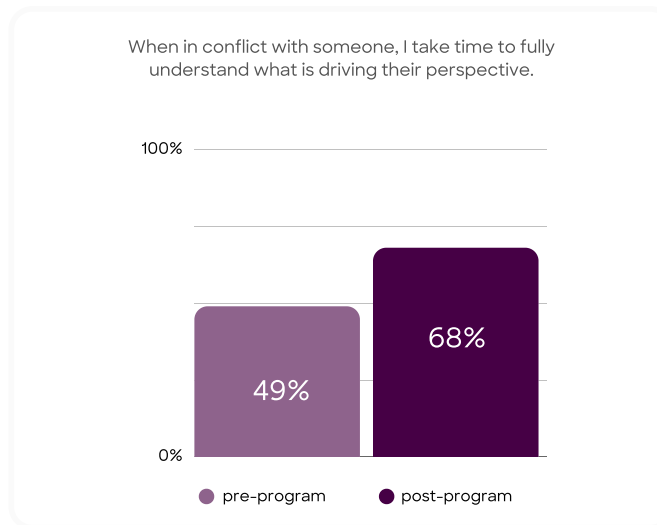
“As an advocate of the diversity and inclusion movement, I have been asking how someone could realize that they have an unconscious bias toward certain groups and how to get rid of the bias: I found the answer in this course.”

–Soh Ling Loke, Global Program Manager, Dell

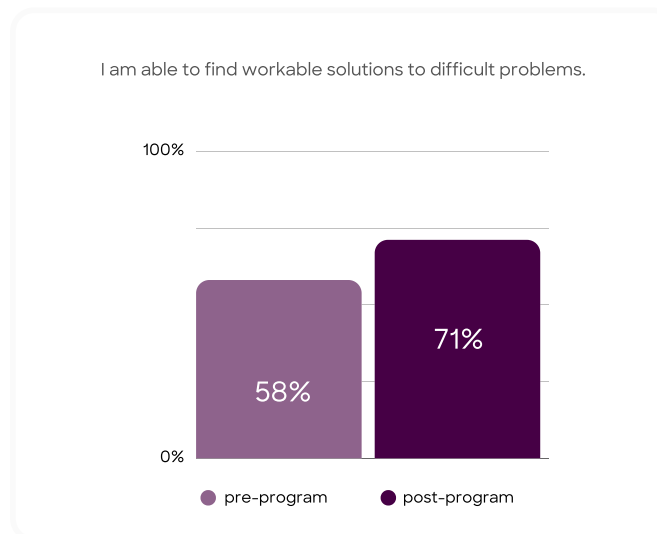
LEADERSHIP


At the Search Inside Yourself Leadership Institute, we believe everyone is a leader. Whether we have a formal role inside an organization, lead efforts in the communities where we live, manage activities for our families or lead our own lives, we all lead in some ways and can improve these skills.

One aspect common to most leaders is the need to relate with others. The Search Inside Yourself program teaches how to better collaborate and work with other people, including managing conflict or having difficult conversations, leading to a 39 percent improvement (19 percentage points) in this dimension:



The ability to find solutions to complex situations is also something that all leaders have to face at some point. Program participants also reported an improvement in their ability to find solutions to difficult problems:





"I would highly recommend the Search Inside Yourself program as part of any leadership development curriculum. The content and case studies were relevant and accessible to a business audience. We were able to incorporate the exercises into our work immediately."

Karen Hershenson
Studio Leader, Procter & Gamble

METHODOLOGY

Overview

- Results are based on a 29-question assessment to 6,142 participants who took the two-day Search Inside Yourself program in more than 20 countries between 2017 and mid-2020.
- The assessment was conducted before the start date of the program (“before” results) and right after the conclusion of the 28-day practice period that follows the two-day in-person session (“after” results).
- Participants were asked to provide ratings on a 5-point scale
- Our results show the change in scores for the two highest or lowest ratings. For example, a result indicates what percentage of participants chose response items, such as “agree” plus “strongly agree” or “disagree” plus “strongly disagree.” Thus, a change in score from 45 percent to 65 percent indicates that the number of people who selected either “agree” or “strongly agree” increased 20 points (or 44 percent).

Self-Reported Data

We want to call out the inherent limitations of self-reported data. We recognize that self-assessments are subject to biases (including flawed self-perception, the tendency to under or over estimate an effect, the desire to please and a lack of precision when choosing between items on a rating scale). Demand characteristics, where participants form an interpretation of the experiment's purpose and unconsciously change their behavior to fit that interpretation, can also play a role in results. Nonetheless, we consider it critical to perform assessments in order to measure the efficacy of our program, gain insights to help us continue to enhance and evolve it, and ensure we're listening to the feedback of our participants through a consistent measurable techniques.

Conclusion

Through this analysis, we conclude that our two-day program and follow-up integration experience makes a positive difference in people's lives. Every item in our 29-question assessment demonstrates positive results, and some areas show especially strong results.

- Statistical analysis of the data finds that these outcomes are statistically significant.
- The results are stable across populations. SIY data has been collected over several years and across thousands of participants with similar results, providing evidence that these results appear generally for many different populations.
- Qualitative feedback provide further evidence for these benefits by elaborating about individuals applied the practices and concepts for SIY and the perceived impacts. Comments commonly range from expressions of positive regard for the program experience up to transformational, life-changing results.
- The results from SIY parallel results seen in more formally conducted and published research.



PRE/POST DATA RESULTS

2017-2020

Results from the 29-question assessment:

	Before	After
I notice when my mood begins to change.	67%	81%
When I experience strong emotions, I am aware of the physical changes in my body.	62%	75%
I am able to notice when my attention has been pulled away and return it to the present moment.	51%	72%
I am able to pause before reacting.	53%	73%
I use a deliberate technique to calm myself when I am in the middle of a stressful situation.	46%	71%
I am satisfied with my job.	79%	85%
I lead a meaningful life.	83%	88%
Most days I make time to prioritize what's most important	75%	85%
I feel that I can bounce back quickly after an emotionally challenging situation.	43%	61%
I anticipate problems and think about how to deal with them ahead of time.	58%	69%
When faced with a difficult situation, I focus on potential opportunities.	55%	70%
When someone I work with is hurting in some way, I feel comfortable offering assistance or help.	63%	74%
When interacting with others, I feel aware of their emotional state.	64%	75%
When working with someone, I consider that individual's unique work style preferences.	67%	79%
Before giving someone feedback, I try to imagine how I would feel if I were in his/her place.	60%	73%
When in a conversation, I am often thinking about what I am going to say before the other person has finished speaking.	38%	29%
I feel I actively contribute to the well-being of others.	68%	78%
When in conflict with someone, I take time to fully understand what is driving their perspective.	49%	68%
I am able to find workable solutions to difficult problems.	58%	71%
I experience difficulty sleeping, either falling asleep or staying asleep.	21%	16%
I experience tension in my body due to stress.	44%	35%
I more often have positive than negative emotional experiences.	75%	85%
I am able to let go of negative thoughts when I become aware of them.	51%	69%
I feel emotionally drained as a result of doing my work.	23%	16%
I tend to find myself running on automatic, without much awareness of what I am doing.	16%	13%
I find myself habitually checking my phone or email without a clear purpose.	45%	31%
I find it easy to keep my attention focused on a task from start to finish.	47%	60%
My mind is often occupied with other thoughts while I am listening to someone.	26%	21%
I feel so distracted that I have difficulty sorting out what is essential from what is unnecessary.	17%	14%





Search Inside Yourself Leadership Institute

siyli.org/approach/results