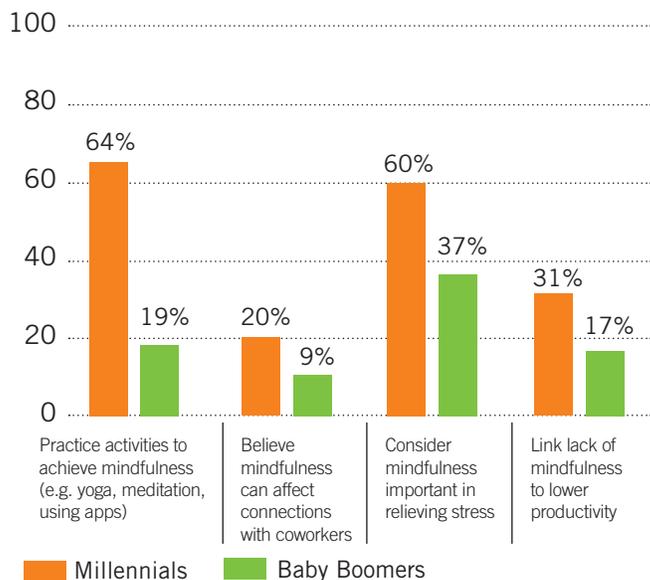




Southern California Employment Trends Report

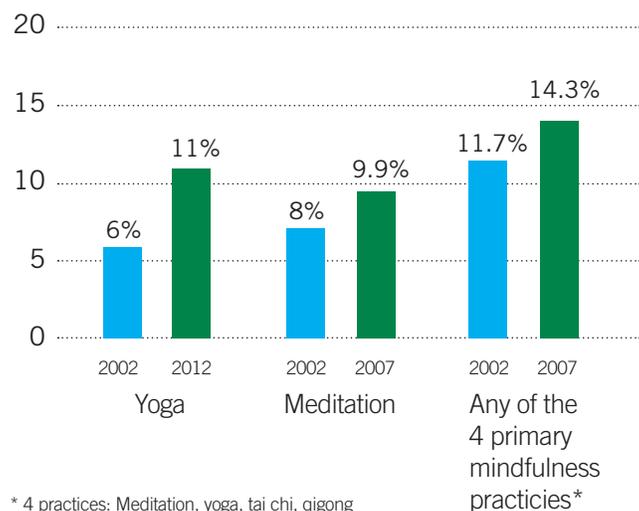
SOUTHERN CALIFORNIA

Comparing Mindfulness Between Generations



A 2017 study highlights the generational differences in perceptions about mindfulness between Millennials and Baby Boomers. (Source: [Dignity Health](#))

Increase in Mindfulness Activities



The American workforce is becoming more mindful. In a 2017 study of more than 85,000 adults, yoga practice among U.S. workers nearly doubled from 2002 to 2012, from 6 percent to 11 percent. Meditation rates also increased, from 8 percent to 9.9 percent. (Source: [Centers for Disease Control and Prevention](#))

The Key Role Mindfulness and Purpose Plays in Employee Retention

During the recent California HR Conference in Long Beach, Genine Wilson spoke on the important role that mindfulness and purpose plays in creating a stronger employee experience to improve workplace morale and retention. As a quick refresher, *Psychology Today* describes mindfulness as one's focus not being in the past or the future, but placing one's attention on what is happening presently.

A key finding used to relate mindfulness to retention came from the global consulting firm Mercer, which reported that 78 percent of employees said they would stay longer with their current employer if they knew what their career path could look like.

That's a staggering number of employees who might still be with their former employer had it focused on their career experience or advancement opportunities. It's a pretty costly mistake, too, given that industry research indicates that replacing an employee can cost between 16 and 33 percent of his or her salary, depending on pay level.

Mindfulness isn't new. But it is becoming more mainstream in corporate America. When organizations align the use of mindfulness with their purpose, it creates a very compelling employee career experience that reduces turnover. Purpose is another word that is well-understood. Here, the term refers both to an organization's higher purpose, what it does for its customers and how it delivers meaningful value to them as well as an employee's personal purpose.

Most organizations have purpose statements that are often linked to the principles upon which they were founded. Employees must understand this purpose, their role in achieving it and how their personal purpose may complement the organization's purpose.

HR leaders play a vital part in better enabling an organization's managers to be more mindful of their team members to help them connect their personal purpose with the organization's.

When employees feel valued, seen and invested in, they become more loyal, their performance and productivity improves, they are less stressed and more self-motivated, and they are better able to lead themselves and others.

Managers will need to be trained to carry out this mindful approach from day one when a team member joins the organization.

This focus on mindfulness will enable managers to provide more clarity to their team members about promotion opportunities, coach and develop them, and empower their career advancement. The ultimate outcomes are more fulfilled purpose-driven employees and greater retention.