

## The Effects of Mindfulness on a Resilience Moderation

Stacey M. Stremic

Kendall Ray

Alexander T. Jackson, Ph.D.

Middle Tennessee State University

## **Abstract**

This study will examine how resilience effects the relationship between stress and burnout. Further, resilience will be moderated by a mindfulness intervention. The study will measure levels of stress, burnout, mindfulness, and resilience for all participants before and after a mindfulness intervention. There will be three groups, one that receives the mindfulness intervention, one that receives a stress invention, and a control group that will receive no intervention. Groups will be recruited from a Southeastern university. The results of this study will further explain the impact of mindfulness and resilience on burnout and stress on the job.

## Summary

### Background

Employee burnout can be costly for an organization and its effectiveness. As a result, other interpersonal factors that impact burnout may be of interest to organizations and their employees. Research suggests that resilience may mitigate the impact of stress on employees (Kim & Windsor, 2015). Resilience can be defined as an individual's ability to preserve through adversity and recuperate from hardship (Smith, 2008). Employees with higher levels of resilience may experience less stress on the job. Previous research demonstrates that stress and burnout are positively associated (Yu, Wang, Zhai, Dai & Yang; 2015; Kremer, 2015), such that stress is often believed to be the cause of burnout on the job (Fortney, Luchterhand, Zakletkaia, Zgierska, and Rakel, 2013). Consequently, an individual with higher levels of stress may also demonstrate higher levels of burnout. Freudenberger (1974) originally defined burnout with an emphasis on both behavior (e.g., irritability and emotional instability) and physical factors (e.g., exhaustion, headaches, lack of energy, etc.). Yu et al. (2015) found that teachers who experienced burnout on the job also demonstrated lower self-efficacy. Exhaustion, low self-efficacy and other negative outcomes of burnout may contribute to a lack of motivation or poor performance on the job.

Additionally, research demonstrates that mindfulness is a factor that influences resilience. Rees, Breen, Cusack, and Hegney (2015) defined mindfulness as a "trait-like tendency to experience and express mindful qualities (e.g., non-judgment) and behavioral qualities (e.g., acting with awareness rather than automaticity)." Individuals with higher mindfulness will appraise a situation less negatively than someone who is emotionally reactive. As such, we argue that mindfulness will impact an individual's level of resilience. Therefore, we hypothesize the following moderating relationships:

*H1*: Stress and burnout will be positively related.

*H2*: Resilience and burnout will be negatively related.

*H3*: Resilience will moderate the relationship between stress and burnout, such that the relationship is weaker for those with higher levels of resilience.

*H4*: Mindfulness will moderate resilience's impact on stress and burnout, such that the effect of resiliency will be stronger for those who go through a mindfulness intervention.

### Participants

Participants will be recruited from a Southeastern university. Participants will be randomly assigned into three separate groups. The first group will receive a mindfulness intervention, the second will received a general stress reduction intervention, and the third group will receive no intervention (control group).

### Materials and Procedure

Participants in the mindfulness intervention group will undergo a modified version of the Mindfulness-based-stress-reduction (MBSR) program. The second group will receive a general stress reduction intervention that will focus on general stress-reducing techniques. The control group will receive no intervention. All three groups will take a survey before and after the mindfulness intervention. The survey will include measures of mindfulness (Five-Facet Mindfulness Questionnaire), resilience (Brief Resilience Scale), perceived stress (Perceived Stress Scale), and burnout (Maslach Burnout Inventory-General Survey).

## References

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