



CYBERMINDZ

Pilot Program Report

Oct 2022 - Oct 2023

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Impact of the Pilot Programs

Week 0: "What other changes have you noticed in the last month?"

Before the start of the program, participants were asked to report on their feelings and thoughts during the last month, and how often they felt or thought a certain way.

Changes in workload, feelings of overwhelm and fluctuations in stress levels were commonly mentioned.

There were references to external factors such as team restructuring, increased responsibility, and uncertainties in the workplace.

Sleep disturbances and tiredness were also themes that surfaced from the responses. Weight gain and changes in physical health were mentioned by a few.

Emotional changes, such as increased irritability, anxiety, or emotional sensitivity, were noted by some individuals.

The four most commonly mentioned themes were:

Workload and stress

Increased responsibility and pressure

Frustration and uncertainty in the workplace

Sleep issues and tiredness

Other negative feelings and thoughts were:

- Fluctuations between feeling overwhelmed and on top of workload
- Sleep disturbances and difficulties, leading to tiredness
- Weight gain and physical health issues
- Increased irritability, emotional sensitivity, and anxiety
- Uncertainties and stress caused by changes in the workplace, such as team restructuring or increased workload
- Challenges in managing personal and work responsibilities, leading to feelings of frustration and being overwhelmed
- Lack of time to complete tasks and a sense of being unproductive
- Dealing with grief, carers' leave, or personal losses
- Increased workload and pressures to succeed
- Experiencing a decrease in overall mood or depressive symptoms

Weeks 4 and 8: "What other changes have you noticed in the last month?"

After four weeks, several respondents described improvements in self-awareness, emotional regulation, and a greater sense of calmness.

They felt that they were becoming more rational, perceptive to stress, and aware of their thoughts and emotions, allowing them to manage these factors more effectively.

Strategies such as breathing techniques, using one's 'inner resource' and taking breaks to separate and find tranquility were found particularly helpful in managing stress.

They also mentioned improvements in their overall mood, feeling calmer, more relaxed, and confident.

Better sleep quality and waking up feeling less tired were also noted as positive changes.

Increased self-regulation

Improved concentration at work

A positive approach to busy periods

Heightened awareness and mindfulness of emotions and stress

Better sleep quality and feeling less tired

Other positive feelings and thoughts were:



- Increased self-awareness and emotional regulation
- Improved sleep quality for some individuals
- Enhanced focus and productivity
- Feeling more calm, rational, and in control of emotions
- Improved ability to handle stressful situations and fluctuations in workload
- Increased creativity
- Enhanced calmness and rationality in thought processes
- Development of coping mechanisms and self-improvement initiatives
- Increased sense of perspective and maintaining lower stress levels
- Feeling happier, more balanced, relaxed, and confident
- Better understanding of personal triggers and the ability to step back and observe

Best aspects of the sessions

Participants highlighted the value of learning techniques to reduce stress, manage frustration, and practice relaxation. The structure and explanation of the sessions were praised, creating an informative and engaging learning environment. The four most commonly mentioned factors were:

1

Relaxation

Participants valued the sessions for creating a relaxed and calm atmosphere. They appreciated the shift to a slower mode and the opportunity to divert their minds from daily pressures. Some noted that they also found the techniques easy to integrate into daily life.

"the change of pace, going from my busy role to focusing on relaxation"

"for me, the sessions represent an obligatory break from the rigours of my professional existence"

3

Learning from Others

Participants valued the opportunity to hear about and gain perspectives from their peers. They embraced the opportunity to talk about struggles and challenges in a supportive environment, which fostered empathy and team understanding.

"sharing struggles with the team that wouldn't normally occur in an office environment"

"benefit from the in-person sessions...to hear and learn from the experience of other participants"

2

Stress Reduction

The sessions provided participants with practical tools and strategies to reduce stress and manage frustration. They learned techniques such as breathing awareness and focusing on sensations to effectively switch off the thinking mind.

"learn about how to reduce or release stress and control my frustration"

"ultimately giving me the tools to be able to more effectively switch off when necessary"

4

Time Allocation

Participants highlighted the importance of having allocated time for the sessions, which carved out a space in their busy week for reflection, relaxation, and personal growth.

"ability to take an hour"

"dedicated time and focus on practicing meditation (no excuses not to)"

"being able to dedicate time to check in and relax"

Perceived Stress Scale responses at Week 0, collected across several Pilot Programs between Oct 2022 and Oct 2023. Measures employees' stress levels over the month prior to the start of the Cybermindz program in order to understand the types of pressures they are facing.

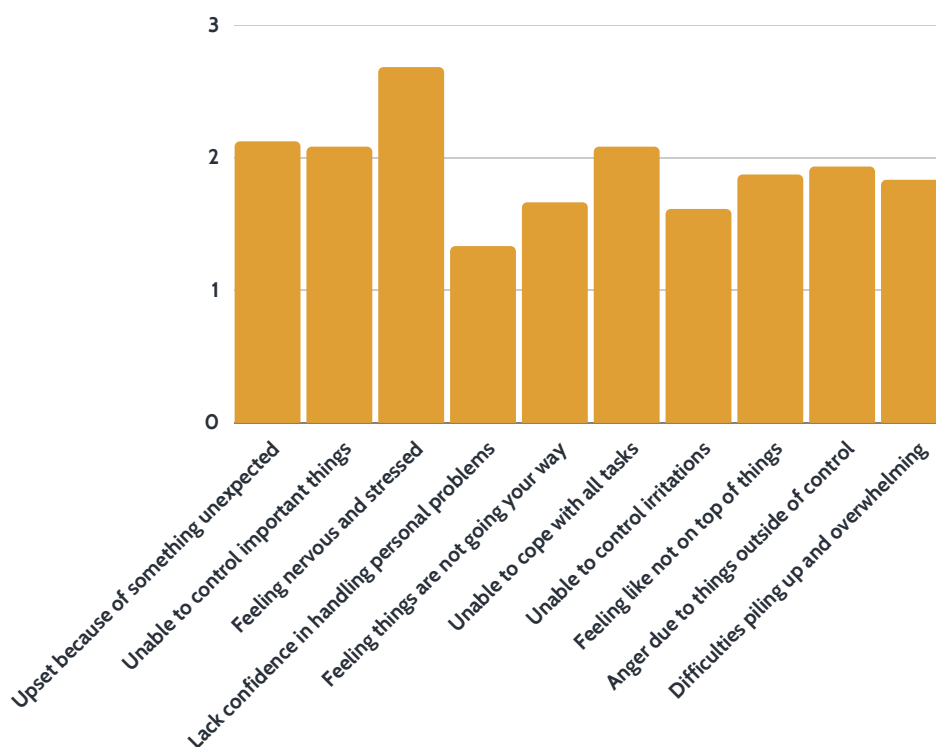
About the PSS test instrument

The Perceived Stress Scale (PSS) is a widely used psychological instrument for measuring the perception of stress. It assesses the degree to which individuals perceive aspects of their lives as uncontrollable, unpredictable, and overloading. In essence, the PSS measures the extent to which life situations are appraised as stressful by the respondent. The questions in the PSS ask about feelings and thoughts during the last month and include a range of direct queries about current levels of experienced stress. It is considered a reliable and valid measure of perceived stress for both research and clinical applications.

N = 150

Pre-training PSS quantitative results

Average scores (on a scale of 0 to 4)

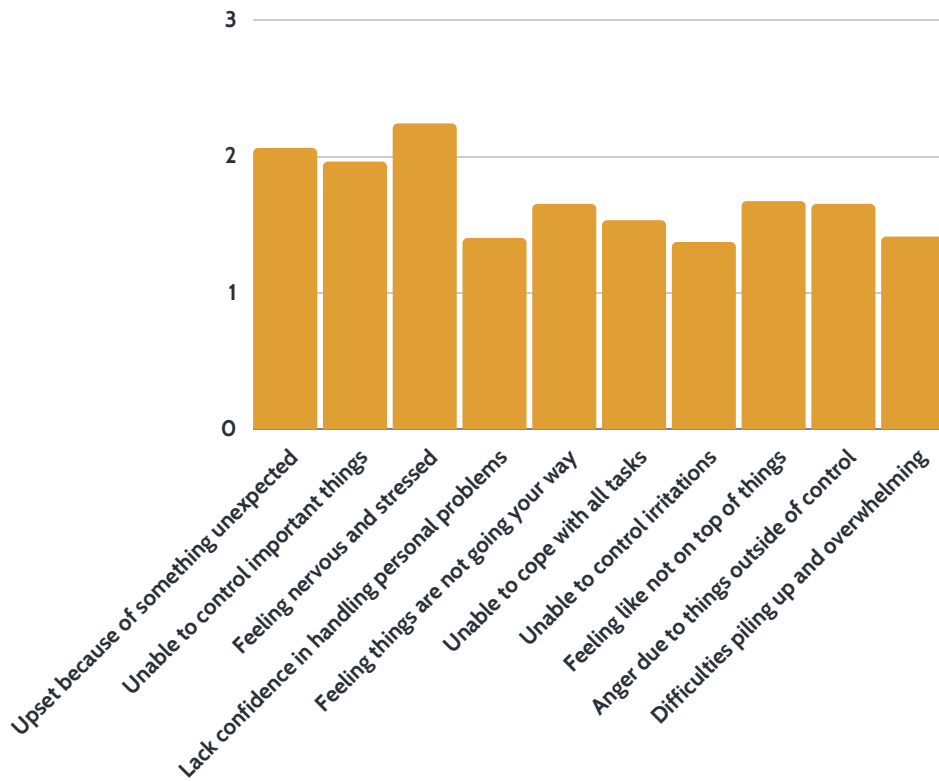


Overall, the scores suggest a moderate level of perceived stress among employees. Key causes seem to be unexpected events (Q1), feeling nervous and stressed (Q3), and difficulty in handling personal problems (Q4).

Employees reported a moderate level of confidence in handling personal problems (Q4), a sense of things going their way (Q5), and the ability to stay on top of things (Q8).

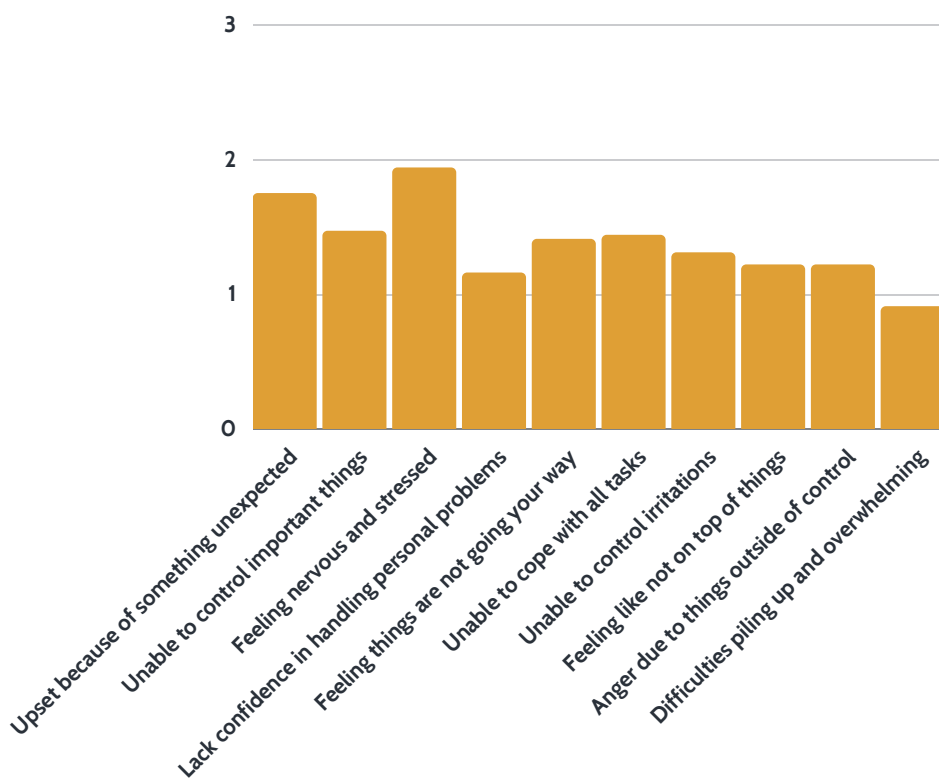
Mid-training PSS quantitative results

Week 4, N = 45, Average scores (on a scale of 0 to 4)



Post-training PSS quantitative results

Week 8, N = 32, Average scores (on a scale of 0 to 4)

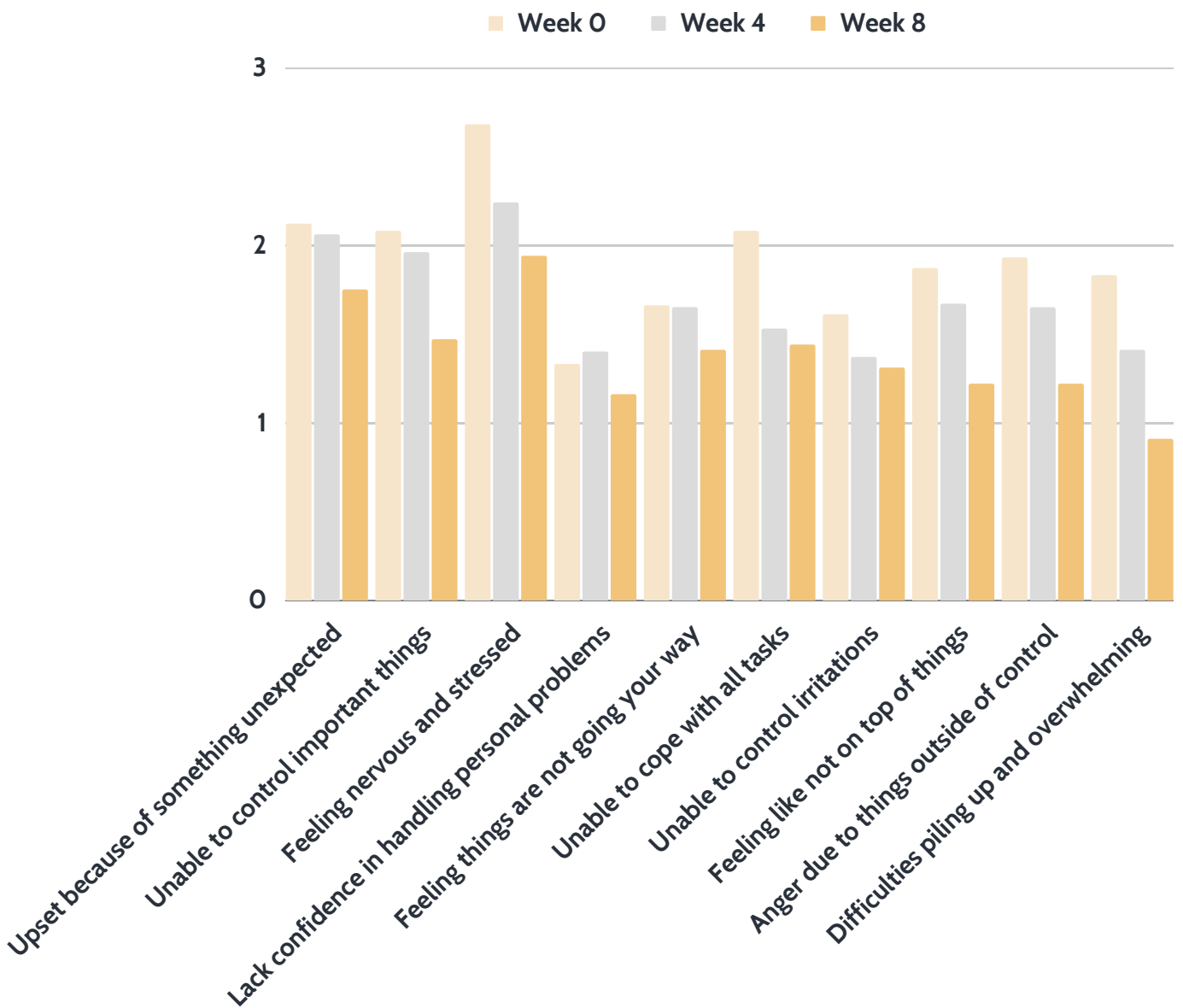


Perceived Stress Scale responses at Weeks 0, 4 and 8, collected across several Pilot Programs between Oct 2022 and Oct 2023. Measures employees' stress levels over the month prior to each survey submission in order to observe the shifts and trends in the participants' responses over time.

N = 150, 45 and 32 respectively

Comparison PSS quantitative results

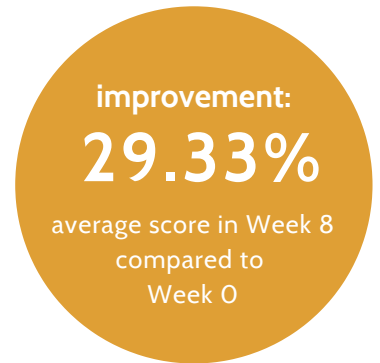
Average scores (on a scale of 0 to 4)



In the last month, how often have you been upset because of something that happened unexpectedly?



In the last month, how often have you felt that you were unable to control the important things in your life?



In the last month, how often have you felt nervous and "stressed"?



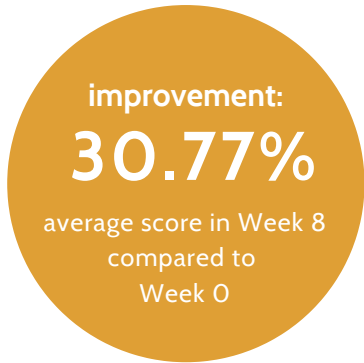
In the last month, how often have you lacked confidence in your ability to handle your personal problems?



In the last month, how often have you felt that things were not going your way?



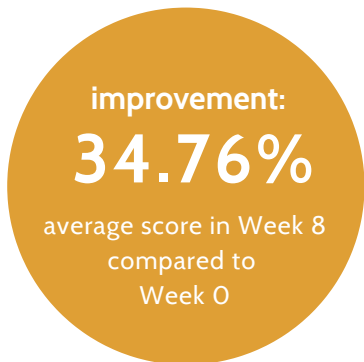
In the last month, how often have you found that you could not cope with all the things that you had to do?



In the last month, how often have you been unable to control irritations in your life?



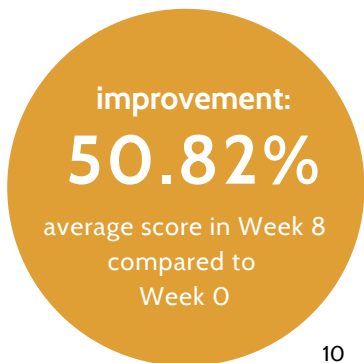
In the last month, how often have you felt that you were not on top of things?



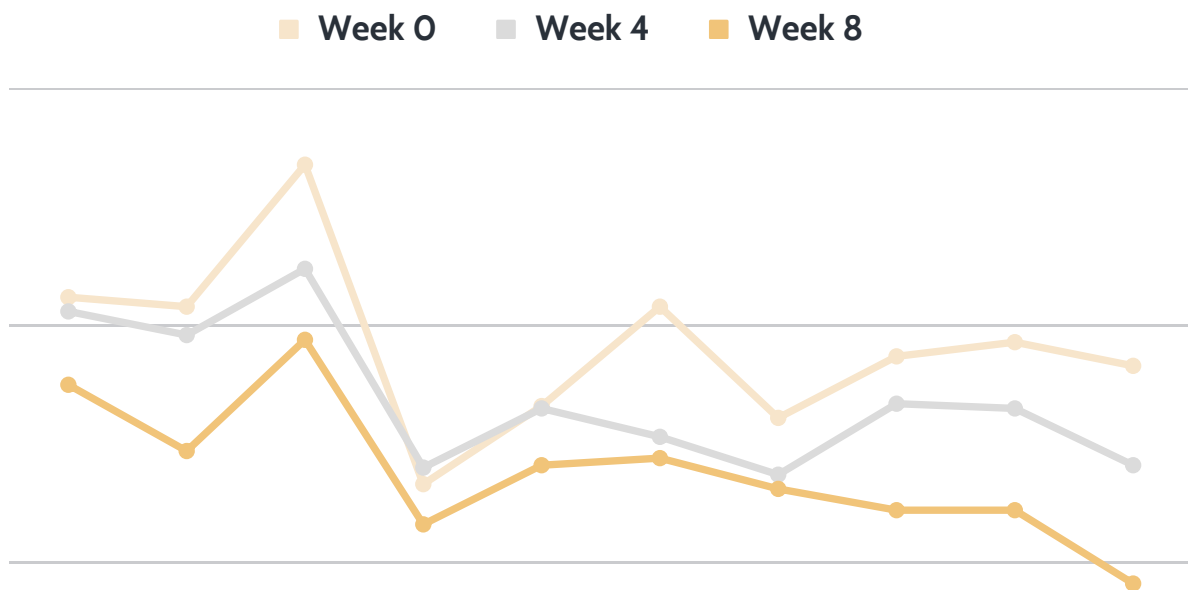
In the last month, how often have you been angered because of things that were outside of your control?



In the last month, how often have you felt difficulties were piling up so high that you could not overcome them?



Importance of participant commitment



Across all of our Pilot Programs, the participants' stress levels trend downwards.

To expect this level of improvement, it's crucial for participants to fully commit to the program and invest time outside of the group sessions to practice. We view our training as a reciprocal partnership. While the program carves out time in the working week to provide valuable skills, practicing the techniques and actively incorporating these lessons into daily life ensures that the benefits are maximised and overall well-being is enhanced.

Participants practiced an average of **1.64** times per week outside of group sessions

Average improvement across all metrics **28.69%** in Week 8 compared to Week 0

Impact of the Pilot Programs

Our findings indicate that the pilot programs successfully provided participants with tools and strategies to enhance their overall well-being and mitigate perceived stress.



Overall Stress Levels

The pilot programs appear to have a positive impact on participants' stress levels. The data suggests that participants experienced improved confidence and a greater sense of control over their lives as a result of the programs.



Coping with Challenges

The pilot programs seem to have enhanced participants' ability to cope with various challenges. Questions such as "Unable to cope with all tasks" and "Difficulties piling up and overwhelming" show a notable decrease in scores over time.



Emotional Responses

Overall, participants experienced a more positive emotional state after completing the pilot programs. Responses to "Anger due to things outside of control," showed a decrease in scores.



Personal Empowerment

The pilot programs positively impacted participants' sense of personal empowerment, with related questions demonstrating consistent increases in scores. This indicates that participants gained confidence in managing their personal challenges and exhibited improved control over irritations in their lives.

Supporting mental wellbeing in the cyber community

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