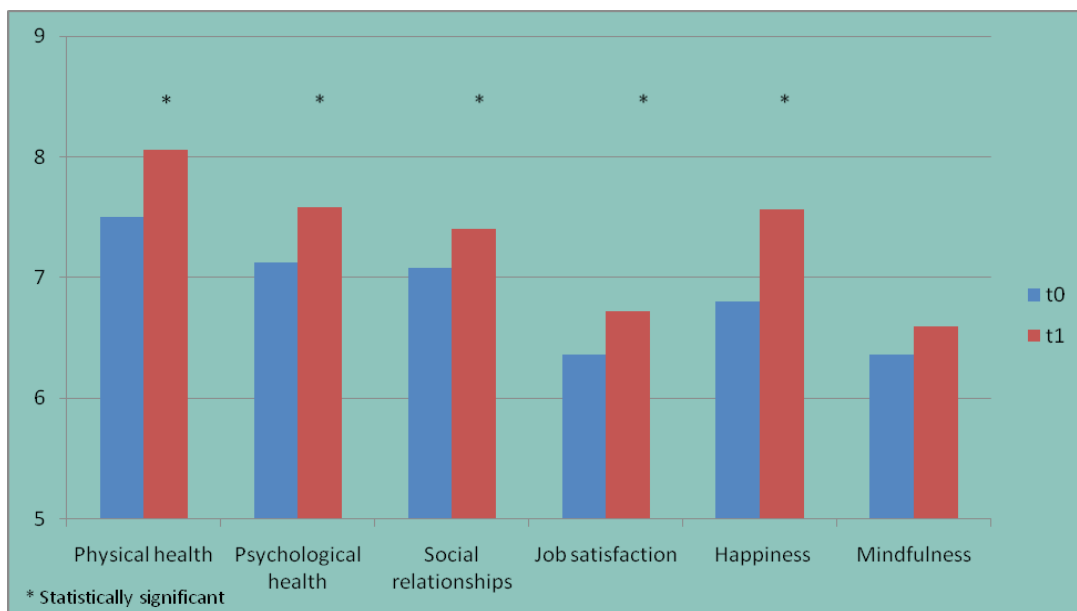


## Nokia Zen training results

Recently, five groups of Nokia-employees followed an introductory Zen training from Zen.nl/Zenmanagement.eu. Two groups started in fall 2007, and three groups started in spring 2008. In all groups the training consisted of one training day and a follow-up day three weeks later. The purposes of the participants were largely similar to those of the training, i.e. more focus, better energy management, higher well-being (better work-life balance), and reduction of stress.

This summary of results is based on a questionnaire of almost 100 questions that is composed of scientifically validated measurement-instruments. The questionnaire was filled in twice – at the training day (t0), and at the follow-up day (t1) – by 44 of the participants. The questionnaire is developed as part of a PhD-project under supervision of prof. dr. Anne Speckens at Academic Hospital St. Radboud, Nijmegen, The Netherlands. The outcomes presented in the figure below, are very much in line with the effects that the participants reported verbally during follow-up days, such as more focus, improved sleeping quality, higher capacity for relaxation, and improved work-life balance. On average, the participants had been practising 20 minutes of Zen meditation per day at home between t0 and t1.



### Brief interpretation of the results:

At t0, the scores of the 44 participants are similar to that of others starting a Zen training. The personal purposes that the participants reported verbally, are well reflected by their baseline scores of job satisfaction (6.4 out of 10), general happiness (6.8), and 'awareness measure' mindfulness (6.3). At t1, three weeks after the Zen training, respondents have improved substantially on all the outcomes measures. Improvements on physical health, psychological health, satisfaction with social relationships, job satisfaction and general happiness are statistically significant. Also mindfulness increases, but interesting enough not significantly. This is seen more often and can be the result of the increased awareness of the challenge to focus all the time. The results are in line with prior research about the effectiveness of Zen training.

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