



# Thriving Organizations in the 21<sup>st</sup> Century

## Resilient Workforce Development



### Resilience building

Resilience skills can enhance productivity and may yield a positive return on investment<sup>3</sup> at all organizational levels—individuals, managers, teams, and organizations.



### Why build resilience accross organizational levels?

Resilience training enhances empathy, compassion, teamwork, problem-solving, and business acumen, leading to more sustainable workforce development.



### Resilience as skills training

People are trained to manage others, but people are not taught to manage themselves. Thousands of research studies worldwide have reported that mindfulness training and practice can reduce stress and anxiety while improving sleep, productivity, or overall well-being.<sup>4</sup>



### Successful programs

Stress reduction skills can be trained and learned, but delivering these skills for meaningful outcomes and successful programming depends on how effectively these programs are designed, implemented, and evaluated. To enhance and transform organizational well-being and productivity, it is essential to evaluate, design and implement measures of success throughout the program's life cycle.



### Innovative strategies for building resilience in the 21<sup>st</sup> century

The Gallup organization reports that workplace stress is at an all-time high, impacting employee wellbeing.<sup>1</sup>

Workplace stress costs our US workforce \$300 billion annually in absenteeism, healthcare costs and lost productivity.<sup>2</sup> Resilience skills can be trained and learned through various mindfulness attention, awareness and stress reduction techniques.

As organizations look for ways to improve employee well-being and productivity, mindfulness-based interventions have emerged as a promising approach to reduce stress and distraction while leveraging the collective strengths of a team.

### A successful program:

Assesses

Designs

Implements

Measures and evaluates

for optimized outcomes.

Transforming organizational culture to improve safety, health and wellbeing.

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References: 1. Gallup Workplace Stress Report; 2. American Institute of Stress; 3. The Return on Investment of Mindfulness in the Workplace, JQ Consulting LLC white paper [www.reduceworkplacestress.com/publications](http://www.reduceworkplacestress.com/publications); 4. PubMed 2025