

# **OPM Presents: Cultivating Emotional Intelligence for a Thriving Workforce**

By Government, For Government

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Mindful FED Founder, Federal Executive Institute Faculty

Garth is a mindfulness program manager and meditation teacher with a passion for cultivating personal and organizational wellness and resilience. He co-founded first-of-their-kind federal mindfulness communities of practice. Garth has a rich and diverse background, having served as a US Naval Officer and federal leader in the US Forest Service and US Department of Commerce.

Garth trained as a meditation instructor with the Engaged Mindfulness Institute and Calmer Choice.



# Intersections of Emotional Intelligence and Mindfulness

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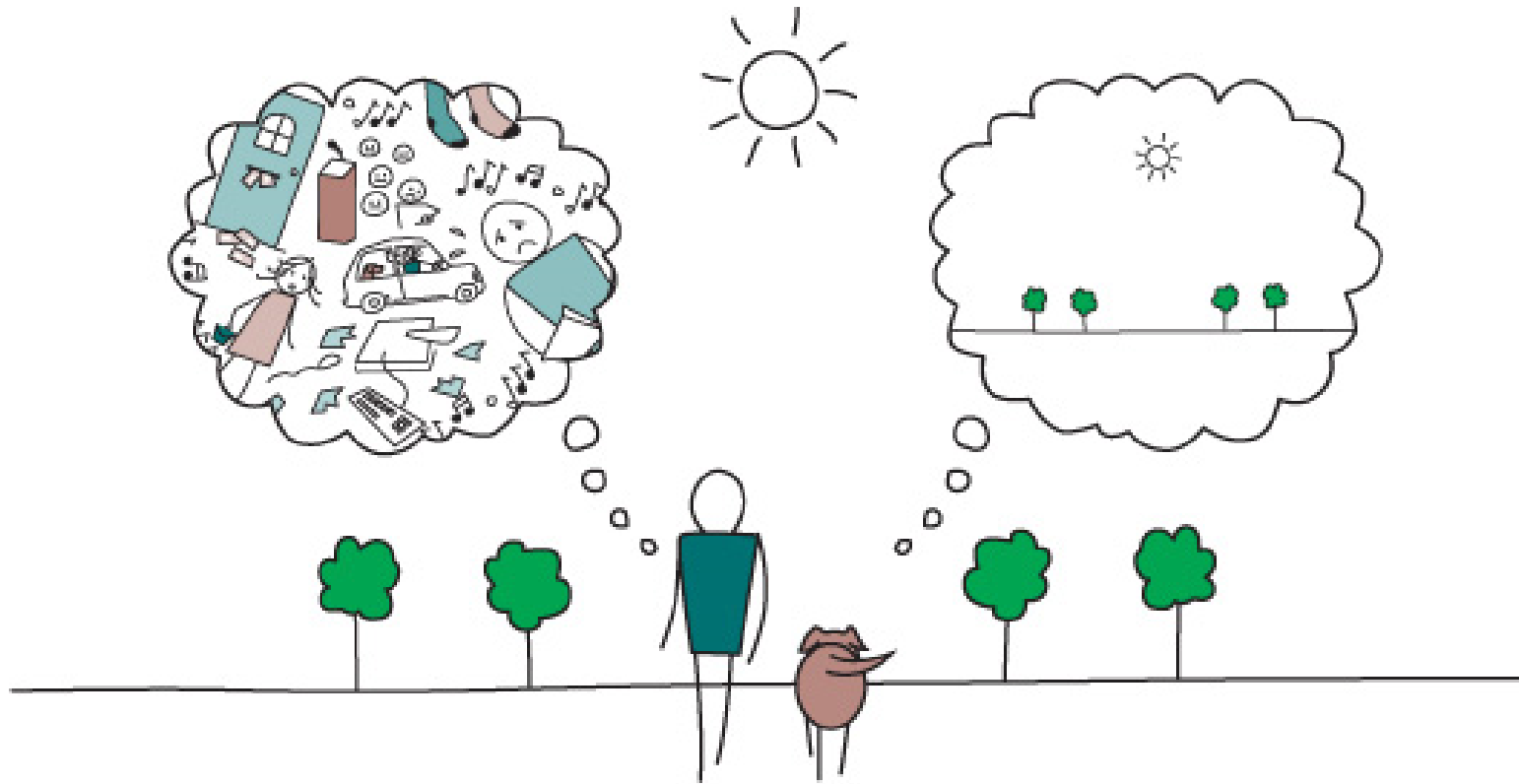
**"What we pay attention to becomes our life."**

**-Jeff Warren**

**"Research shows we are missing 50% of our lives. Why? Because we aren't paying attention."**

**- Dr. Amishi Jha**

# Mind Full, or Mindful?



Mind Full, or Mindful?

# Mindfulness Involves ...

... paying attention to our present moment; experience with openness, curiosity, and a willingness to be with that experience



**"A view of human nature that ignores the power of emotions is sadly shortsighted. There is an old-fashioned word for the body of skills that emotional intelligence represents: character."**  
– Daniel Goleman

# Emotional Intelligence Definition

Emotional Intelligence (EQ): the capacity to recognize our own feelings and those of others and to manage emotions effectively in ourselves and our relationships





# Emotional Intelligence Chart

Category	Self	Others
Awareness	Self Awareness	Social Awareness
Actions	Self Management	Relationship Management

# Practice

“True belonging is not passive. It's a practice that requires us to be vulnerable, get uncomfortable, and learn how to be present with people without sacrificing who we are.”

- Dr. Brené Brown



# Benefits of Mindfulness

Physical	Emotional	Mental	Behavioral
Lower blood pressure	Greater stress resilience	Improved attention	Less reactivity
Improved heart health	Improved mood	Greater creativity	Greater persistence
Stronger immune response	Reduced anxiety and depression	Better memory	More ethical behavior
Improved sleep	Greater empathy	Reduced bias	Greater patience
		Increased grey matter in brain	

# Mindful and Emotionally Intelligent Workplace Cultures Cascade with ...

- Self-learning: awareness and management
- Compassion: empathy and kindness
- Patience: tolerance and ease
- Curiosity: openness, inquiry, and creativity
- Focus: attention and productivity



# Emotional Intelligence



## Executive Competencies

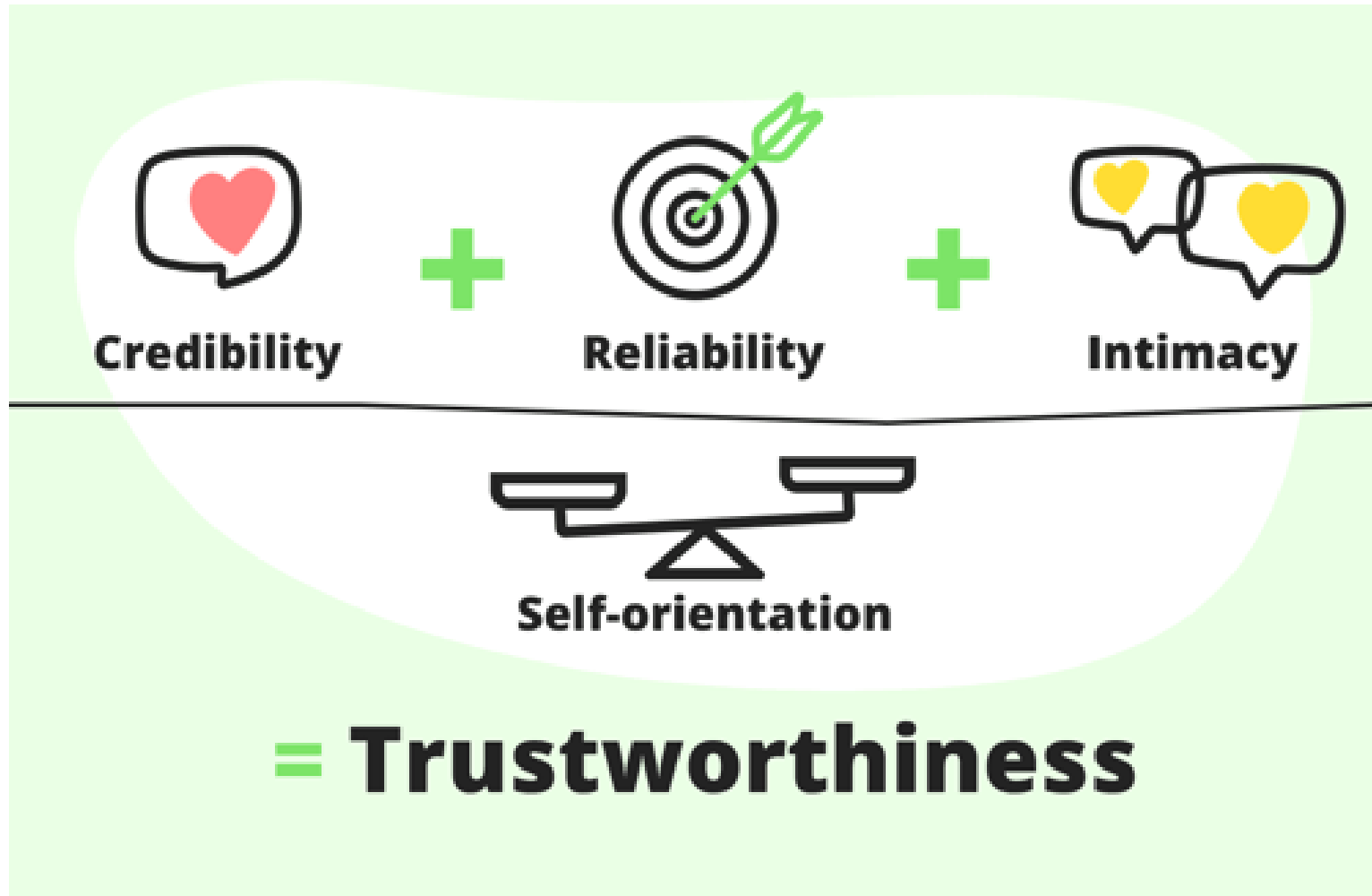
- Interpersonal Skills
- Conflict Management
- External Awareness
- Flexibility
- Resilience
- Partnering

# Mindfulness and Emotional Intelligence

What opportunities and potential gains are there for integrating mindfulness and emotional intelligence(EI) conversations and practices into the workplace?



# Trust Equation



# Cultivating Mindful E.I.

- Attention
- Awareness
- Authenticity





# A Case for Change in Workplace Wellbeing

- Chronic stress and burnout, quiet quitting, anxiety and depression, and disconnect and loneliness
- Culture change: employee satisfaction, trust, sense of belonging, and morale
- Bottom lines: productivity, recruitment and retention, and workplace reputation

**"No problem can be solved from  
the same consciousness that  
created it."**

**-Einstein**

# A Means for Change: Mindful FED

- Evidence-based, demonstrated results
- Internal, relational, transformational
- Low cost/high value on investment
- Accessible, scalable, and transportable
- Enterprise approach for equitable impact

# Vision

Our employees are resilient, compassionate, and lifelong learners supported at work by mindfulness-based strategies, services, and programming

# Mission

Mindful FED takes a “whole of government” approach, complementing agencies’ wellness goals by integrating mindfulness strategies and practices into the federal workplace culture, thus enhancing employees’ health and resilience, performance, and leadership development

# Mindfulness CoP Outcomes

- **Workplace culture:** 100% reported the CoP contributed to well-being and positive workplace culture
- **Leadership:** 65% reported increased compassion and ability to work better with colleagues
- **Performance:** 78% reported reduced stress and increased self-awareness/self-management
- **Health and resilience:** 60% reported reduced anxiety and increased focus

# Testimonial

"... seeing [this community] take place in my lifetime is a miracle. Keep up the awesome work! I feel safe and protected in your space."

– Community member

# Mindful FED's Impact

## OPM Highlights Benefits for Mental Health Available to Federal Employees

*Published: May 24, 2022*

*More in: Issue Briefs*





# Mindfulness at Work Comic



*“To help you better manage your daily tasks, we enrolled you in a mandatory three-hour mindfulness teleconference.”*

# Practicing

"I long, as does every human being, to be at home wherever I find myself"

- Maya Angelou



**How might mindfulness training be of service to your work, your team, your organization?**

# Join the mindful FED community

- Federal employees can send a blank email to [Mindful-FED-subscribe-request@listserv.gsa.gov](mailto:Mindful-FED-subscribe-request@listserv.gsa.gov) to receive email invitations, resources, and updates or visit [CLD Learning Central: MINDFUL FED | CLD Learning Central \(usalearning.gov\)](https://www.usalearning.gov/CLD-Learning-Central/MINDFUL-FED)
- **Mindful FED Weekly Practice:** Wednesdays: 4:00pm ET / 1:00pm PT
- Mindful FED sessions are 30 minutes long, approximately 10 minutes of gathering and reflection, 10 minutes of guided practice, and 10 minutes of sharing and community building
- Come when you can, leave when you need



**All levels of experience are most welcome!**

**Thank you!**

