

Workplace Well-Being: Creating Quiet Space

A quiet room in the workplace can be designated for reflection, prayer, and relaxation for all employees. It provides a peaceful space in which employees can escape the work environment's demands while not disrupting general operations.

Meditation in the workplace can lower a company's health-care costs by reducing chronic stress, a significant risk factor for illness. By setting aside a little time every day for meditation, a company can improve employee morale, mental focus, and a sense of well-being. Having a dedicated quiet space can reduce the number of sick days and workplace injuries while increasing productivityⁱ.

Quiet Rooms may also increase inclusion among employeesⁱⁱ. It allows space for employees to express religious practices such as prayer, meditate and be their authentic self. This can increase connection to the business and improve employee satisfaction.

Ideas (choose one or more)

- Read [7 Reasons to Implement Meditation at Work](https://www.huffpost.com/entry/mindfulness-7-reasons-to-implement-meditation-at-work_b_7739488) (https://www.huffpost.com/entry/mindfulness-7-reasons-to-implement-meditation-at-work_b_7739488).
- Read and discuss the article: [4 Ways Mindfulness & Meditation Can Help You at Work](https://health.usnews.com/health-care/for-better/articles/2018-07-19/4-ways-mindfulness-and-meditation-can-help-you-at-work) <https://health.usnews.com/health-care/for-better/articles/2018-07-19/4-ways-mindfulness-and-meditation-can-help-you-at-work>
- Assess the need for a quiet room; provide feedback to leadership.
- Assess space options; consider a flexible space if you do not need a dedicated space (for example a room used for lactation support).
- Convene a stakeholder's meeting to discuss appropriate space, budget, furnishings, and equipment, and ongoing support and education.
- Create guidelines that support use of the space.
- Plan a coordinated approach to communicate the program on an ongoing basis.
- Purchase or request donations of equipment, furnishings, and signage to complete the space.
- Evaluate use; ask employees for feedback and suggestions.
- Share [working at-home tips](https://www.goodtherapy.org/blog/4-ways-achieve-better-work-life-balance-during-the-covid-19-pandemic-0401204) (<https://www.goodtherapy.org/blog/4-ways-achieve-better-work-life-balance-during-the-covid-19-pandemic-0401204>) from Good Therapy.
- Provide links to [free meditation apps](https://www.mindful.org/free-mindfulness-apps-worthy-of-your-attention/) (<https://www.mindful.org/free-mindfulness-apps-worthy-of-your-attention/>).
- Set goals, identify solutions; create an action plan to address at least one issue

Additional Resources

- [23 Resilience Building Tools](https://positivepsychology.com/resilience-activities-exercises/) (<https://positivepsychology.com/resilience-activities-exercises/>)
- [How to Cultivate the Resources for Resilience](https://www.mindful.org/how-to-cultivate-the-resources-for-resilience/) (<https://www.mindful.org/how-to-cultivate-the-resources-for-resilience/>)
- Learn 7 characteristics of resilient people and promote them.
- PDF: [Building Resilience During COVID 19 Through Trauma Informed Care Principles](https://www.brighamandwomens.org/assets/BWH/womens-health/connors-center/pdfs/covid-19-tic-booklet.pdf) (<https://www.brighamandwomens.org/assets/BWH/womens-health/connors-center/pdfs/covid-19-tic-booklet.pdf>)

Video Resource

- Video: [Resilience in the Workplace](https://www.youtube.com/watch?v=I73F4j1Xa0Q) (<https://www.youtube.com/watch?v=I73F4j1Xa0Q>)

*Minnesota Department of Health
Office of Statewide Health Improvement Initiatives
85 East 7th Place, Suite 220, PO Box 64882
St. Paul, MN 55164-0882
<https://www.health.state.mn.us/communities/ship/index.html>
Updated: November 2022*

To obtain this information in a different format, call 651-201-5443. Printed on recycled paper

References

ⁱ <https://work.chron.com/advantages-meditative-space-workplace-1085.html>

ⁱⁱ <https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/prayer-meditation-rooms-can-increase-inclusion.aspx>