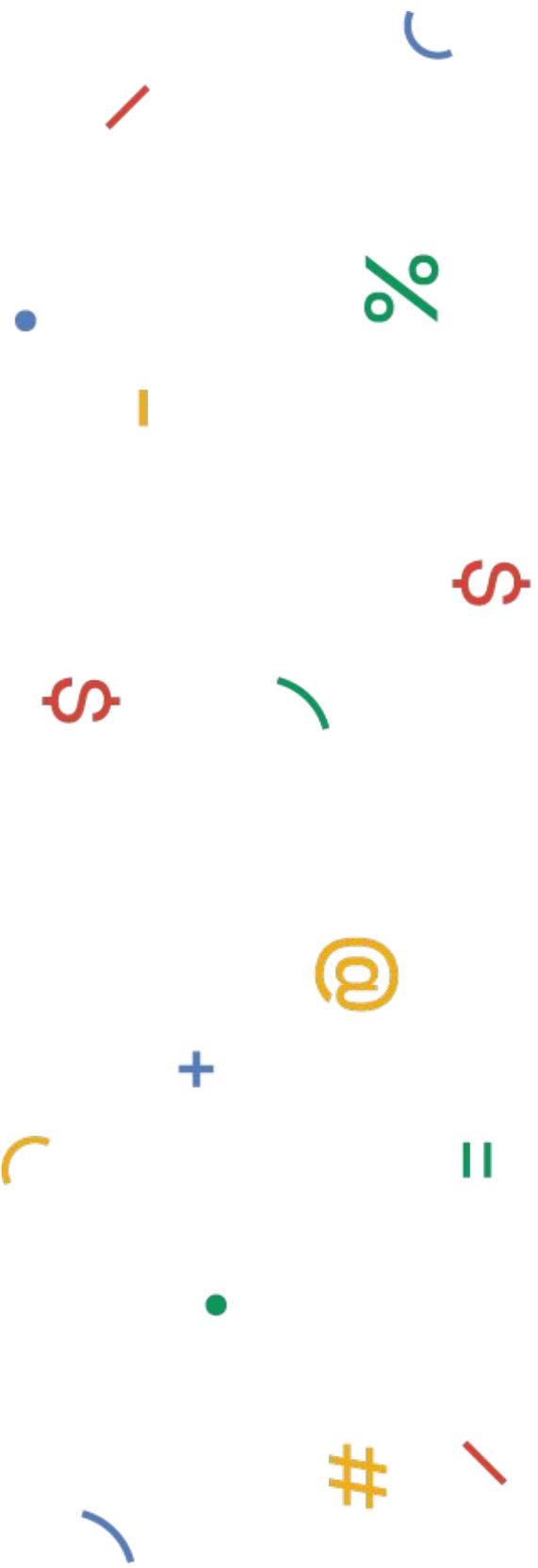


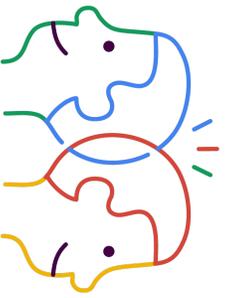
# Search Inside Yourself Results Data & Evaluation



Search Inside Yourself  
Leadership Institute

# Impact

We help people achieve greater well being, collaboration & performance.



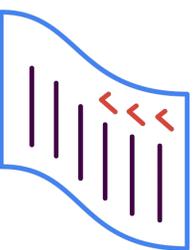
The following shows data from Search Inside Yourself (SIY) participants, comparing measures before the program vs. after.

We've found **statistically significant** improvements in:

- **Reduced stress**
- **Increased resilience**
- **Increased focus**
- **Increased ability to collaborate & manage challenging situations.**

# Stress

Participants reported **reduced** levels of stress after SIY.



*“I experience tension in my body due to stress.”*



*“I feel emotionally drained as a result of doing my work.”*



# Focus

Participants reported a **greater** ability to focus and optimize their mental state.



*“Most days I make time to prioritize what’s most important.”*



*“I am able to notice when my attention has been pulled away and return it to the present moment.”*

# Performance

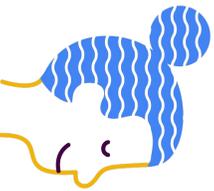
Participants reported **greater** resilience and mental readiness to meet daily challenges.



*“When faced with a difficult situation, I focus on potential opportunities.”*



*“I feel that I can bounce back quickly after an emotionally challenging situation.”*



# Leadership

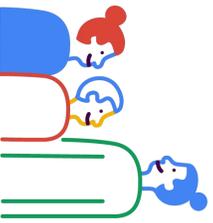
Participants reported **increased** ability to maintain calm and poise in challenging situations.



*“When in conflict with someone, I take time to fully understand what is driving their perspective.”*



*“I am able to pause before reacting.”*



# SIY Pre/Post Method

## Audience

- Attendees of SIY 2-day programs
- 17 countries, 591 total responders to pre- and post-surveys

## 31 Questions

- 5 level frequency scale (Almost Never, Rarely, Sometimes, Frequently, Almost Always)
- Survey given before SIY program & 4 weeks after program

## Analysis

- Comparison of averages for statistical significance. All of the results are statistically significant when comparing average score pre vs. post
- Reported % of participants who expressed “Often” or “Very Often” for each measure
- Two sample questions for each domain are presented



# Client Case Study

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# SIY @ SAP

Software giant SAP invests in an on-going mindfulness program with SIY at the core.

- SAP has completed the SIY train the trainer program and built up a group of strong internal SIY teachers.

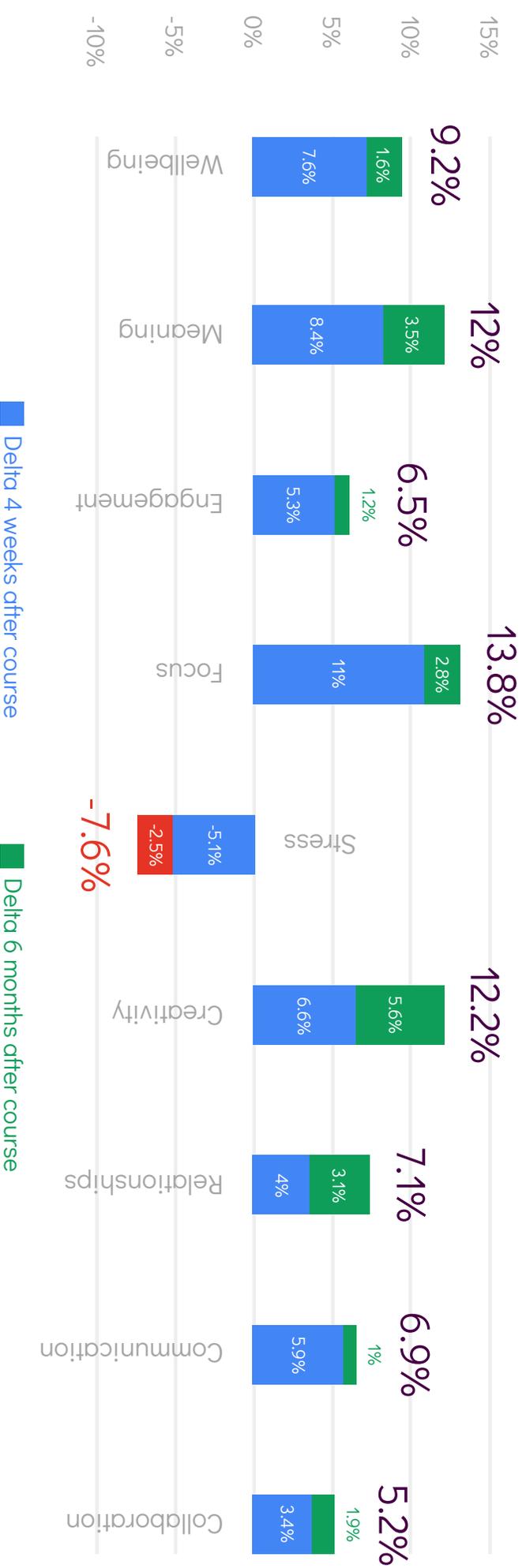


Peter Bostelmann, Director of Mindfulness at SAP



# Results

Results from 187 participants at SAP, comparison from before SIY course to 4-weeks and 6-months post.



# Participant Feedback



## What did you enjoy most?

- “SAP shows willingness to be pioneers and take up a whole new and hot topic. I find that very commendable and it should definitely be continued!”
- “After many years, I felt for the first time respected as employee & training participant, and that the company cares about me.”
- “[The most valuable part of the program was] the exchange with colleagues in an open and trustful atmosphere. The content covers exactly what I have been looking to increase my own resilience and creativity.”
- “I made use of the approach with my team and I got great feedback from them.”



# Participant Feedback



## Most significant SIY course impact:

- “Despite the troubled phase of an internal re-organization (with associated job cuts) I got more peace in my professional life. Thank you for that!”
- “SIY allowed me to gain additional clarity and calm which makes me better performing in the work I do.”
- “It made me realize how I can change many things in my life myself, i.e. not being subjected to outside influences, but things that I can have under control.”





# Sample Questions

## Effectiveness

“I feel I am able to find workable solutions to difficult problems.”

“I take time each day to optimize my own ability to be effective.”

“I am able to notice when my attention has been pulled away and bring it back to the present moment.”

## Leadership

“In difficult situations, I can pause without immediately reacting.”

“It seems I am running on automatic, without much awareness of what I am doing.”

“I am able to be fully attentive in meetings, conference calls and presentations.”

## Wellbeing

“I feel that I can bounce back quickly after a setback or emotionally challenging situation.”

“During my work, I often feel emotionally drained.”

“I experience moments of inner calm and ease, even when things get hectic and stressful.”

# Correlations



## Effectiveness

- Productivity
- Engagement
- Retention
- Innovation

## Leadership

- Empathy
- Conflict Resolution
- Decision-making efficacy
- Innovation
- Direct-report wellbeing, engagement, retention

## Wellbeing

- Happiness
- Retention
- Emotional impact on others
- Physical health and healthcare costs
- Absenteeism





# Thank you!

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