



# THE NATIONAL JUDICIAL COLLEGE

Est. 1963

*Making the world a more just place  
by educating and inspiring its judiciary*



## MINDFUL LEADERSHIP

DIVIDER 7

Yvonne Stedham, Ph.D.

### OBJECTIVES:

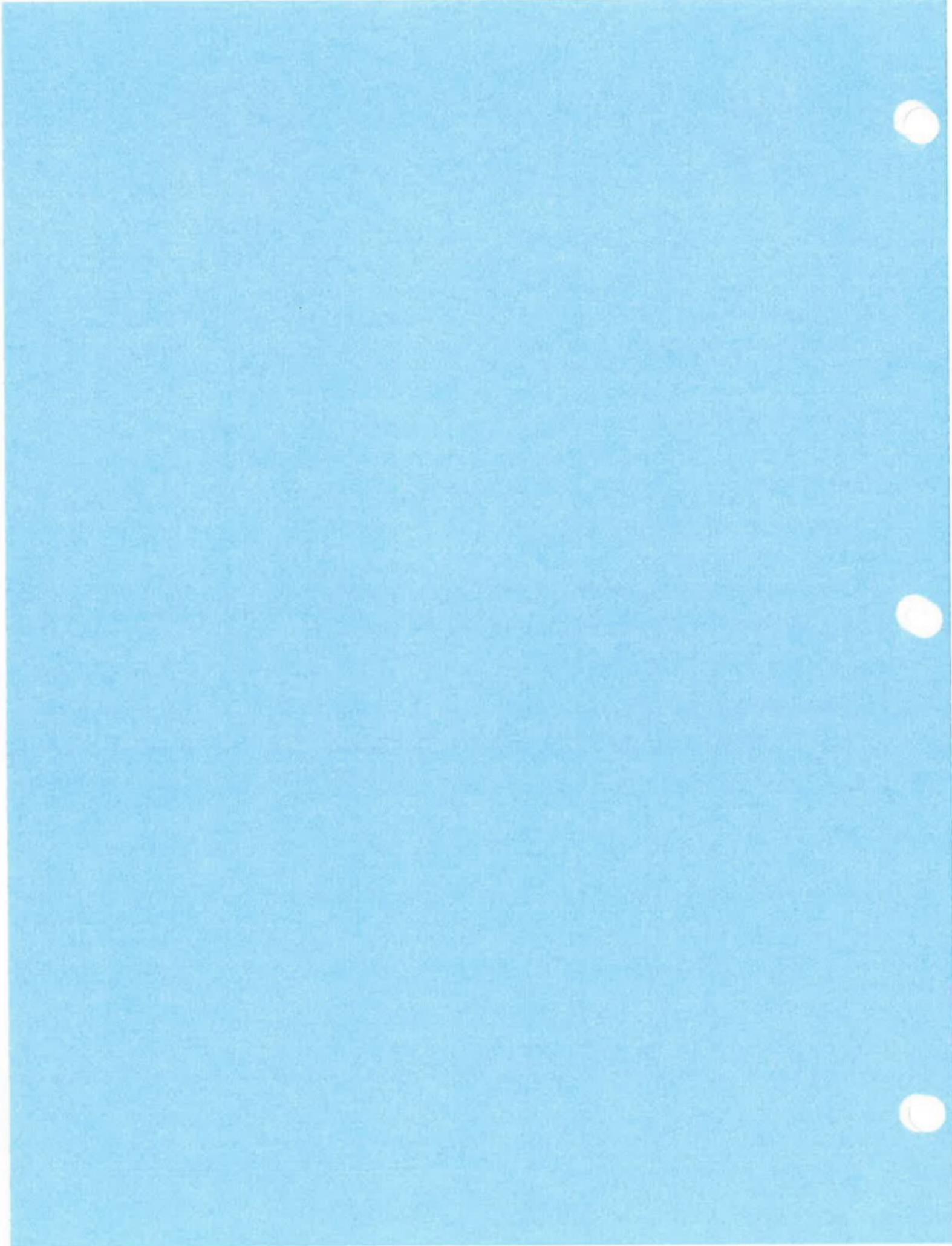
After this session, you will be able to:

1. Define “mindfulness”;
2. Describe why it is important for leaders to become mindful;
3. Apply mindfulness to your leadership behaviors; and
4. Identify how mindfulness works.

### REQUIRED READING:

PAGE

Yvonne Stedham, <i>Mindful Leadership</i> (Mar. 2022) [NJC PowerPoint] .....	1
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Judicial Leaders in Climate Science - Mar. 2022

## Mindful Leadership

Dr. Yvonne Stedham



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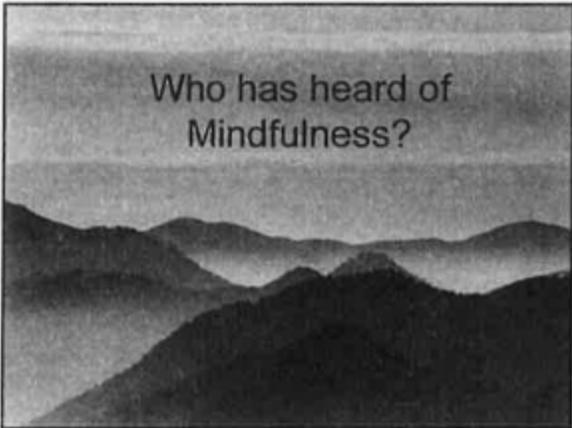
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Who has heard of  
Mindfulness?



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In the Judiciary  
Mindfulness and Implicit Bias



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- Could mindfulness improve judicial decision making? Neal and Brank, University of Nebraska. *Judicial Notebook*, 2014, Vol. 45, No.3
- Casey, P., Burke, K., & Leben, S. (2013). Minding the court: Enhancing the decision-making process. *International Journal for Court Administration*, 5, 45-54.
- Rachlinski, J.J., Johnson, S.L., Wistrich, A.J., & Guthrie, C. (2009). Does unconscious racial bias affect trial judges? *Notre Dame Law Review*, 84, 1195-1246.

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Mindfulness  
and Judging  
Jeremy D. Fogel  
Former Director,  
Federal Judicial  
Center  
2016

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### Learning Objectives

1. Define "mindfulness"
2. Explain why it is important for leaders to become mindful
3. Apply mindfulness to your leadership behaviors
4. Describe how mindfulness works




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Questions  
for You

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1. Have you heard of mindfulness?
2. Do you have an attention-focusing practice?
3. What is mindfulness?

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Non-judgmental  
moment-to-moment awareness



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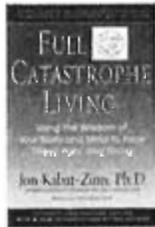
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Jon Kabat-Zinn, Ph.D.



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When we are  
mindless ...

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... we are trapped in rigid mindsets, oblivious to context or perspective.

On automatic pilot!

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Knee-jerk, unexamined reactions, automatic

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When we are mindful ...

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... we are actively drawing novel distinctions, we are seeing clearly what is happening right now, in this moment

- rather than relying on distinctions drawn in the past.

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### *Mental Space*



Between stimulus and response there is a space. In that space lies freedom, creativity, humanity!

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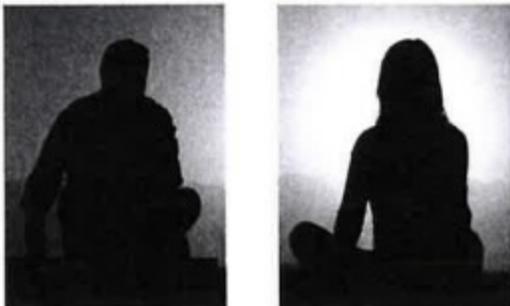
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### Mindfulness – Let's try it



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What do you think?



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How does it work?



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**Triune Brain Theory**

Brain stem & cerebellum	Limbic System	Neocortex
Fight or flight	Emotions, memories, habits	Language, abstract thought, imagination, consciousness
Autopilot	Decisions	Reasons, rationalizes



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## Neuroplasticity



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The ability of the brain to form and reorganize synaptic connections, especially in response to learning or experience.

Creating new neuropathways.

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## MRI Based Research on Mindfulness



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Impact on Pre-frontal Cortex



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Impact on Synapses



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Research on  
the Benefits of Mindfulness



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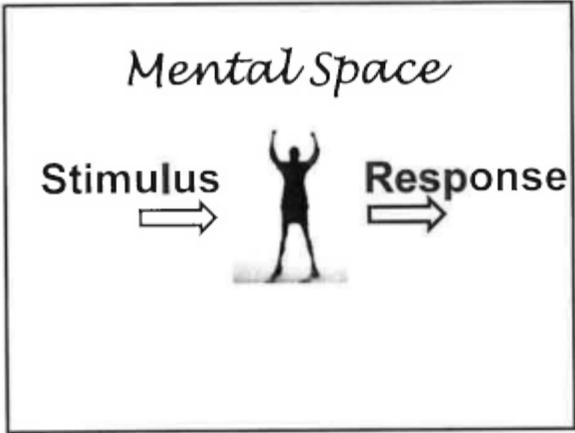
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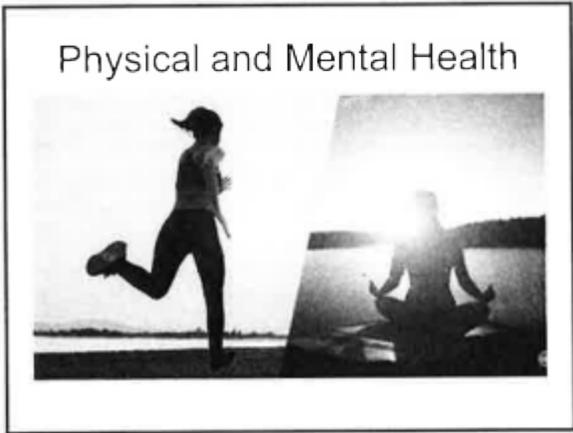
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Mindfulness integrated in treatments for

- Cardiac Disease
- Chronic Pain
- Stress related illnesses

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- Mindfulness based treatments for
- Borderline personality disorder
  - Depression
  - Anxiety
  - PTSD
  - Stephen Hayes (UNR psychology department) – Acceptance and Commitment Therapy (ACT)
  - Stress Reduction
  - Addictions

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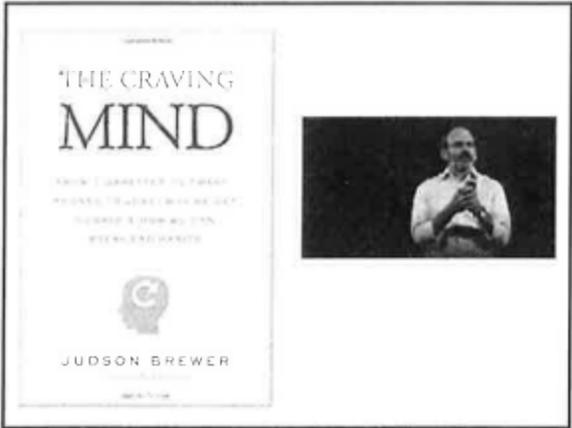
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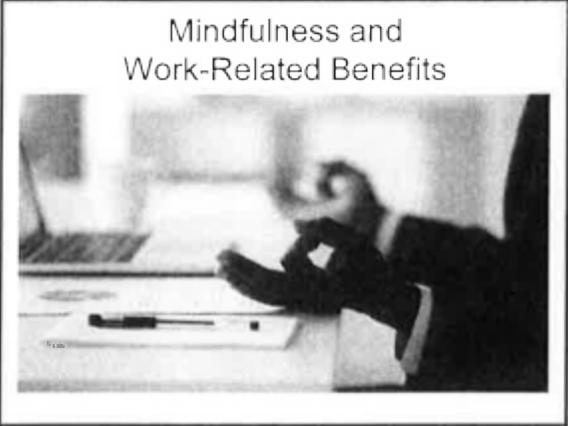
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Mindfulness has a direct impact on ...



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### Self Awareness

- Awareness of physical state
- Awareness of feelings and thoughts

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### Social Awareness

- Needs of others
- Empathy and Compassion

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- Self-regulation of emotions and behavior
- Focus and attention

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Mindfulness supports the development of emotional intelligence ...



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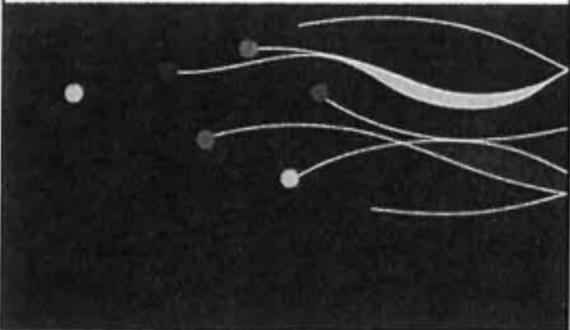
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which results in ...



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- Effective communication (active listening / empathy, feedback, transparency)
- Time management
- Judgment and decision-making
- Ethics / moral judgment
- Stress management

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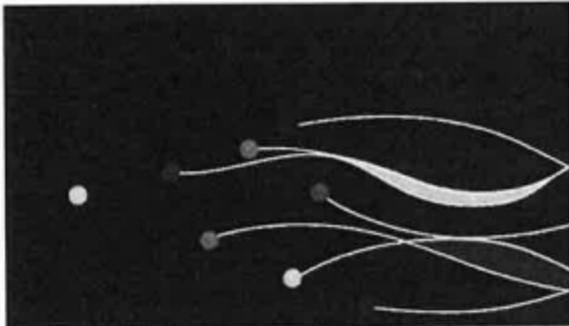
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... and by that allows leaders to create trust-based relationships!

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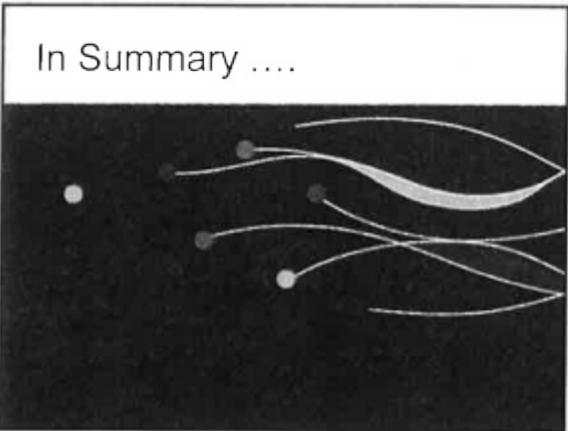
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Mindfulness is a ...

- Mode of awareness ("mode" is defined as the way in which a thing is done)
- Skill that can be developed with practice

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Mindfulness leads to ...

- A greater capacity to distinguish feelings from bodily sensations unrelated to emotional arousal (bodily awareness)
- A decentered perspective on thoughts as mental events rather than as reflections of the self or as necessarily accurate reflections on reality (feelings are not facts)

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## Mindful Leadership

Mindfulness

- What is it? Moment-to-moment awareness
- Benefits of mindfulness: Self-awareness and many more
- Becoming mindful: Meditation

Mindful Leadership

Effective transformational leadership by building relationships based on trust

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## Becoming Mindful



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## Mindfulness Practices

Mindfulness Practices are **exercises** to cultivate the gap between stimulus and response.



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## Mindfulness Practice

Gym training ⇨ Mindfulness practice / Meditation

Performance on the field ⇨ Exercising mindfulness in daily living (which is the ultimate goal)

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## Formal Practices



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- Sitting meditation
- Body scan
- Mindful movement
- Walking meditation
- Loving kindness meditation

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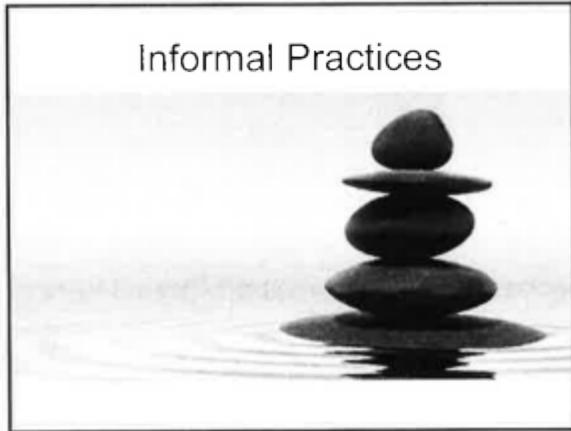
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- Notice your breath.
- Having an awareness of the sounds that surround you
- Daily activities like washing dishes, walking, driving etc.
- When you are talking with others, mindful speaking and listening
- Mindfully eating
- Awareness of body sensations

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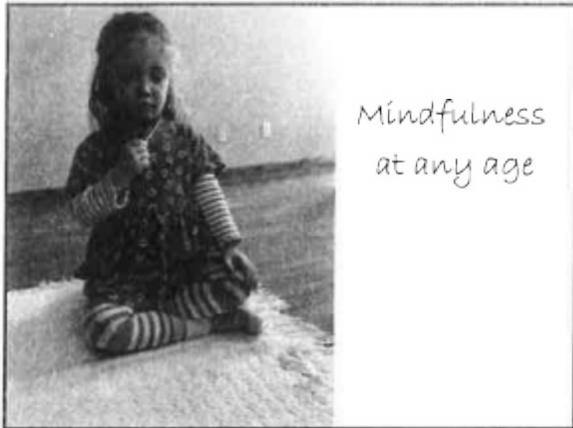
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Mindfulness  
at any age

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**RAIN**

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Recognize  
Allow  
Investigate  
**N**on-identification/Nurture

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### How to become mindful?

- Jon Kabat-Zinn "Full Catastrophe Living"
- MBSR – Mindfulness Based Stress Reduction
- Certified Instructors
- U of Mass - Center for Mindfulness / Brown University
- Online – Meditations
- 10 to 20 minutes a day - Body Scan, Breath Meditation, Hatha Yoga

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### Popular Mindfulness Apps

1. Headspace Free app for iPhone and Android <https://www.headspace.com/>
2. Insight Timer Free app for iPhone and Android <https://insighttimer.com/>
3. Calm Meditation Techniques for Sleep and Stress Reduction <https://www.calm.com/>

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### 2022 NJC Programs

- Mindfulness Retreat for Judges
  - Duck Key, FL
  - September 19 - 22, 2022



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## My Website

<https://www.yvonnestedham.com>

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## Additional Recommendations for Mindfulness Resources



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## Mindfulness Readings

- > Daniel Goleman and Richard Davidson "Altered Traits"
- > David Rock "Your Brain at Work"
- > Daniel Goleman "Emotional Intelligence"
- > Daniel Goleman "Focus – The hidden driver of excellence"
- > Daniel Siegel "The Developing Mind"
- > Daniel Siegel and Mary Hartzell "Parenting from the Inside Out"
- > David Whyte "The House of Belonging"
- > Jon Kabat-Zinn "Full Catastrophe Living"
- > Jon Kabat-Zinn "Wherever you go, there you are"

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## Mindfulness Readings

- Jochen Reb and Paul Atkins "Mindfulness in Organizations"
- Judson Brewer "The Craving Mind"
- Marilee Adams "Change your questions, change your life"
- Mary Oliver "Felicity"
- Sharon Salzberg "Real Happiness at Work"
- Sharon Begley "Train your Mind, Change your Brain"
- Tan Meng "Search Inside Yourself"
- Wisdom 2.0 Conference – 4/07 and 08, 2022

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## Some Guided Mindfulness Recordings

- UCLA Mindful Awareness Research Center Guided Mindfulness Practices  
<http://marc.ucla.edu/body.cfm?id=22>
- UC San Diego Center for Mindfulness Website Guided Mindfulness Practices  
<http://health.ucsd.edu/specialties/mindfulness/programs/mbsr/Pages/audio.aspx>
- Sitting Together Website Guided Mindfulness and Compassion Practices  
<http://sittingtogether.com/meditations.php>

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## Some Guided Mindfulness Recordings

- Center for Mindful Self-Compassion Website Guided Compassion and Self-Compassion Practices  
<http://www.centerformsc.org/meditations>
- Tara Brach Website Guided Practices  
<http://www.tarabrach.com/audioarchives-guided-meditations.html>

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### More Mindfulness Apps

- Stop, Breathe & Think Free app for iPhone, Android, and Web  
<http://www.stopbreathethink.org/>
- Omvana Free app for iPhone and Android <http://www.omvana.com/>
- The Mindfulness App  
<http://www.themindfulnessapp.com/>
- Smiling Mind <https://smilingmind.com.au/>

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- Take a Break for Stress Relief  
<https://itunes.apple.com/us/app/take-break-guided-meditations/id453857236?mt=8>
- The Mindfulness Training App Free app for iPhone  
<https://itunes.apple.com/us/app/themindfulness-training-app/id687853790?mt=8>
- Eat Right Now® - A simple way to develop healthy eating habits  
<https://goeatrightnow.com/>
- Smoking Cessation  
<http://www.mindful.org/craving-to-quit/>

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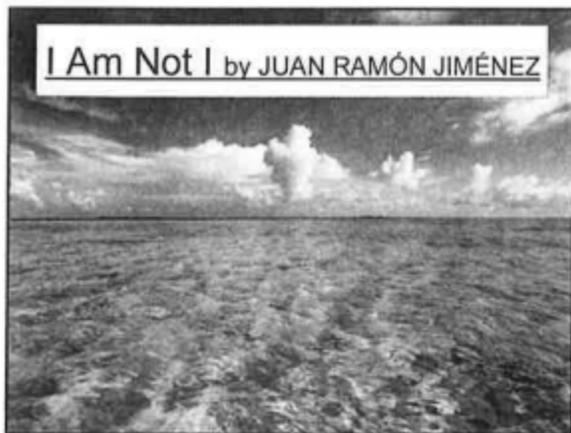
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**I Am Not I** by JUAN RAMÓN JIMÉNEZ

I am not I.

I am this one

walking beside me whom I do not see,  
whom at times I manage to visit,  
and whom at other times I forget;  
who remains calm and silent while I talk,  
and forgives, gently, when I hate,  
who walks where I am not,  
who will remain standing when I die.

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