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Acceptance and Commitment Therapy in the Workplace

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Background

ACT is a modern behavior therapy that utilizes mindfulness and acceptance strategies alongside behavioural activation interventions.

The ultimate aim of ACT is to enhance people's psychological flexibility, defined as a willingness to experience undesirable or unhelpful internal events in the service of pursuing personal values and values-based goals and actions.

ACT has been adapted into a group training programme suitable for delivery in workplace settings. In several studies ACT has been found to be effective for improving employees' psychological health and behavioural functioning.

ACT at Work Programme: Two Related Skill Sets

MINDFULNESS

- Present moment awareness training
- Noticing and disentangling from internal barriers to values-based action
- Strengthening your resilient self

VALUES-BASED ACTION

- Defining your values
- Mindfully engaging in values-based actions
- Using values as a guide to goals and daily behaviour

Typical Impact of ACT-Based Training

- Increased willingness to experience difficult private events
- Enhanced awareness of present moment experience
- Greater awareness of personally meaningful values and life directions
- Enhanced ability to engage in personally valued actions even while experiencing a range of unhelpful thoughts, emotions and sensations

Further Information

Flaxman, P. E., Bond, F. W., & Livheim, F. (2013). *The mindful and effective employee: An acceptance and commitment therapy training manual for improving well-being and performance*. Oakland, CA: New Harbinger.

