



**TITLE: The effects of Mindfulness Based Intelligent Behavior training
on job stress and mental well-being**

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ABSTRACT

Background: Background studies show that mindfulness-based interventions and those related to the development of emotional intelligence (EI), are effective in reducing job stress and promoting mental health and well-being. However, they seem more focused on developing mindfulness and emotional management, without considering behavior.

Aims: the purpose of this study is to test the effectiveness of a new model of intervention - MBIB Mindfulness-Based Intelligent Behavior training - for the development of emotionally intelligent behavior that integrates components of mindfulness-based interventions and emotional intelligence.

Methods: The present research included a research project with pre-test-post-test and follow-up carried out after a month. The sample of the study consists of 110 employees of the Department of Penitentiary Administration (educators, psychologists, penitentiary police, administrative staff), an organization considered to experience a high impact of stress. Assessment tools include the Org-EIQ (Giorgi, G. 2009), the Work Engagement Scale (Schaufeli et al., 1997), the General

Health Questionnaire (Tennant C., 1977), the Mindful Process Questionnaire (Erismann & Roemer 2012), and the Playful Work Design Questionnaire (PWD-Q; Scharp, Bakker, Breevaart, Kruup & Uusberg, for printing, 2021). Descriptives analysis, correlations and analysis of variance were used.

Results: The results showed that MBIB training is effective in both alleviating job stress and promoting employee well-being.

Conclusion: It seems that MBIB training can be used as a tool for prevention and intervention in the field of well-being and mental health in society.

BIOGRAPHY

Sara Pelli is a mindfulness-based trainer accredited as MBSR Qualified Teacher San Diego University. She is trainer and teacher at the school of training and research in cognitive-behavioral psychotherapy. She collaborates in the research activity of the Business@health Lab directed by Prof. Giorgi, Full Professor in Work and Organizational Psychology, by Università Europea di Roma.

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