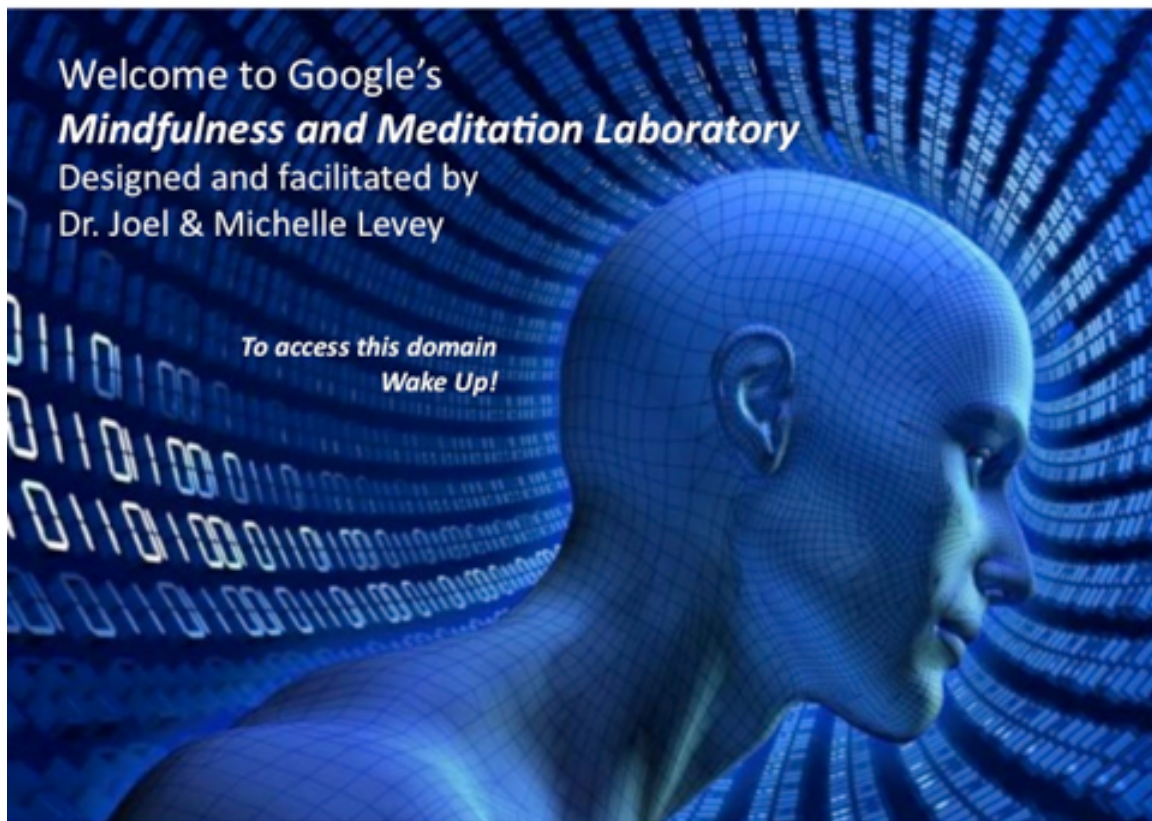


## The Story of Leveys' Wisdom at Work Programs for Google: The Mindfulness and Meditation Laboratory – and Beyond!



*"Thank you for bringing your fantastic programs to Google and supporting Googlers in their pursuit of greater awareness, insight, and compassion. We truly appreciate your offerings and look forward to continuing in our collaboration. It has been a pleasure working with you and getting to know you both."* -  
Jenny Lykken, Learning and Development Specialist, Google

### Program Background and Design:

Following the tremendous success and popularity of Google's famed "Search Inside Yourself" program, leaders in Google's training and development department searching for a new program to meet the interests of people looking for more and deeper skills to cultivate higher levels of resilience, personal energy management, mastery of attention, stress mastery, wellness, and high-performance, contacted us, Dr. Joel & Michelle Levey at Wisdom at Work, and we were requested to design, develop, and facilitate Google's "Mindfulness and Meditation Laboratory." These programs began in 2010 and continue to this day.

The Lab began with a 4 part series of classes for Googlers at the SeaKirk (Seattle and Kirkland) Centers. The program was so successful that our sponsors at Google asked if we could develop a program with Global reach, which lead to offering programs with 2 way live-streaming video to connect Googlers from 24 locations around the globe to participate in these labs. We were told at the time that this was the largest web-based learning program that had ever been developed for Google.

The format for the Meditation and Meditation Laboratory was four, weekly, one-hour training sessions per course.

The Mindfulness and Meditation Laboratory program was further enhanced by offering quarterly day-long “Days of Mindfulness” or “Meditation Intensives.” These intensive retreats – both on-site and off-site - served to develop and deepen the personal mastery and mindfulness skills of the participants, to strengthen their confidence in integrating these methods into their lives, and inspire on-going engagement in daily disciplines for enhancing the quality of their lives, work, and relationships.

These sessions also helped to develop and strengthen an emerging learning community that carried on and supported on-going weekly practice sessions – both face-to-face and on-line - that were facilitated by the Googlers themselves. We continue to lend our support/mentoring to those internal facilitators.

In order to provide on-going inspiration and learning opportunities for the Googler community, the topics for each 4 week Laboratory series changed from course to course, and participants were invited to attend multiple iterations of the course in order to keep expanding, developing, and deepening their skill-sets – and to experience the growing sense of a thriving learning community of practice.

**The following is a list of some of the themes/topics that the Mindfulness and Meditation Learning Laboratory addressed.** These topics were generated in partnership with the leaders at Google:

- Mindfulness and Mastery of Attention
- Living and Working “On Purpose”
- Mastering Stress
- Personal Energy Management
- Meditation and Change Resilience
- Mindfulness in VUCA Times
- The Science of Mindfulness
- Enhancing Creativity and Innovation
- Boosting Efficiency and Productivity
- Developing and Sustaining a Meditation Practice
- Keys to Mindfulness Practice
- Three Essential Mind Fitness Skills
- Mindful Relationships and Communications
- Focused Attention
- Embodying Mindfulness, Breath and Body Awareness
- Cultivating Happiness
- Deepening Wisdom
- Compassion for Self and Others
- Cultivating Well-Being and Good-Heartedness
- Exploring the Four Dimensions of Mindfulness
- Mindful Leadership
- Mindfulness and Emotions
- Mindfulness and Clear Focused Thinking
- Deep Reflection
- Exploring the Mind Fitness Frontier

*“The greatest thing in all education, is to make the nervous system our ally, instead of our enemy.” William James*

- Seven Disciplines of Mind Fitness
- Sustaining Attention at Work
- Developing The Five Mental Powers
- Meditation, Rest, and High Performance Sleep
- Mindfulness and the Wheel of Awareness
- Mindfulness and R.A.I.N.
- Mindfulness and Noting and Noticing Details
- Mindfulness and Self-Remembering
- Meditations on Gratitude

### Tech-Talk on Biofeedback

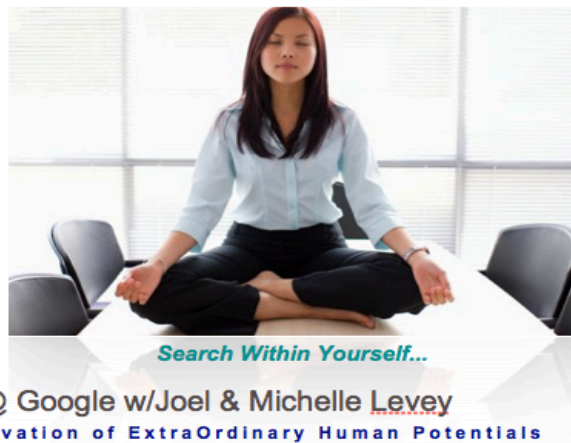
The Googlers also asked us to develop and present an additional “tech-talk” style program titled, “The Mindfulness and Meditation Biofeedback Laboratory” – originally titled “Biofeedback, Neurofeedback, and Cyberphysiology: The Interphase of Inner Tech and Outer Tech.” This session was well attended and enjoyed by techies seeking to better understand the potentials of personal and tech development by working the interphase of mind, body, and technology to build a greater capacity to reduce stress and develop greater personal awareness and self-mastery. This program could also be easily expanded upon with great promise for personal and technical developments at Google.

### Meditation Apps for Googlers

To supplement and expand upon the success of the Meditation and Mindfulness Laboratory, and the Days of Mindfulness, we also developed the “Meditation Apps for Googlers” website. This site offered a wealth of information including:

- Inspiring readings and resources for further study
- Guided mindfulness and meditation practices – written, audio, and video
- Links to the “evidence based research” on the efficacy of contemplative inner sciences and mind fitness disciplines.
- Handouts from various classes

## MeditationApps for Googlers:



**Program Description - Mindfulness and Meditation Laboratory**

You'll be guided through a variety of methods for developing, maintaining, and deepening a personal meditation practice. With an emphasis on mindfulness to focus and calm the mind, the practice will progressively expand to include complementary methods of meditation that develop the capacity for clarity, deep reflection, insight, creative intelligence, and compassion. The teachings will be grounded in science through the introduction of new research findings on meditation and neuroplasticity.

**Target Audience:**

All Googlers

**Q4 '12 - Sessions:****● Series of one-hour mindfulness sessions in SEA & KIR:**

These one-hour classes will include substantial time for guided meditation practice. Some session time will be spent helping participants prepare to attend the full-day retreat session.

**● Full-day retreat session in KIR:**

This six-hour program is designed to offer substantial time for practicing mindfulness and meditation techniques. Having the rare opportunity for a day of more intensive mindfulness and meditation practice provides grounding in methods and skills to deepen and integrate the practice into more aspects of daily life, work and relationships.

This retreat is an indispensable part of training that is complementary to regular ongoing meditation classes.

**Note:** You're welcome to invite a guest to the retreat.

Lunch will be provided. If you have specific dietary needs, you may want to bring a lunch.

**Note:** These sessions are only offered in-person in the locations above.

**Instructor bios:**

**Dr. Joel & Michelle Levey**, founders of [WisdomAtWork.com](http://WisdomAtWork.com), are pioneers in meditation and mindscience research, and have studied and practiced intensively with many of the most revered contemplative teachers of our times. They have integrated their learning and practice in their work as educators, clinicians, researchers, and consultants working with hundreds of leading organizations around the globe including Intel, HP, NASA, NOAA, Microsoft, Boeing, Intuit, U.S. Army Special Forces, the Surgeon General's Office, NIH, Clinton Global Initiative, SRI International, MIT, AT&T Bell Labs, Boeing, Fred Hutchinson Cancer Research Center, M.D. Anderson Cancer Research Center, Group Health, St. Francis Hospice, Indian Institute of Management, and the World Bank. Their published works include: *Luminous Mind: Meditation and Mind Fitness*, *Wisdom at Work*; *Living in Balance*; *The Fine Arts of Relaxation, Concentration, and Meditation: Ancient Skills for Modern Minds*; VUCA Savvy Leadership.

**Day of Mindfulness Description:**

This full-day off site program is designed to offer substantial time for practicing mindfulness and meditation techniques. The instructors will offer formal meditation instruction, guiding participants through a variety of methods for developing, maintaining, and deepening a personal meditation practice. Having the rare opportunity for a day of more intensive mindfulness and meditation practice provides grounding in methods and skills to deepen and integrate the practice into more aspects of daily life, work and relationships. This retreat is an indispensable part of training – which is complementary to regular ongoing meditation classes.

**Learning Objectives:**

After this course, students will be able to:

- 1) Practice formal meditation and methods for developing, maintaining, and deepening a personal meditation practice
- 2) Identify skillful strategies for finding greater freedom from compelling mental habits and turbulent emotions
- 3) Describe ways to integrate the qualities of the contemplative mind more fully into every dimension of daily life, work, and relationships

**Target Audience:**

All Googlers are welcome to attend. This series is suitable for both beginners as well as seasoned practitioners.

**Data and Program Outcomes:**

*"My impression after reviewing all the data and feedback is that the event was a huge success. ... I'm glad to see the quantitative feedback was so incredibly positive! My team was very pleased to hear the overall positive results/feedback from the retreat and it bodes well for more work like this in 2013. :-)* - Jenny Lykken

From an email received after one of the first sessions:

"Some feedback from one of the first sessions:

- "this was great - pls let me know about the next one!"
- "It was amazing. I feel very calm and relaxed. Look forward to more meditation hangouts !"
- "Thank you Kevin... I feel really centered"
- "Thank you, I enjoyed spending time. Tensing to relax is amazing, seems like a paradox, however it works. Look forward to further exploration."

Looks like it's off to a good start. :)"

**Below is a sampling of data and comments from some of the programs:**

The data collected indicates that,

**100% Strongly Agree or Agree for all survey questions\*** that

- "I recommend this training to others
- "Overall, I found this training to be worthwhile."
- "I'll be able to apply what I've learned here to my work."

***"I would recommend this training to others. "***

**100%** agree or strongly agree.

**4.5/5** average score.

***"Overall, I found this training to be worthwhile."***

**100%** agree or strongly agree.

**4.6/5** average score.

***"I'll be able to apply what I've learned here to my work. "***

**100%** agree or strongly agree.

**4.6/5** average score.

**What were the most valuable aspects of the retreat?**

- Learning what meditation was, learning how to meditate and engage more effectively with my own body. And omg food meditation was awesome.
- Listening to my distractions -- very interesting to understand that I have looping thoughts that need to be quieted down if I'm to have the capacity to grow as a person. breathing/simple verbalizing to clear thoughts. mindful eating was awesome!
- The tips on integrating mindfulness into my daily life.

**What was effective about the facilitators and what could they have done to be more effective?**

- Talking about things after we did them was great.
- They made heavy use of experience to teach - the guided meditations were very helpful.
- There was a lot of overlap between the 1 hr session and the full day retreat, which I suppose makes sense given the crowd was different, but I felt that we went over the same things multiple times.

**How effective was the structure and format of the retreat (length, timing, agenda, location)?**

- As a beginner, I felt it was too long. I was starting to lose focus after lunch.
- I thought the timing was perfect - I found myself mentally tired after the 6 hrs and I don't think I could have done much more, but I was able to focus the whole time.

**Did you have any expectations that were not met?**

- Nope!

**How can we best support you in developing and deepening your meditation practice?**

- I feel that I have the resources I need - it's on me at this point to continue practicing.

**Are there any other thoughts or reflections that you'd like to share?**

- The retreat was great! I think it would have been useful to describe earlier on how clearing the mind actually makes you more aware (not more zombie-like :), more able to listen and concentrate.



## Mindfulness and Meditation Lab Retreat Survey ☆

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Timestamp	What were the most valuable aspects of the retreat?	What was effective about the facilitators and what could they have done to be more effective?	How effective was the structure and format of the retreat (length, timing, agenda, location)?	Did you have any expectations that were not met?
9/21/2011 9:46:21	Uninterrupted time to focus.	The written material (including flipcharts) was kind of superfluous--if we'd gone to the previous classes we already had it, and if we hadn't, it wouldn't have meant much since it wasn't really discussed. Either present it as a topic for each exercise or don't bother with it.	Good overall. The location was a bit noisy and exposed next to the road. Pacing was good - every time I started thinking, "I can't sit for another hour", we got up and walked.	No
9/21/2011 10:32:24	Simply the opportunity for extended practice/training.	The facilitators were great. Kind, clear, helpful. I have no suggestions.	Perfect.	No!
9/21/2011 13:47:54	I like the amount of time allotted which allowed for a deeper level of training than could be achieved in 1-2 hour sessions.	I enjoyed the alternating sitting / walking meditation periods, they kept awareness fresh and feel I would have been more tired if we did just sitting. I would have liked a bit more guidance to assure that I was keeping my awareness on track for some of the meditations, especially the walking since it was mostly quiet and such a large portion of time.	I thought the length and timing were great, and the agenda was pretty solid. It would have been a bit more convenient if it could have been at a location a bit closer to SeaKir. I think a totally isolated location could be worth a farther travel, but the center was right by a road and cars passing were audible, all though I did not feel they were a hindrance to the training.	I thought the retreat was great and exceeded my expectations. With such a large portion of time I would have liked to try new or more various types of meditation. The eating and walking meditation were new, which I really liked, but the sitting meditations were only a few of the ones covered in previous classes. Overall great job!
9/21/2011 22:22:38	Time to reflect, relax, re-charge, and re-focus. Also, to build more of a sense of community around others interested in meditation.	They were very effective at "holding the space" and moving at a good pace. They were very effective at facilitating the session!!	The format and structure were great. It was good to be at an offsite location with indoor and outdoor space. The structure was really good with different types of meditation. I would have also been fine with a shorter format (3 hours). It would have been nice to have a closer location.	It met my expectations.. however, it would have been nice to take things even one step further (ie. discussed how some of our thoughts/judgements/emotions don't serve us and we can find more peace/happiness/insight in being aware in the moment). I feel like we just scratched the surface where we could have perhaps gone a bit deeper.
9/22/2011 11:27:32	Being off-site put us all in a different frame of mind than if it was on-site.		I'd say just about right.	
9/22/2011 11:30:06	Guided practice. Learning walking meditation was very useful! Will be putting this into my practice.	No improvements..I was very satisfied	Very effective	No.

For more information, please contact:

Dr. Joel & Michelle Levey  
 Founders, Wisdom at Work, InnerWork Technologies, Inc.  
 T. 206.799.8222

E. [Levey@wisdomatwork.com](mailto:Levey@wisdomatwork.com)

And explore...

<http://WisdomAtWork.com>

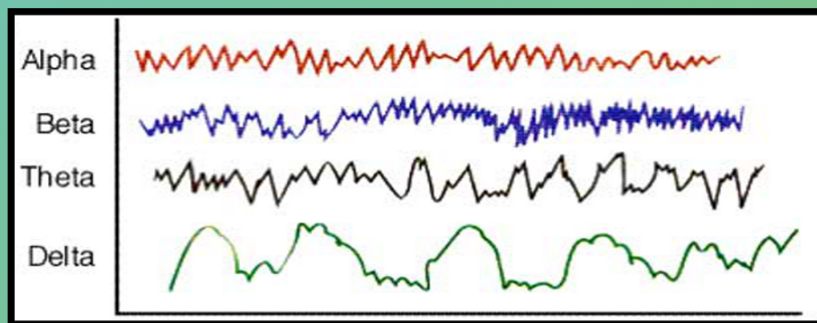
*"The greatest thing in all education, is to make the nervous system our ally, instead of our enemy." William James*

**WisdomAtWork.com**

# Want to Move Things with the Power of your Mind?



That'd be cool, but you're no Jedi. Instead, learn what computers can show us about how our minds work and find out how you can use them to train your focus, hone your mind, and use The Force\*. No metachlorians required!



**What:** Mindfulness & Meditation  
Biofeedback Laboratory

**When:** Thursday, Nov. 3rd, 1pm-2pm  
**Where:** Traceroute

\*Using The Force may require extended training under a certified Jedi Master or Sith Lord and is not appropriate for all age groups. Parental supervision is recommended. Do not use The Force while driving a motor vehicle or while under the influence of alcohol or other intoxicants. Using The Force may have unintended side effects including but not limited to headaches, nausea, lightning, premonitions, and flying. Please consult your doctor before using The Force.

Brought to you by your friendly Washington Personal Growth group.