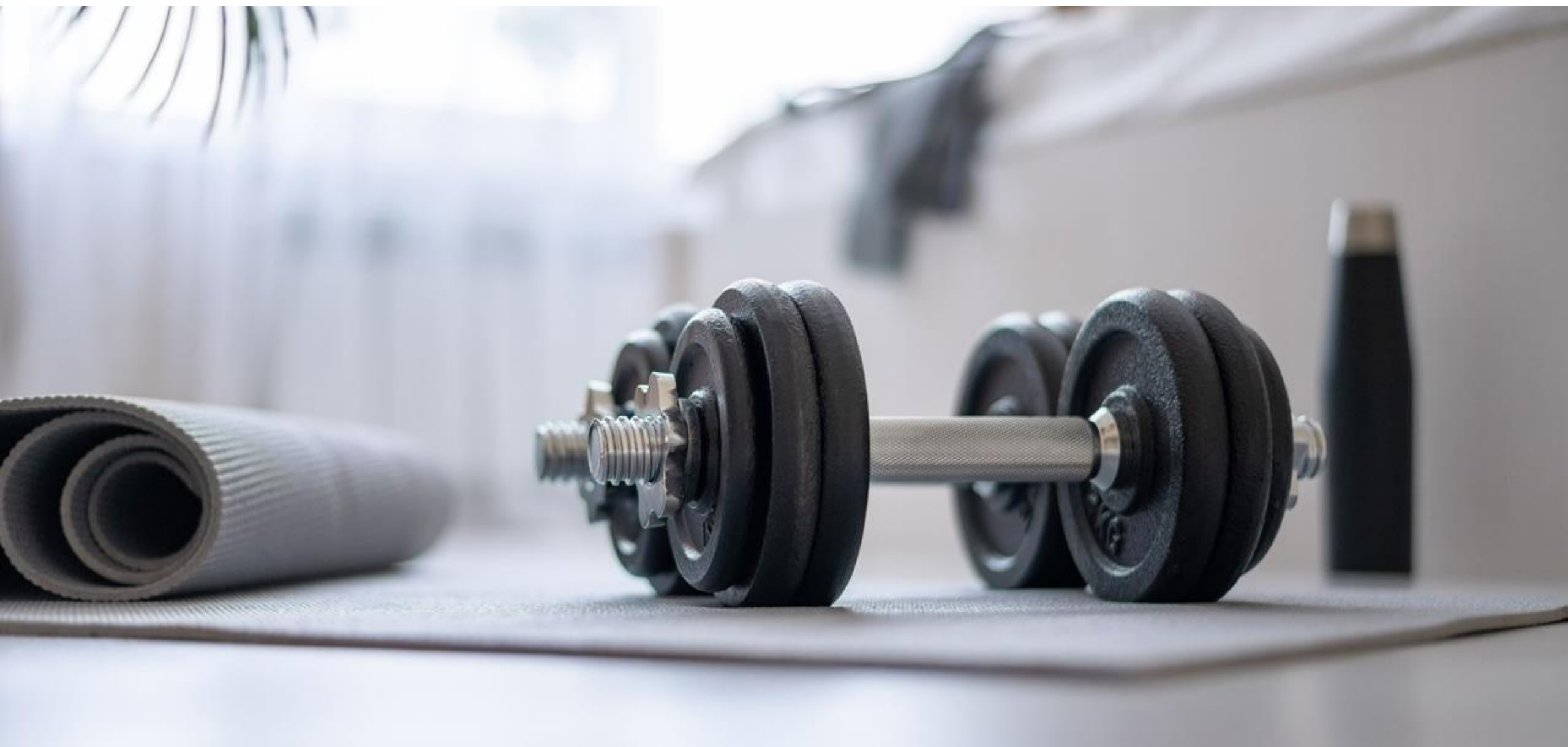


# Mindfulness at Work

Sean Tolram  
Head of Mindfulness, HSBC



What is mindfulness?



# Recruitment and the brain

## Graduate perspective

Fear of  
judgment

Resistance  
to change



Imposter  
syndrome

## Employer perspective

Decision  
fatigue

Constant  
distraction



Unconscious  
bias

Let's practice

Just notice how you are  
right now.



# Stress

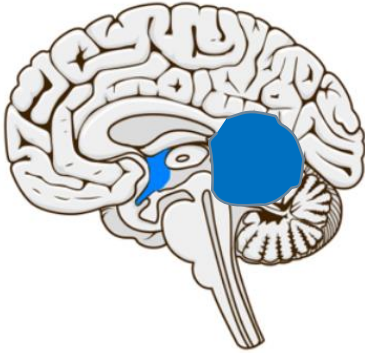
## Question

How do you feel when  
you're stressed?



# Respond rather than react

Amygdala  
(The bodyguard)



Logs emotional memories for future reference  
Detects threats, activates fight-or-flight

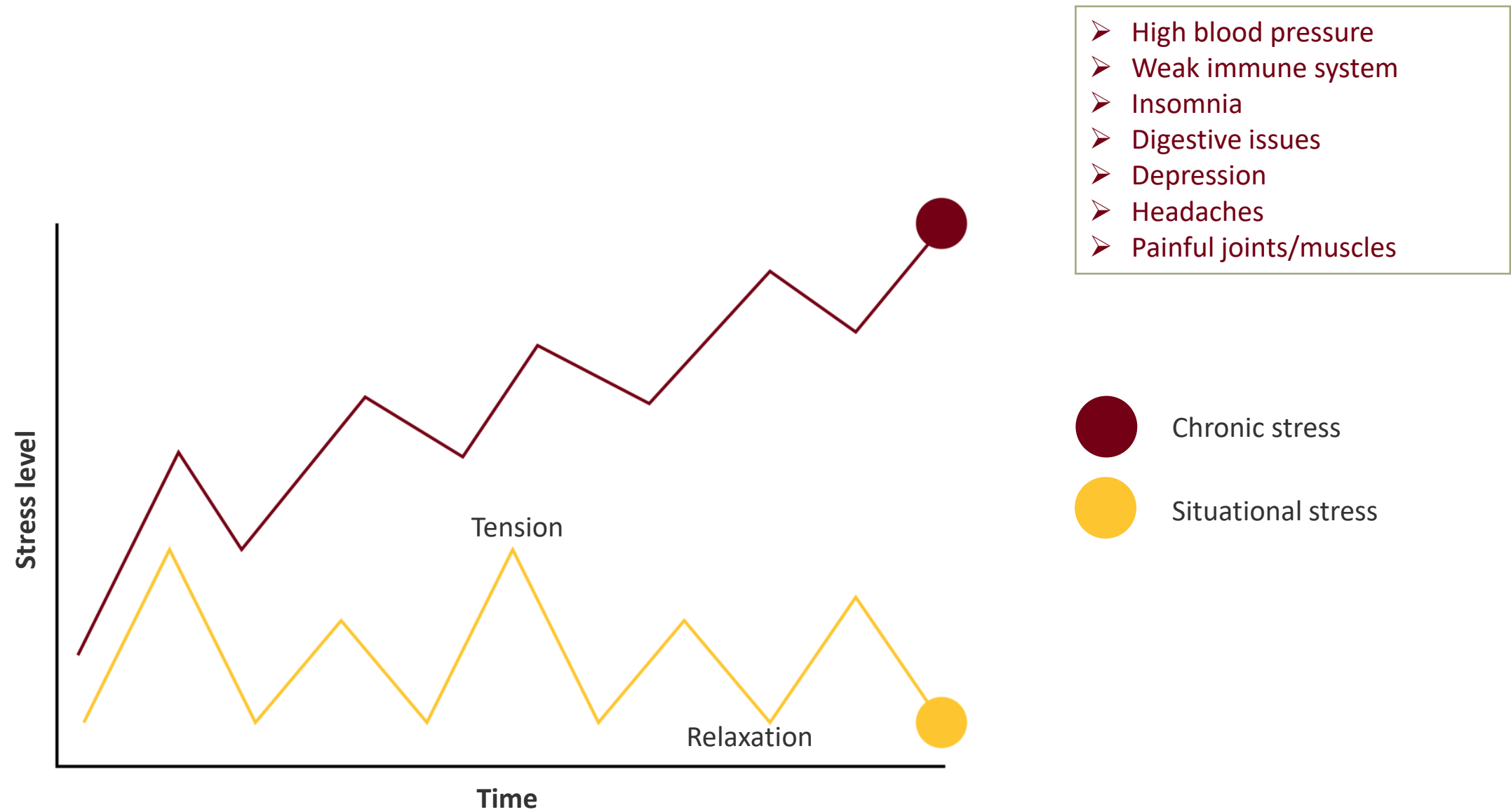


Pre-Frontal Cortex  
(The CEO)



Regulates emotions to help manage behaviour  
Decision making, planning and self-control

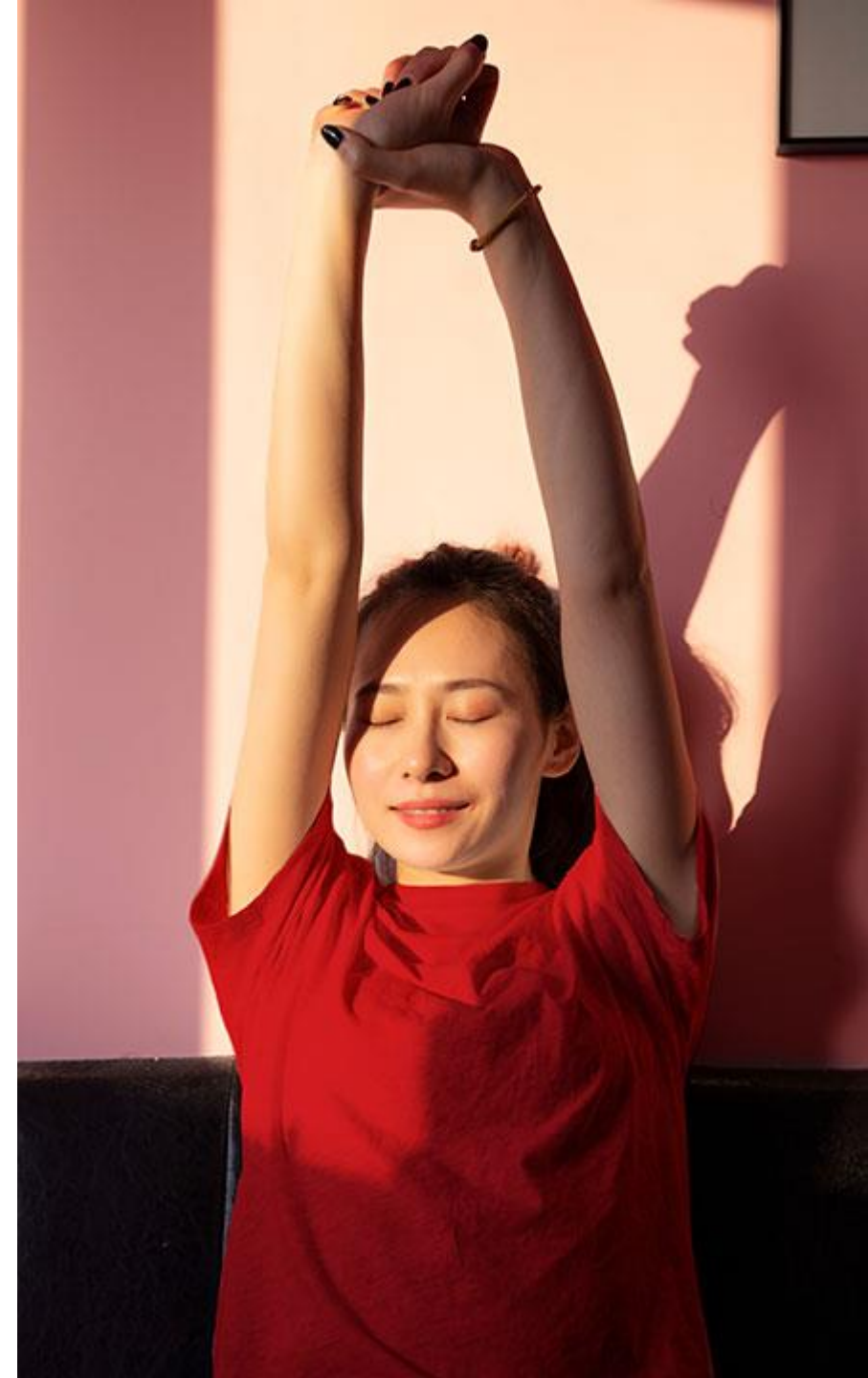
# Stress makes us ill





Let's practice

# | Body scan



# Attention

Did you know...

The mind wanders  
**50%** of the time

Is yours wandering right now?



# Interviews overload the brain

Am I good enough?

What if I freeze?

Don't mess up

Say something smart

They won't pick me

I need this job

Can they tell I'm nervous?

I forgot what I practiced

Watch your body language

Smile more

Why did I say that?

They look so confident?

What do they want to hear?

I don't belong

Be myself

Breathe, focus



# The interviewer struggles too

Must update  
notes later

What's my next  
meeting?

Need to reply to that  
message

What did they  
just say?

Can't write and talk  
at the same time

The last candidate  
was stronger

They seem arrogant

Am I being biased?

We're going to over-  
run

What's their name  
again?

I've done so many  
interviews

I need a break

Why didn't they  
prepare?

I'm not feeling  
too good



# Full mind rather than mindful?

[illegible]

# The impact of multitasking



Multi-tasking drains our energy and Prefrontal Cortex functioning



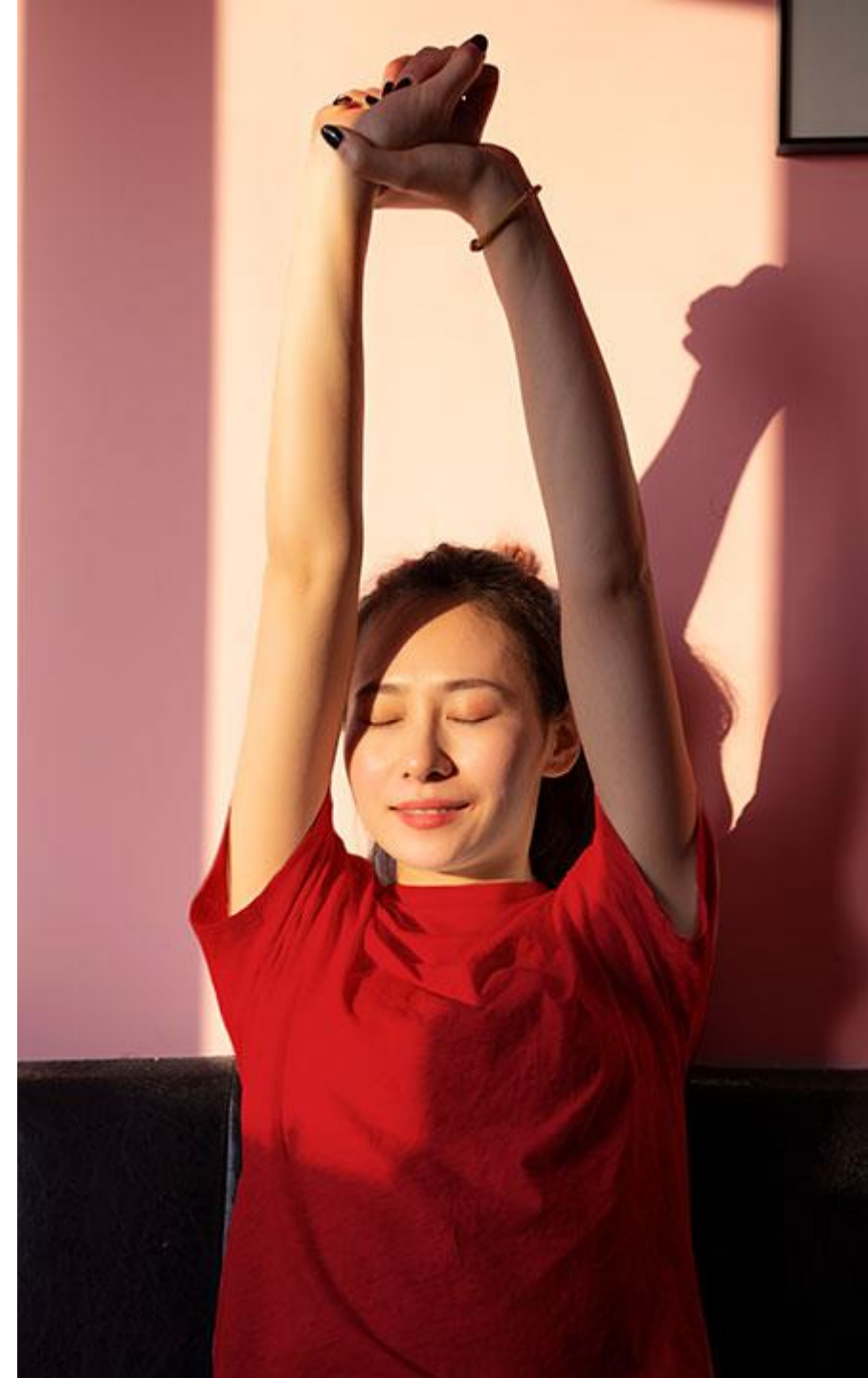
Reduces memory quality. Our brain can't process two streams of information at the same time.



Constant stimulus by e-mail reduces IQ by up to 10 points.

Let's train our attention muscle

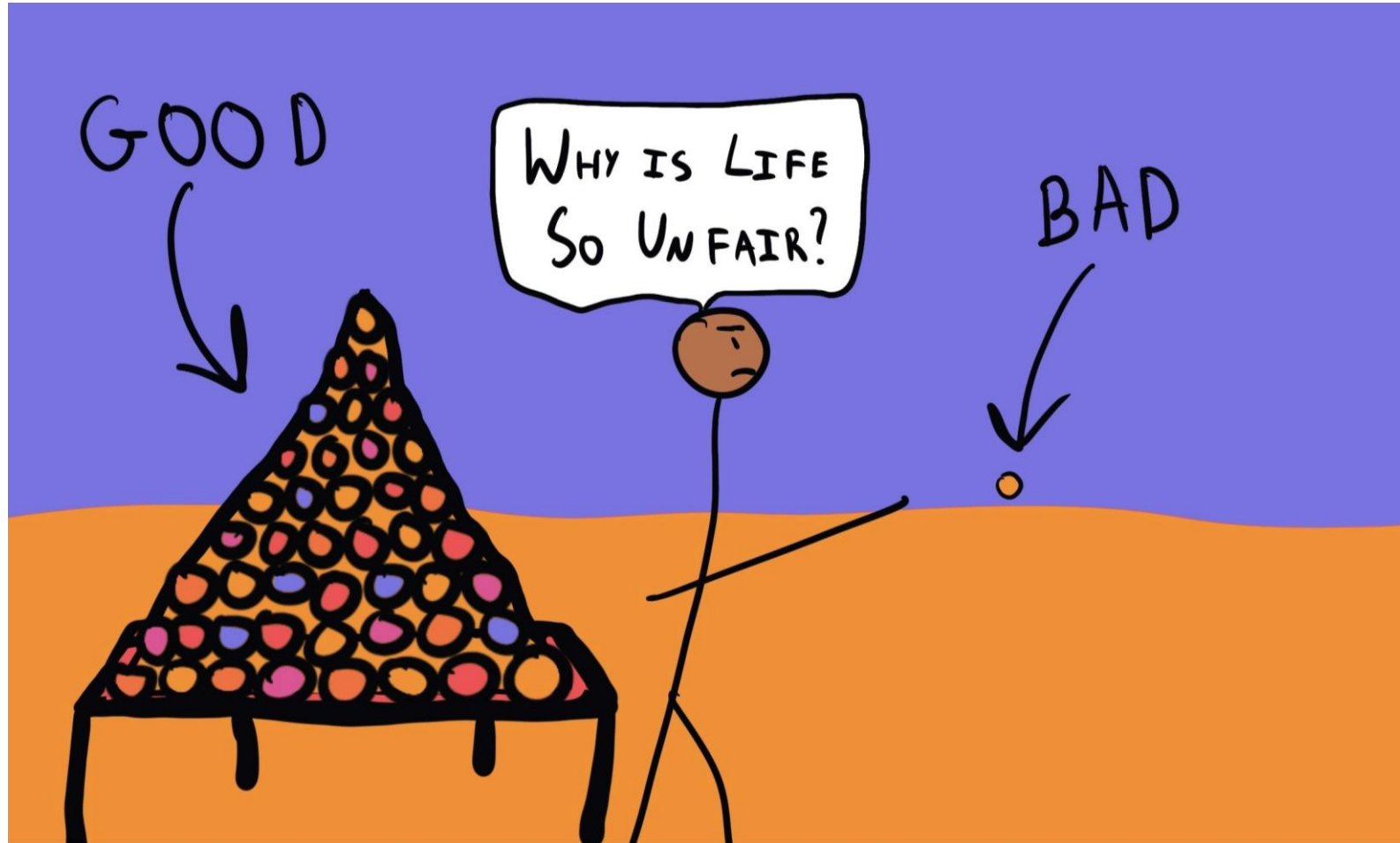
Focus on the breath.  
Notice distractions and  
come back.





# Negativity bias

We have a natural negativity bias



# Negativity bias in recruitment

## Students

- Focus on past failures
- Catastrophising
- Lack of personality

## Recruiters

- Over-focus on flaws
- Make fast, risk-averse decisions
- Difficult to spot hidden potential

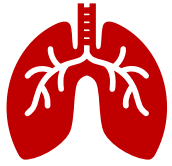


Let's practice

What in your life do  
you appreciate?



# Things you can do straight away



Focused  
breathing



Mindful pauses



Practice  
gratitude

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