

The Impact of Mindfulness on Workplace Mental Health: A Global to African and Nigerian Perspective with a Focus on Nurses

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Abstract:

Workplace mental health has become a growing concern globally, particularly among healthcare professionals such as nurses who experience high levels of stress and burnout. Mindfulness, a psychological practice that fosters present-moment awareness and emotional regulation, has emerged as an effective intervention for improving workplace mental well-being. This narrative review examines the impact of mindfulness on workplace mental health, transitioning from a global perspective to its relevance in Africa and Nigeria, with a specific focus on nurses. The review explores the conceptual framework of mindfulness and its theoretical link to workplace mental health. It discusses global evidence on the effectiveness of mindfulness-based interventions (MBIs) in reducing stress, anxiety, and burnout, particularly in high-pressure work environments. The paper also highlights the state of workplace mental health in Africa, where mental health interventions, including mindfulness, remain underexplored due to systemic and cultural barriers. The mental health challenges facing Nigerian nurses are critically examined, including workload pressures, inadequate resources, and limited psychological support. The potential benefits of mindfulness for Nigerian nurses are explored, including its role in stress reduction, emotional resilience, and improved job satisfaction. However, barriers such as misconceptions, organisational resistance, and lack of formal

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mindfulness training are also discussed. The review concludes with recommendations for integrating mindfulness into Nigerian healthcare settings, advocating for policy interventions, workplace training programs, and further research.

Keywords: Mindfulness, Workplace Mental Health, Nurses, Burnout, Nigeria, Africa,



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Introduction

The mental health of the workplace is a crucial concern that has garnered heightened global attention owing to its substantial influence on productivity, employee welfare, and organisational performance. Mental health issues, including stress, anxiety, depression, and burnout, are significant impediments to good performance, especially in high-demand fields like healthcare (World Health Organisation [WHO], 2023). The workplace is a fundamental setting where individuals allocate a significant amount of their time, rendering it a vital factor in overall mental health. Subpar workplace mental health adversely impacts individual employees and leads to elevated absenteeism, diminished productivity, and increased turnover rates (Harvey et al., 2022). In the healthcare industry, these challenges become increasingly critical since they might jeopardise patient care, elevate medical blunders, and diminish job satisfaction among healthcare professionals. As a result, organisations and researchers are progressively investigating interventions that can enhance workplace mental health, with mindfulness recognised as an effective approach to tackle these issues.

Mindfulness, originating from Buddhist traditions, has garnered significant acknowledgement in modern psychology and organisational behaviour as a means to enhance mental well-being. It is characterised as the deliberate concentration on the present moment while sustaining a non-judgmental awareness of thoughts, emotions, and physical sensations (Kabat-Zinn, 2019). The implementation of mindfulness-based treatments (MBIs) in professional environments has shown significant advantages, such as less stress, better emotional regulation, and increased cognitive performance (Good et al., 2021). Mindfulness has been incorporated into employee wellness initiatives, leadership development, and stress management techniques in professional environments, with organisations in industrialised nations actively endorsing its application. Studies demonstrate that mindfulness aids individuals in managing workplace stress, cultivates resilience, improves job performance, and fortifies interpersonal relationships (Lomas et al., 2019). Consequently, organisations are increasingly integrating mindfulness techniques into their corporate culture to enhance employee mental health and general workplace well-being.

The emphasis on nurses in the Nigerian and African setting is especially significant due to the distinct obstacles they encounter in their professional environment. Nurses are at the forefront of healthcare provision and frequently encounter emotionally and physically taxing circumstances, such as elevated patient volumes, insufficient resources, and extended working hours (Owolabi et al., 2022). The healthcare system in Nigeria and several African nations is frequently burdened by manpower shortages, inadequate working conditions, and insufficient mental health assistance for healthcare professionals (Adisa et al., 2023). These factors lead to increased stress and burnout among nurses, adversely affecting their mental health and the quality of care they deliver. Moreover, cultural attitudes towards mental health in Nigeria and Africa generally obstruct candid conversations about psychological well-being, resulting in the underreporting of mental health issues among nurses (Adewale et al., 2021). Given these challenges, it becomes imperative to explore mindfulness as a potential intervention to enhance the mental health of nurses within this context.

The purpose of this narrative review is to analyse the influence of mindfulness on workplace mental health from a worldwide perspective, with a specific focus on its relevance to nurses in Nigeria and Africa. The study intends to investigate existing evidence on mindfulness-based therapies in business contexts and assess their effectiveness in alleviating stress and burnout. Additionally, the study attempts to analyse the applicability of mindfulness practices within the particular socio-cultural and professional milieu of Nigerian nurses. By synthesising information from worldwide and regional research, this review will give insights into how mindfulness might be applied to address workplace mental health challenges in Nigerian healthcare facilities. Moreover, the evaluation will identify problems and impediments to the adoption of mindfulness in Nigerian hospitals and give practical solutions for integrating mindfulness-based programs into the healthcare system. Ultimately, the findings from this analysis will add to current conversations on mental health treatments for healthcare professionals, delivering evidence-based solutions to help nurses in managing work-related stress and enhancing overall well-being.

Concept of Mindfulness and Workplace Mental Health

Mindfulness, originating from ancient contemplative practices, has become prominent in modern psychology and organisational behaviour because of its significant effects on mental health and workplace wellness. Mindfulness fundamentally entails sustaining an awareness of one's thoughts, emotions, physical sensations, and environment in each moment, marked by acceptance and non-judgment. This technique promotes complete engagement in the present, enhancing consciousness and self-awareness.

The theoretical underpinnings of mindfulness are profoundly rooted in Buddhist philosophy, where it is regarded as a means to self-awareness and enlightenment. In this setting, mindfulness is utilised to methodically study one's immediate sensations, promoting a deep comprehension of the self and the essence of reality. This reflective process is said to foster knowledge, characterised as perceiving reality accurately, which is crucial for attaining liberation from suffering. Contemporary psychological frameworks identify mindfulness as a cognitive phenomena characterised by conscious awareness of the present moment, enabling individuals to view their experiences without attachment or aversion. This non-reactive awareness is crucial for improving emotional control and mental wellness.

Mindfulness has been extensively researched for its function in stress reduction and emotional regulation, demonstrating its effectiveness in enhancing psychological well-being. Mindfulness methods, like attentive breathing and meditation, facilitate present-moment awareness, diminishing the inclination to dwell on previous occurrences or fret about future uncertainties. This present-oriented focus aids in mitigating stress and anxiety by soothing the mind and promoting a sense of inner tranquilly. Furthermore, mindfulness improves emotional regulation by heightening awareness of emotional states, facilitating more effective identification and modulation of feelings. This enhanced emotional intelligence fosters better mental health and resilience to stress-related diseases.

The incorporation of mindfulness in the workplace is linked to several advantages, such as improved well-being and productivity. Mindfulness-based therapies (MBIs) have demonstrated efficacy in alleviating work-related stress and enhancing overall employee

well-being. By fostering a non-judgmental awareness of the present, employees can cultivate coping mechanisms that alleviate the detrimental impacts of workplace pressures. This approach increases individual mental health and generates a supportive work atmosphere marked by enhanced communication and cooperation. Organisations that adopt mindfulness programs frequently witness enhanced employee engagement, creativity, and productivity, highlighting the significance of mindfulness in fostering a healthy and effective workplace.

In conclusion, mindfulness functions as an effective instrument for improving mental health and occupational well-being. The concepts, rooted in ancient wisdom and corroborated by modern science, provide pragmatic techniques for stress alleviation and emotional control.

Global Perspectives on Mindfulness and Workplace Mental Health

Mindfulness-based interventions (MBIs) have acquired considerable popularity worldwide as helpful methods for improving mental health in the workplace. Countries such as the United States, the United Kingdom, and Australia have led in the adoption and implementation of these treatments, acknowledging their capacity to alleviate stress, diminish burnout, and enhance work satisfaction among employees. In the United States, the rigorous nature of employment has compelled organisations to investigate MBIs as a strategy to mitigate occupational pressures. An extensive examination of occupational mental health revealed several sources of work-related stress, such as prolonged hours, insufficient autonomy, and job instability (Goh et al., 2015). In response to these problems, some U.S. organisations have included mindfulness training into their health campaigns. These programs often include techniques like as meditation, focus training, and yoga, with the objective of enhancing present-moment awareness and emotional control among employees.

Likewise, the United Kingdom has acknowledged the significance of MBIs in enhancing workplace well-being. The Health and Safety Executive (2016) indicated that excessive workload and insufficient assistance substantially contribute to work-related stress and mental health problems. UK organisations have instituted formal mindfulness programs, such as Mindfulness-Based Stress Reduction (MBSR) and Mindfulness-Based Cognitive Therapy (MBCT), to provide staff with strategies for stress management and to bolster mental resilience. Australia has adopted mindfulness activities in workplaces to enhance employee well-being. Australian organisations have implemented MBIs to foster supportive work cultures that emphasise mental health. These therapies aim to assist employees in cultivating coping mechanisms for stress and enhancing overall job satisfaction.

The efficacy of workplace mindfulness training has been validated by several research and meta-analyses. A meta-analysis of randomised controlled trials shown that mindfulness-based interventions (MBIs) significantly alleviate stress, burnout, and psychological distress, while simultaneously improving well-being and work satisfaction (Vonderlin et al., 2020). The findings indicate that mindfulness techniques may operate as a protective factor against prevalent mental health issues in the workplace. Furthermore, studies have shown that MBIs can enhance both psychological and physiological results. A research investigating the effects of workplace meditation programs identified advantages including lower stress levels, mitigation of burnout, and enhanced job satisfaction (Bartlett et al., 2019). These programs

not only mitigate adverse mental health symptoms but also foster beneficial qualities such as enhanced compassion and general well-being.

The worldwide implementation of MBIs indicates an increasing acknowledgement of their importance in promoting healthier workplace conditions. Integrating mindfulness practices into organisational cultures enables organisations to improve employee engagement, decrease turnover, and foster a supportive environment that promotes personal and professional development. As the research basis expands, it is expected that other nations and organisations will contemplate the use of mindfulness-based techniques to tackle workplace mental health issues.

Mindfulness and Workplace Mental Health in Africa

Mindfulness has garnered significant acknowledgement as a potent approach for improving mental health in the workplace, especially in high-pressure settings like healthcare. The condition of workplace mental health in Africa is a pressing issue, characterised by widespread stress, burnout, and psychological suffering among employees, especially within healthcare environments. Mental health problems, such as depression and anxiety, have been documented at concerning levels among African healthcare professionals, mostly owing to excessive workloads, insufficient staffing, inadequate compensation, and restricted access to mental health support services (Osei et al., 2022). Research demonstrates that insufficient organisational commitment to mental well-being intensifies these problems, rendering healthcare personnel susceptible to significant mental health difficulties (Adejumo et al., 2021). In several African nations, the stigma surrounding mental health deters employees from pursuing psychological assistance, resulting in a cycle of stress buildup and diminished job performance (Gebremariam et al., 2023).

Although mindfulness-based treatments (MBIs) are increasingly acknowledged as a viable remedy for workplace mental health issues, their implementation in African workplaces has been constrained. A significant obstacle is the cultural understanding of mindfulness, frequently regarded as a Western notion, resulting in opposition from both personnel and businesses (Nwafor & Adebayo, 2022). Numerous African organisations, especially in the healthcare sector, function under intense pressure, prioritising production over employee welfare, hence complicating the implementation of mindfulness programs (Tshabalala & Khumalo, 2023). Additionally, limited financial resources, lack of trained mindfulness facilitators, and insufficient institutional support hinder the integration of mindfulness into workplace policies (Okonkwo et al., 2021). Research further suggests that African healthcare workers often experience compassion fatigue, which reduces their motivation to engage in self-care practices, including mindfulness (Mugisha et al., 2022). Furthermore, the hierarchical nature of many African organisations discourages open discussions on mental well-being, thereby limiting the promotion of mindfulness practices (Nyongesa et al., 2023).

Despite these challenges, there are emerging examples of successful mindfulness initiatives within African healthcare settings. Some hospitals and healthcare institutions have introduced mindfulness-based stress reduction (MBSR) programs to support healthcare workers facing extreme stress (Mbuthia et al., 2022). For example, in South Africa, certain public hospitals have implemented structured mindfulness sessions as part of their employee

wellness programs, leading to reported reductions in stress and improved job satisfaction among nurses and doctors (Matshidze & Madzivhandila, 2023). Similarly, in Kenya, a pilot study on mindfulness training for healthcare professionals demonstrated improvements in emotional regulation, reduced anxiety levels, and enhanced overall workplace morale (Wainaina et al., 2021). Moreover, in Nigeria, some private hospitals have begun integrating mindfulness-based cognitive therapy (MBCT) into staff development programs, recognising the potential of mindfulness in reducing occupational burnout (Obi et al., 2023). While these initiatives remain relatively small-scale, they provide valuable insights into the potential of mindfulness to enhance workplace mental health in African healthcare settings.

To fully harness the benefits of mindfulness, there is a need for more structured and institutionalised approaches to integrating these practices within African workplaces. Organisations should consider investing in mindfulness training for employees, incorporating mindfulness into professional development programs, and fostering workplace cultures that support mental well-being. Additionally, further research is required to explore the long-term impact of mindfulness interventions in African healthcare settings, ensuring that such programs are culturally sensitive and contextually relevant. With growing awareness and commitment, mindfulness has the potential to transform workplace mental health in Africa, particularly in high-stress environments such as healthcare.

The State of Nurses' Mental Health in Nigeria

Nurses in Nigeria play a critical role in the healthcare system, often working under strenuous conditions that expose them to significant mental health challenges. The prevalence of stress, burnout, anxiety, depression, and other psychological distress among Nigerian nurses is well-documented, highlighting a serious occupational health concern (Adebayo & Olanrewaju, 2021). Studies have shown that Nigerian nurses experience high levels of emotional exhaustion, depersonalisation, and reduced personal accomplishment, which are key indicators of burnout (Eze & Okafor, 2022). Research indicates that the prevalence of burnout among Nigerian nurses is alarmingly high, with a substantial proportion of them experiencing severe stress due to work overload, long working hours, and inadequate staff strength (Ibrahim & Yusuf, 2020). Burnout among nurses has been linked to decreased job performance, increased medical errors, and compromised patient safety, making it a crucial issue that requires urgent intervention (Omosho & Akintunde, 2021).

Several factors contribute to the poor mental health of Nigerian nurses, ranging from organisational challenges to systemic deficiencies within the healthcare sector. Heavy workloads are a primary stressor, as many healthcare facilities are understaffed, forcing nurses to manage excessive patient loads with minimal support (Ojo & Adewale, 2023). The lack of human resources leads to prolonged work shifts, often extending beyond the standard working hours, further exacerbating fatigue and emotional distress (Eze & Okafor, 2022). Additionally, workplace violence, including verbal and physical abuse from patients, relatives, and even colleagues, has been reported as a significant source of psychological distress (Ibrahim & Yusuf, 2020). Exposure to traumatic events, such as witnessing patient deaths and medical emergencies, also contributes to heightened stress levels among nurses (Adebayo & Olanrewaju, 2021). Moreover, the lack of professional autonomy and limited career

advancement opportunities further demoralise nurses, leading to frustration and reduced job satisfaction (Omosho & Akintunde, 2021).

Poor remuneration and delayed salaries are additional contributors to the mental health crisis among Nigerian nurses. Many nurses are underpaid despite their demanding responsibilities, leading to financial stress that negatively impacts their overall well-being (Eze & Okafor, 2022). Inadequate working conditions, including a lack of essential medical supplies and equipment, also place immense pressure on nurses, forcing them to work under suboptimal conditions that compromise both their mental health and the quality of patient care (Ibrahim & Yusuf, 2020). The cultural stigma surrounding mental health in Nigeria further discourages nurses from seeking psychological support, as admitting to mental health struggles may be perceived as a sign of weakness (Ojo & Adewale, 2023). This stigma prevents nurses from accessing the necessary interventions, ultimately worsening their mental health outcomes (Adebayo & Olanrewaju, 2021).

A major gap in Nigeria's healthcare system is the lack of structured mental health support for nurses. Many healthcare institutions do not have dedicated mental health programs or workplace wellness initiatives aimed at addressing stress and burnout among nursing staff (Omosho & Akintunde, 2021). Unlike in developed countries where psychological support systems such as counselling services, employee assistance programs, and mindfulness training are integrated into healthcare institutions, Nigerian hospitals largely lack such interventions (Ojo & Adewale, 2023). The absence of mental health policies targeted at healthcare workers exacerbates the situation, leaving nurses without institutional support to manage their stress and emotional well-being (Ibrahim & Yusuf, 2020). Additionally, there is a shortage of mental health professionals within hospital settings, making it difficult for nurses to access timely psychological interventions (Eze & Okafor, 2022).

Furthermore, the reluctance of hospital management to prioritise mental health support for nurses is a significant barrier to addressing the crisis. Most healthcare institutions in Nigeria focus primarily on physical health infrastructure, with little emphasis on mental well-being (Adebayo & Olanrewaju, 2021). There is also a lack of continuous professional development programs that incorporate mental health education and stress management techniques for nurses (Ojo & Adewale, 2023). The absence of peer support groups and workplace wellness initiatives further isolates nurses, preventing them from sharing their experiences and coping mechanisms (Ibrahim & Yusuf, 2020). Consequently, many nurses resort to maladaptive coping strategies such as substance use, social withdrawal, and emotional suppression, which further deteriorate their psychological health (Eze & Okafor, 2022).

Addressing these issues requires urgent policy reforms and institutional commitment to improving nurses' mental health. Hospitals should implement structured mental health programs, including regular psychological assessments, counselling services, and resilience training (Omosho & Akintunde, 2021). Increasing staffing levels to reduce workload, ensuring timely salary payments, and providing a conducive work environment are crucial steps toward alleviating stress among nurses (Adebayo & Olanrewaju, 2021). Additionally, fostering a workplace culture that encourages open discussions about mental health without stigma is essential for promoting nurses' well-being (Ojo & Adewale, 2023). Without strategic

interventions, the mental health crisis among Nigerian nurses will continue to escalate, ultimately affecting the overall efficiency and sustainability of the healthcare sector (Ibrahim & Yusuf, 2020)

Role of Mindfulness in Enhancing Nurses' Mental Health in Nigeria

Mindfulness has emerged as a significant tool for enhancing mental well-being, particularly among healthcare professionals who are exposed to high levels of stress and burnout. In Nigeria, nurses experience significant psychological distress due to factors such as high workload, inadequate remuneration, and workplace violence (Eze & Okafor, 2022). The incorporation of mindfulness-based practices offers a promising avenue for addressing these mental health challenges. Mindfulness, which involves being present in the moment and cultivating self-awareness, has been shown to enhance emotional resilience, reduce stress, and improve overall well-being (Tshabalala & Khumalo, 2023). Given the demanding nature of nursing in Nigeria, where healthcare facilities are often overstretched and understaffed, integrating mindfulness interventions could play a crucial role in promoting nurses' mental health.

Several studies have highlighted the potential benefits of mindfulness for healthcare workers, particularly in reducing stress and preventing burnout. Mindfulness-based stress reduction (MBSR) programs have been shown to enhance emotional regulation, improve focus, and foster a sense of psychological well-being among nurses (Wainaina, Gikandi, & Muturi, 2021). In Kenya, a pilot study evaluating the impact of mindfulness training on healthcare professionals found that participants reported significant reductions in stress and an improved ability to manage workplace pressures (Wainaina et al., 2021). These findings align with global research indicating that mindfulness interventions enhance self-compassion, reduce emotional exhaustion, and improve job satisfaction among nurses. For Nigerian nurses, who often work under challenging conditions, incorporating mindfulness practices could help build resilience and foster better coping mechanisms in response to workplace stressors (Ibrahim & Yusuf, 2020). Moreover, mindfulness techniques such as deep breathing, guided meditation, and body scan exercises can help nurses maintain emotional stability and mitigate the adverse effects of chronic workplace stress.

The effectiveness of MBSR among nurses has been widely documented, and its application in Nigeria could yield significant mental health benefits. MBSR programs, typically consisting of structured mindfulness exercises over an eight-week period, have been found to lower cortisol levels, reduce symptoms of anxiety and depression, and improve emotional regulation (Tshabalala & Khumalo, 2023). In high-pressure environments such as hospitals, where nurses frequently experience emotional exhaustion and compassion fatigue, mindfulness interventions could serve as a proactive strategy for sustaining mental well-being (Ojo & Adewale, 2023). Additionally, studies on occupational stress among Nigerian nurses have emphasized the urgent need for structured psychological support systems to address burnout and emotional distress (Omosho & Akintunde, 2021). Given the success of MBSR programs in other African contexts, such as Kenya and South Africa, adapting these interventions to suit the Nigerian healthcare environment could provide an effective means of promoting mental resilience among nurses.

However, the implementation of mindfulness interventions in Nigeria must take into account cultural and contextual factors to ensure their effectiveness. Unlike Western societies where mindfulness is often integrated into professional and personal development programs, Nigerian healthcare institutions have yet to fully embrace these practices as part of workplace mental health initiatives (Adebayo & Olanrewaju, 2021). Cultural perceptions of mindfulness, which may be influenced by religious beliefs and traditional healing practices, could impact its acceptance among Nigerian nurses. Therefore, it is essential to introduce mindfulness in a manner that aligns with existing cultural and religious frameworks, thereby increasing its accessibility and acceptance (Ojo & Adewale, 2023). Additionally, given the hierarchical structure of the Nigerian healthcare system, gaining institutional support for mindfulness training programs is crucial. Hospital management and policymakers need to recognize the value of mindfulness in enhancing nurses' mental health and incorporate it into workplace wellness programs (Ibrahim & Yusuf, 2020).

Furthermore, the resource constraints within the Nigerian healthcare sector present another challenge to the implementation of mindfulness-based programs. Many hospitals operate with limited budgets, making it difficult to allocate funds for non-clinical interventions such as mindfulness training. However, cost-effective strategies, such as peer-led mindfulness sessions and virtual training programs, could be explored to overcome these challenges (Omotosho & Akintunde, 2021). Leveraging technology to provide online mindfulness training modules could help nurses develop mindfulness skills without disrupting their work schedules. Additionally, integrating mindfulness into nursing education and professional development programs could ensure that nurses are equipped with the necessary skills to manage stress effectively throughout their careers.

In conclusion, mindfulness has the potential to significantly enhance the mental health of Nigerian nurses by reducing stress, preventing burnout, and fostering resilience. Evidence from research on mindfulness-based stress reduction (MBSR) programs indicates that these interventions can be highly beneficial in managing workplace stress and improving emotional well-being. However, the successful implementation of mindfulness in Nigerian healthcare settings requires careful consideration of cultural, institutional, and financial constraints.

Challenges and Barriers to Implementing Mindfulness Practices in Nigeria

The implementation of mindfulness practices in Nigerian healthcare settings faces significant challenges that stem from organisational, cultural, and systemic barriers. One of the major organisational challenges is the lack of structured policies that support mindfulness-based interventions (MBIs) in the workplace. Many Nigerian healthcare institutions operate under intense pressure due to understaffing, excessive workload, and an inadequate focus on mental health initiatives (Eze & Okafor, 2022). This institutional neglect makes it difficult to integrate mindfulness programs into the existing healthcare framework. Additionally, hospital administrators and policymakers often prioritise immediate medical concerns over long-term psychological well-being, making mindfulness seem like an unnecessary or secondary initiative (Adebayo & Olanrewaju, 2021). The systemic challenge of poor leadership commitment to mental health programs further hinders progress. Without a clear

policy direction, there is little motivation for healthcare managers to allocate time and resources towards mindfulness training for their employees (Ibrahim & Yusuf, 2020).

Cultural factors also pose a significant barrier to the implementation of mindfulness practices among Nigerian nurses. Many healthcare professionals in Nigeria operate within a cultural context that prioritises resilience and emotional suppression in the face of workplace stress (Omosho & Akintunde, 2021). This cultural inclination discourages open discussions about mental health and mindfulness, often equating them with weakness. Moreover, mindfulness is sometimes misunderstood within the Nigerian context, where traditional and religious beliefs dominate perceptions of psychological well-being (Tshabalala & Khumalo, 2023). Some individuals may view mindfulness as a spiritual or religious practice that contradicts their faith, making them resistant to participating in mindfulness-based programs. There is also a general scepticism towards Western psychological interventions, with some healthcare workers perceiving mindfulness as an impractical concept that lacks tangible benefits within their demanding work environment (Wainaina et al., 2021). Such misconceptions contribute to the reluctance in adopting mindfulness techniques as part of workplace mental health strategies.

Another major impediment is the limited awareness and understanding of mindfulness within Nigerian healthcare institutions. Many nurses and healthcare professionals lack sufficient knowledge about the benefits and practical application of mindfulness techniques, leading to low engagement in such programs (Ojo & Adewale, 2023). The absence of targeted awareness campaigns and educational initiatives means that even when mindfulness programs are introduced, they are often met with indifference or scepticism. Additionally, there is a shortage of trained facilitators who can effectively introduce mindfulness practices within healthcare settings (Adebayo & Olanrewaju, 2021). Without properly trained professionals, mindfulness sessions may not be effectively structured, reducing their impact on workplace mental health.

Resource constraints and training limitations further complicate the adoption of mindfulness practices among Nigerian nurses. Many hospitals and healthcare facilities in Nigeria are already grappling with financial constraints, limiting their ability to invest in non-clinical interventions such as mindfulness programs (Eze & Okafor, 2022). The lack of funding for mental health training programs means that even when there is interest in mindfulness, there are no structured programs to support its adoption (Ibrahim & Yusuf, 2020). Additionally, the overwhelming workload in Nigerian healthcare facilities leaves little room for nurses to participate in mindfulness training. Given the high patient-to-nurse ratio, many nurses struggle to find time for self-care practices, making it difficult for them to engage in mindfulness exercises consistently (Omosho & Akintunde, 2021). Without institutional support in creating structured mindfulness breaks or integrating mindfulness into daily routines, such practices remain inaccessible to many nurses.

Conclusion and Recommendations

Mindfulness has emerged as a significant intervention for improving workplace mental health, particularly among healthcare professionals such as nurses. This review highlights that mindfulness-based interventions (MBIs) have been successfully implemented in various

parts of the world, demonstrating positive outcomes in reducing stress, burnout, and job dissatisfaction. In developed nations, workplace mindfulness programs have been integrated into organisational policies, leading to improved emotional resilience, job satisfaction, and overall mental well-being among nurses. In the African context, workplace mental health remains a critical issue, with nurses often experiencing high levels of work-related stress due to inadequate resources, heavy workloads, and poor working conditions. The adoption of mindfulness in Africa is still in its infancy, with limited research and organisational commitment to integrating such interventions into healthcare systems. However, evidence suggests that mindfulness has the potential to alleviate some of these challenges if properly adapted to the local context.

To effectively integrate mindfulness into Nigerian healthcare, policy and organisational support are essential. Healthcare institutions should consider incorporating mindfulness training into professional development programs for nurses, ensuring they have access to stress-reduction techniques that enhance their mental resilience. Additionally, mindfulness should be embedded into workplace policies, encouraging routine mindfulness practices such as guided meditation sessions, breathing exercises, and reflective journaling. Hospital management should also invest in training facilitators who can lead mindfulness sessions, ensuring sustainability and accessibility. Furthermore, policymakers should prioritise workplace mental health by creating guidelines that promote mindfulness as a tool for stress management and overall well-being. Addressing misconceptions about mindfulness and its benefits through awareness campaigns can also foster greater acceptance among healthcare workers.

Future research should focus on evaluating the effectiveness of mindfulness interventions among nurses in different African settings, considering cultural and systemic factors that may influence outcomes. Studies should explore how mindfulness can be tailored to fit the unique challenges faced by Nigerian nurses, such as high patient-to-nurse ratios, limited access to mental health resources, and cultural attitudes towards mental well-being. Additionally, comparative studies between hospitals that implement mindfulness programs and those that do not can provide deeper insights into the impact of such interventions on workplace mental health. Longitudinal studies assessing the sustainability of mindfulness practices in healthcare settings would also contribute to a more comprehensive understanding of its long-term benefits.

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