

Change Your Mind – Create New Results

A proven formula to lower employee stress; improve mental health, wellbeing, employee engagement and productivity.

Change Your Mind – Create New Results (CYMCNR) is a program based on the work of researcher and best-selling author, Dr Joe Dispenza, using models and tools based on the neuroscience of change.

The CYMCNR program can be delivered to a group of staff members from the same organisation, or via open training where the training group consists of individual participants from different organisations. CYMCNR can be delivered in person, or via online formats.

The results reported in this study were gathered at a CYMCNR program held in June 2024. There were nine participants (eight female, one male). The age range was between 43 and 59 years of age, with a mean age of 52.3 years. Training participants were employed or self-employed from varying organisations. All participants granted their permission for their de-identified data to be included and shared in the study with full informed consent.

The CYMCNR program included:

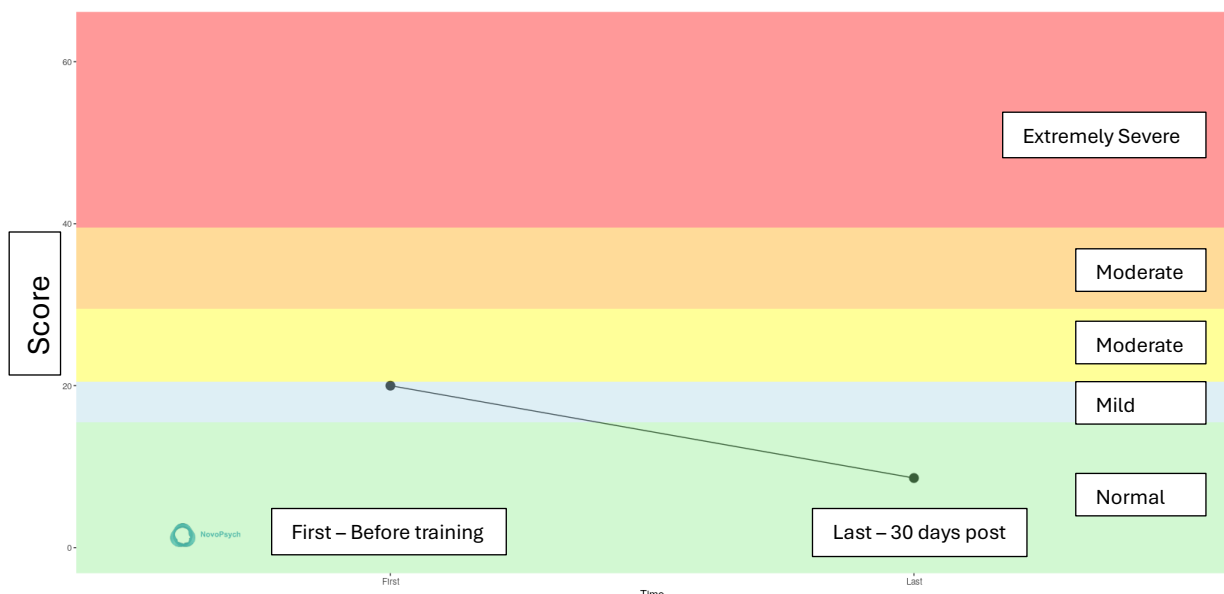
- Attendance at the two- day CYMCNR open training workshop, delivered in person by Nicole Chilcott. Participants receive a training workbook and ‘30 Days To Genius’ journal.
- Two x 30 minute individual follow- up sessions at 7 days and 30 days post training.
- Two x 60 minute group follow up sessions at 14 and 21 days post training.

How the data was collected:

- The Depression Anxiety and Stress Scale (DASS-21) self-report was administered four times to each participant.
 - 1) Before the training (the week prior to training);
 - 2) At the conclusion of the two-day training workshop; and
 - 3) 30 days post training/intervention.
 - 4) Four months post training/intervention.
- Participant comments obtained from the CYMCNR training evaluation forms completed at the end of the two-day training workshop.
- Anecdotal comments reported during individual, and group follow up sessions.

The DASS-21 measures severity of general psychological distress and symptoms related to depression, anxiety and stress in adults. In Australia, the DASS-21 measure is commonly used by GP's and family physicians to measure the distress of their patients. Australian norms were used to compare the data. Scores are categorised into five severity ranges: Normal, Mild, Moderate, Severe and Extremely Severe. High severity corresponds to high distress.

The results:

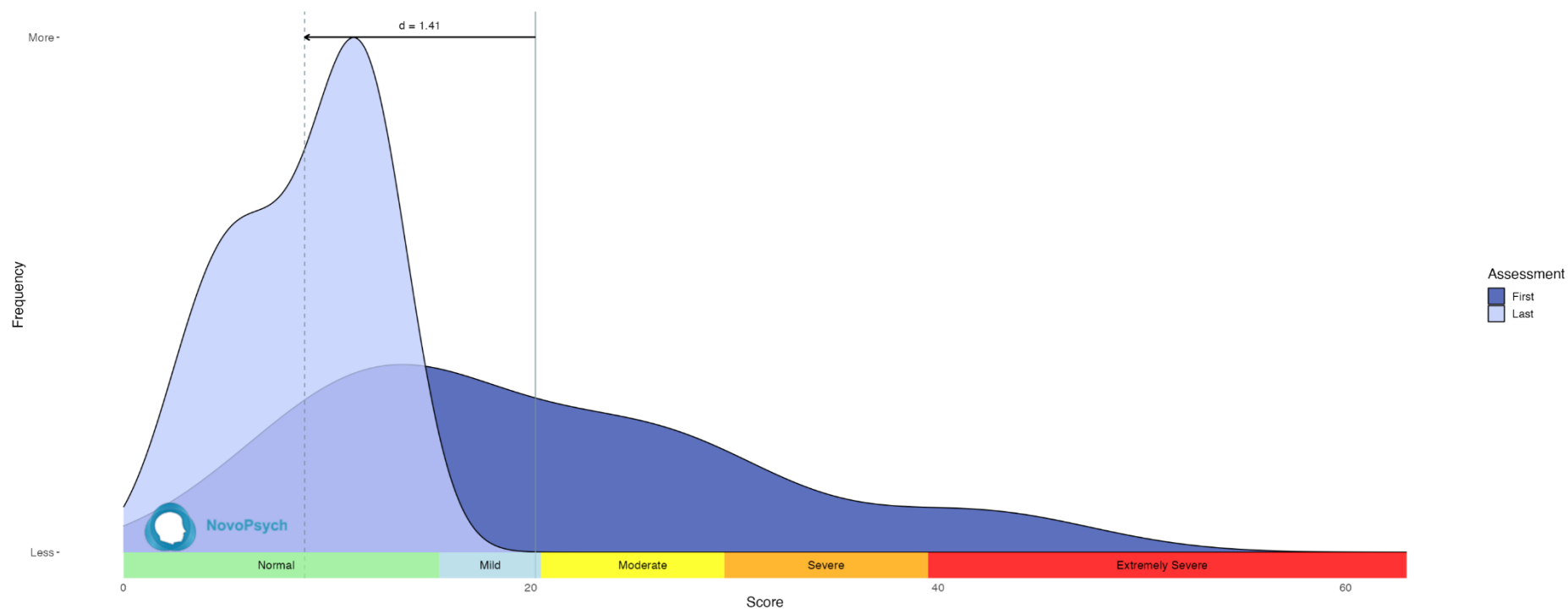


The group average of the nine participants prior to the training, was reported in the upper end of the DASS-21 Mild Range of severity for general psychological distress. At the end of the program (30 days later), the average was reported in the Normal Range. Average scores continued to fall into the Normal Range four months post training.



DASS-21 results showed that 100% of participants made a measurable improvement at the 2 day, the 30 day and the four month post training data collection point.

Effect Size Plot



The plot above shows the scores for the participants on the first and last administrations of the DASS-21, and the effect size for the change in score. The vertical (unbroken) line shows the participants average score was in the upper end of the Mild Range on the first administration of the DASS-21 prior to the training and the vertical (broken) line shows the participants average score is now in the Normal Range at the final administration 30 days post training. The Cohen's D score, or the Effect Size for the CYMCNR program is 1.41, which means that the CYMCNR program has caused a large effect on the participants Depression, Anxiety and Stress levels. Cohen's D score lowered slightly at the four month post training mark to 1.27.

Participant comments from the training evaluation forms:

Course Comments:

100% of participants reported to be happy to recommend this course to others. Below are their comments:

- It was an awesome course. I highly recommended it. If you're ready for change, do this course first.
- An amazing 2 days to go help understand & put into perspective where you are at the moment & have a clearer understanding of where you want to be.
- If you are sick of yourself take the course and find your new self.
- It's a fantastic course if you would like you to learn more about yourself, and also offers great tools for making change in the future for a better self.
- Great education to help you understand yourself and tools to help you create positive change in your life.
- If you want to change your life you need to go. You can't explain it but you have to experience it. If you are not satisfied with any part of your life and you are not taking a chance on doing this course nothing will change. You will continue of more of the same and that is unfulfilling.
- This course is exactly what I needed at this point in my life to make the changes needed for my better future self.
- I would describe it as a groundbreaking course that teaches workers about the neuroscience of change for personal and work purposes.

Benefits and new outcomes you can achieve

- Create a life that is positive and happy.
- I can live a more joyful life without constant self-critical thoughts and being stressed about money.
- A new life of creativity joy and higher consciousness.
- A more peaceful life. A more loving life with less conflict and angst.
- I became a new person & the old person no longer exists.
- Identifying old self and how that is no longer serving me.
- Change!
- I can become entirely well and recover from CFS and sleep fewer hours each day (currently more than 10 hours).

What does this mean for your organization and your employees:

The Gallup State of the Global Workplace: 2024 Report states that “In 2023, global employee engagement stagnated, and overall employee wellbeing declined. While both measures are at or near record highs, their lack of improvement is notable, as they follow multiple years of steady gains. The result is that the majority of the world’s employees continue to struggle at work and in life, with direct consequences for organizational productivity.”

According to Gallup’s research, 41% of employees worldwide say they are stressed – with stress levels being a known critical indicator of mental health. Gallup estimates that low employee engagement costs the global economy US\$8.9 trillion.

Gallup’s research reveals that the United States and Canada have the second highest regional percentage of employees experiencing daily stress (49%). Other emotions experienced daily are anger (17%), sadness (21%) and loneliness (18%). 51% of this population employees are reported to be not engaged.

Gallup reports that 64% of employees in Australia and New Zealand are not engaged. Stress is experienced by 48%, anger by 15%, sadness by 19% and loneliness by 13%.

Gallup finds strong evidence that increasing the number of engaged workers drives positive outcomes within organizations, including increasing profitability by 23%, lowering absenteeism by 78%, and increasing productivity by 18% (sales), and 14% (production records and evaluations). Developing highly engaged individuals and teams highlights the importance for addressing employee engagement and wellbeing as strategic priorities for organisations.

The CYMCNR program produced a measurable improvement to the depression, anxiety and stress levels of 100% of the participants. Participants average scores started in the upper end of the Mild range of psychological distress. At the end of 30 days, average scores were reported to be in the Normal range. 100% of participants would recommend this course to others. Anecdotal comments reported on the training evaluation forms were entirely positive.

The CYMCNR program is a non-medical, non-invasive treatment. There are no known side effects. Significant results were reported quickly with the biggest improvements being noted at the completion of the two-day training workshop. These results were proven to be sustained at the 30-day mark.

Insights from Gallup’s research highlight the critical need for organisations to address stress, mental health and wellbeing in the workplace with direct links for organizational productivity. The CYMCNR program provides a proven approach to effect these areas.

CYMCNR can be easily implemented within your organisation at minimal time and money costs to your business, with proven maximum impact on staff stress, mental health and wellbeing levels. It's effect to staff can be measured easily via administration and analysis of the DASS self-report.

If you are ready to help your employees and your organization change – I have the formula for you.

**Nicole Chilcott: Registered Psychologist (B.Ed/B.Psych) &
NeuroChangeSolutions Consultant/Trainer**

Note : An extended report of case study details is available, and includes DASS-21 individual data collected at the three data points, as well as participant information reported at the individual and group post training sessions. *CYMCNR – Open Training Case Study.*