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Exploring the Interplay between Mindfulness, Emotional Control, and Workplace Resilience

Zunaira Shakeel[1], Bareera Saeed[2], Muhammad Abubakar[3] & Sitwat Usman Langrial[4]

[1]*Institute of Applied Psychology, University of the Punjab, Lahore, Pakistan*
[2]*Department of Behavioral Sciences, S3H, National University of Science and Technology, Islamabad, Pakistan*
[3]*Counseling Officer, Daanish School Boys Mianwali*
[4]*Department of Behavioral Sciences, S3H, National University of Science and Technology, Islamabad, Pakistan*

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Corresponding Author:
Bareera Saeed
Email:
bareera.saeed@s3h.nust.edu.pk

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ABSTRACT

The research study was conducted to investigate the relationship between Mindfulness, Emotional Regulation and Resilience in Working Adults using quantitative approach. It was hypothesized that there would be significant relationship between mindfulness, emotional regulation and resilience. It was also hypothesized that mindfulness, emotional regulation are the predictors of resilience. Moreover, it was hypothesized that there are likely to be gender differences between mindfulness, emotional regulation, and resilience in working adults. Correlational research design was used to assess these hypotheses. The sample could consist 200 working adult professionals (n=100 lawyers, n=100 police officers) aged between 22-55 years. The data from adult professionals was collected by using a purposive sampling strategy. The tools was include the Mindfulness attention awareness scale MAAS (Rayan & Brown, 2003), the Emotional regulation questionnaire short form ERQ-S (Preece, 2023), and the Brief resilience scale (Smith, 2009). SPSS Version 26 was employed to run statistical analyses such as descriptive analysis and regression to generate results. Person product moment correlation revealed that there was a positive relationships between mindfulness, emotional regulation and resilience. Furthermore, t-test revealed that there was no significant difference between males and females however, there was a deference between lawyer and police officers. The study findings were discussed in the light of the Pakistani scenario.

Introduction

Some professional groups operate in high-stress environments and are consequently more susceptible to illnesses such as depression, worry, additional forms of traumatic stress and fatigue. Occupational stress is a pervasive global phenomenon that is demonstrated to cause several negative outcomes, including deteriorating mental and physical well-being (Kaskiashvili et al., 2013). The well-being of working people has become a central focus of concern in today's fluctuating employment environment. As people face the complex difficulties of their professional lives, the complex relationship between mental wellness, emotional regulation, and resilience has received much attention. Social interaction and regular daily tasks, as well as experiencing challenging situations. Different situations can trigger diverse emotions in response to both positive and stressful life experiences. This type of phenomenon has become common in working adults while they are facing frequent stressful events. By cultivating mindfulness and effectively managing their emotions, individuals can enhance their ability to perform well in their daily lives by stimulating resilience. Practicing mindfulness and effectively regulating emotions can help individuals develop resilience in their psychosocial life, whereas inadequate regulation may result in impaired functioning (Foti, 2023).

Consequently, it is important for working adults to possess the attribute of resilience and to enhance and sustain their resilience levels to pursue their professional objectives effectively. This is essential as they face challenging and stressful situations regularly, which are inherent to their job requirements. The current study aims to investigate the associations among mindfulness, regulating emotions, and resilience, with a particular focus on the potential benefits for individuals in developing resilience (Foti, 2023).

Mindfulness

Mindfulness is the capacity to sustain focused attention and nonjudgmental focus on an ongoing physical, cognitive, and psychosomatic experience without assessing or passing judgment on that experience (Baer, 2003; Kabat Zinn, 1994). The notion of mindfulness originates from the Pali language's term sati, which expresses the idea of remembering or recollecting with a sense of courteousness. It often refers to the capacity to respond quickly while the mind is present (Bodhi, 2000; Nayaniponaki, 1973). Mindfulness is the act of consciously and attentively observing one's mental state and being aware of both internal and external stimuli in a focused and deliberate manner at a particular moment in time (Shapiro et al., 2006; Glomb et al., 2011). Mindfulness can facilitate the relationship between age and subjective well-being, enabling individuals to adapt to and manage these changes without automatically understanding them as a threat to their well-being. This is achieved through the practice of mindful attention and mindfulness. In general, more mindful persons are likely to accept age-related changes without judgment and can refocus their attention on other aspects of the current moment compared to less thoughtful individuals (Allen et al., 2017).

The concept of mindfulness is rooted in Buddhist psychology and is an advanced idea having a variety of psychological and philosophical traditions. It includes Greek and ancient philosophy with conceptual kinship, existentialism, phenomenology, transcendentalism, western Europe thoughts, and humanism in America. By explanation, it does not pertain to any self-concept or philosophical perspective. It operates beyond the jurisdiction of any philosophical paradigm (Ryan & Rigby, 2015). Mindfulness is universally applicable and not limited to any certain spiritual or theological framework (Kabat-Zinn, 2003). Mindfulness is the intentional and non-judgmental act

of directing one's attention to the present moment (Kabat-Zinn, 1994). All suggest that it is a centrality to human experience, attention, and awareness.

Although mindfulness is rooted in the fundamental activities of the consciousness (Kabat Zinn, 2009). Shapiro et al. (2006) use a three-component mindfulness concept to demonstrate how engaging in mindfulness practice facilitates positive growth. Furthermore, with the aspects of concentration and attitude, which have closeness to the two elements proposed by Bishop et al. (2004), they highlighted the vitality of intention, which refers to the personal motivation or vision that stimulates individuals to participate in mindfulness practice. The idea behind this hypothesis was based on the premise that the outcomes of meditation practice might be affected by the particular objectives of the practitioners (Shapiro, 1992).

Components of Mindful Attention

The application of practices based on mindfulness is steadily growing across multiple fields. Understanding the constituents of mindfulness is crucial for comprehending the mechanisms through which mindfulness-based therapies provide effective outcomes. Within the mindfulness framework, there are three fundamental elements: intention, attention, and attitude. Intention pertains to the deliberate decision to develop one's consciousness and focus on the current moment, as well as one's feelings and thoughts. On the other hand, attitude relates to displaying kindness, curiosity, and a lack of judgment (Linchen, 1993).

Mindfulness-Based Therapies

Mindfulness-based treatments have been employed across several age groups, including adolescents, adults, and children, for the treatment of an extensive variety of physical and psychological ailments. The four types of therapy include mindfulness-based stress reduction (MBSR), mindfulness-based cognitive therapy (MBCT), dialectical behaviour therapy, and acceptance and commitment therapy (ACT)

(Linchen, 1993).

Mindful Meditation and Psychological Health

Mindful meditation has been shown to reduce stress and anxiety levels. Hoge et al. (2018) found that mindfulness-based stress reduction (MBSR) significantly reduced anxiety symptoms in a clinical sample. Mindful meditation has shown promise in reducing depressive symptoms. In a meta-analysis, mindfulness-based interventions were found to be effective in reducing depressive symptoms, particularly when delivered in group formats (Keng et al., 2017). Mindful meditation can improve emotional regulation and resilience. Goldin and Gross (2010) demonstrated that mindfulness training increased prefrontal cortex activation and emotional regulation. Researchers suggest that mindful meditation is associated with increased well-being and life satisfaction. A longitudinal study found higher life satisfaction and lower psychological distress over time (Brown et al., 2019).

Mindful Meditation and Decision Making

Mindful meditation is an approach that entails directing one's attention to the current moment and monitoring thoughts and feelings without forming judgments. It has demonstrated a multitude of advantages associated with it, such as enhanced psychological wellness, heightened concentration and attentiveness, and decreased levels of stress and anxiety. In recent years, researchers have also investigated the relationship between mindful meditation and decision-making. A study was undertaken to investigate the influence of mindful contemplation on decision-making processes

(Hafenbrack et al., 2014). The researchers found that individuals who engaged in a brief mindful meditation exercise before making decisions exhibited greater decision-making quality than those who did not mediate. The mediators displayed a higher level of cognitive flexibility, which allowed them to consider multiple perspectives and alternatives before making a choice. Kang et al. (2015) investigate the effect of mindful meditation on intuitive decision-making. The results indicate that individuals who regularly practised mindful meditation had enhanced intuitive decision-making abilities. They could better rely on their gut instincts and make effective decisions without extensive analysis or deliberation (Kang et al. 2015).

Adult Attachment and Mindful Meditation

Adult attachment theory, established by John Bowlby and subsequently expanded upon by Mary Ainsworth, centers on the patterns of emotional and relational connections that individuals establish with significant others in their lives. It suggests that early experiences with caregivers shape the development of 16 internal working models, which influence adult attachment styles. Mindful meditation is a technique that is based on the concept of awareness. It entails deliberately staying with the current moment without formulating any judgments. It has gained considerable attention for its potential benefits in promoting emotional regulation, stress reduction, and overall well-being (Kabat-Zinn, 2003). There is a growing interest in examining how adult attachment and mindful meditation intersect. Research suggests that mindfulness practices can facilitate the development of more secure attachment styles and improve relationship satisfaction (Gillath et al., 2019).

Mindful Meditation and Conflict Resolution

Mindful meditation can be an effective tool for conflict resolution, promoting greater self-awareness and empathy among individuals. Through the practice of mindfulness, individuals enhance their capacity to objectively examine their thoughts, emotions, and physical sensations, enabling them to respond to situations of conflict with lucidity and empathy. Research conducted by Jazaieri et al. (2013) demonstrated that mindfulness training significantly improved participants' conflict resolution skills, enhancing their ability to regulate emotions and engage in active listening during conflicts. Additionally, a study by Wachs and Cordova (2007) found that mindfulness practice led to increased empathy and perspective-taking, key components in resolving conflicts peacefully.

Emotional regulation

Emotions play a crucial role in shaping people's behavior and establishing their position in society (Martin & Dennis, 2004). So, before going into a deeper explanation of emotional regulation, it is beneficial to start this explanation by seeing how emotions arise and how they may be regulated. Emotions are types of strong feelings and experiences that can be stated as internal or external bodily changes that influence a person to perform different kinds of behaviour (Mahmud, 2004). In addition, experienced interpersonal emotions provide a signal to others about how to behave (Van Kleef, 2009). Emotions can be categorised as positive or negative emotions. Negative emotions are unpleasant emotions, like fear, jealousy, and anger, which can be harmful to the well-being of a person, whereas positive emotions are termed pleasant emotions of amusement, such as love, joy, and happiness. These can be helpful in the development of the individual. It is always good to experience positive emotions and, at the same time, bad to experience negative emotions, but everything in excess is bad; hence, intense emotions, whether positive or negative, can harm a person (Mangal, 2009). Effective emotional management is essential in social relationships. Emotion regulation describes how people manage their emotions (Gross & Thompson, 2007).

People's functioning is powerfully affected by both positive and negative emotional experiences (Nezlek & Kuppens, 2009). When emotions are of the wrong type, intensity, or duration, individuals try to regulate them. Therefore, emotions are not free-floating due to their strong impact, but these are regulated to keep expression under check to meet one's society's demands. Different components of emotional response and indicators are subjected to regulation during the emotion regulation process. With the aid of this regulation, people enjoy smooth social interaction in different situations (Nezlek & Kuppens, 2009). Sometimes emotions can be helpful, and sometimes these can be destructive, so in this how context, two important aspects of emotions must be disentangled: the personal experience of feeling emotions and the control of these feelings (Gross, 1999).

Emotional regulation involves both external and internal processes that manage, assess, and modulate emotional responses, particularly their intensity and duration, in order to achieve one's objectives (Thompson, 1994). Emotions are the essence that provides depth and complexity to our existence. They not only provide the ability to understand life fully, but they also fulfil additional crucial roles. The interpersonal communication function serves the purpose of communicating one's internal emotions and behavioural intentions to others (Frijda, 1986). Emotion regulation is a component that helps understand how emotions work and the ability required to manage emotions instead of being managed by emotions (Dietz, 2012). Recent studies in this area indicate that task-irrelevant emotional states may influence decision-making (Harle et al., 2012). Emotions are rarely as strong and significant in other areas of life as they are in persistent violent conflicts. Many researchers who research ethnic conflicts and conflict resolution have long acknowledged emotion's essential role in conflict (Horowitz et al., 2005). Emotion regulation has an impact on latency, rise time, duration, or magnitude of emotional response (Gross, 2013).

Types of Emotional Regulation

According to the emotional regulation process model, there are two main categories of methods for emotional regulation: antecedent focus techniques and reaction focus strategies. Cognitive reappraisal and expressive suppression are two psychological strategies used to regulate emotions. They are the two primary methods of emotional regulation that have attracted significant research attention (Gross & John, 2003).

Cognitive reappraisal. Cognitive reappraisal refers to a type of emotionalcontrol that involves intellectually reevaluating an incident that triggers emotions in order to adjust its emotional impact (Gross & John, 2003). The process of identifying and modifying the recurring thinking patterns is referred to as cognitive reappraisal by psychologists. During this process, the emotions undergo a little reduction in their intensity, enabling individuals to handle the triggering factors in a more constructive manner. Cognitive reappraisal refers to the deliberate effort to reassess a circumstance that has triggered an emotion, with the goal of changing its significance and reducing its emotional impact (Gross & John, 2003).

Expressive suppression. Expressive suppression is a component in the control of psychological and emotional processes. This notion is grounded in personal emotional competency, encompassing an understanding of the origins of emotions, their physical sensations and outward expressions, and the potential methods for altering them. Expressive suppression refers to the deliberate effort to conceal, inhibit, or diminish one's current feelings and outward manifestation of emotions (Gross & Levenson, 1993; Gross & John, 2003).

Model of emotional regulation

Several distinct theoretical frameworks elucidate the phenomena of emotional regulation.One of the most important is the process model. The fundamental claim of this model is that emotional regulation strategies for different kinds have an impact on the emotion-generative process. The umbrella term categorises emotion control mechanisms into five types: context selection, situation alteration, attentional deployment, cognitive change, and response modulation (Gross, 2008).

Situation Selection. Situation selection describes the act of deciding whether to engage in or avoid a certain circumstance depending on the anticipated emotional response it is likely to elicit (Wolfe et al., 2022). Situation selection pertains to the specific decisions we make, considering the potential future impact on our emotional responses. Frequently, we can predict the way that our emotions are going to follow during a specific period if we do not take action to alter them. This understanding may inspire us to take actions to modify the inherent emotional course through situation selections (Gross, 2008).

Situation Modification. Situation modification refers to the deliberate effort to modify a certain situation in order to affect one's emotional experience (Wolfe et al., 2022). Within the stress and coping framework, this form of emotional regulation is known as problem-focused coping. This emotion management technique involves altering the external factors of the environment that trigger the feeling, rather than directly controlling the emotion itself (Torrence & Connelly, 2019).

Attentional Deployment. Attentional deployment refers to the process of directing one's attention towards a certain object or diverting it away from something else, influenced by the emotional nature of the stimuli (Wolfe et al., 2022). There are two possible ways to direct one's attention: through distraction as well as concentration. Distraction entails the act of diverting one's focus away from the emotional components of the circumstance. Conversely, concentration entails directing one's attention towards the emotional aspects of a situation. Concentration is intricately linked to rumination, which is the act of directing one's attention towards ideas and emotions related to a circumstances that is filled with strong emotions (Torrence & Connelly, 2019).

Cognitive Change. Cognitive change refers to the process of reassessing a situation, where altering one's perspective on an event leads to a modification in its emotional significance (Wolfe et al., 2022). Cognitive transformation involves modifying one's evaluations in a manner that modifies the emotional prominence of a circumstance. This can be achieved by altering one's thoughts regarding the situation or one's ability to handle the challenges it presents (Gross, 2008).

Response Modulation. Response modulation encompasses any conscious attempt to modify, inhibit, conceal, or accentuate one's behavioural reactions to an emotional occurrence (Wolfe et al., 2022). Response modulation involves directly affecting physiological, experiential, or behavioural responses. For instance, engaging in physical activity and practicing relaxation techniques can be employed to reduce the physiological and sensory components of unpleasant emotions (Gross, 2008).

Emotional regulation in everyday life has demonstrated the need to differentiate between the regulation of happy and negative emotions. The potential for everyday circumstances to influence the connections between emotion regulation and well-being within individuals (Gross, 2008).

Resilience

Resilience originates from the Latin term resilio, which signifies the ability to rebound or recover (Manyena, 2006). Resilience is a continual and adaptable process that enhances the capacity to

effectively cope with difficult, adverse, and stressful circumstances (De Lorenzo, 2023). Resilience enables individuals to ascribe positive significance to intricate incidents, manage adverse emotions, and adjust to external pressures that vary throughout the course of life. Resilience is the ability of an individual to maintain a steady equilibrium in the face of extremely challenging circumstances (Cummins, 2013). Resilience is defined as the developmental outcomes despite great risk status, continued competence under stress, and retrieval from trauma and stressful events (Werner, 1995). Resilience plays an important role in healing and coping through competent function in response to major life stressors (Kaplan, turner & Stillson., 1996).

The initial investigators in the field of resilience were focused on examining the hazards and detrimental impacts of unfavourable life experiences, such as divorce and traumatic stresses, on children (Manyena, 2006). Stressful life experiences, trauma, and persistent adversity can significantly affect the functioning and structure of the brain, leading to the development of posttraumatic stress disorder (PTSD), depression, and other mental illnesses. The majority of persons do not acquire such illnesses following stressful life situations and are thus considered to be robust. Resilience refers to the capacity to effectively adjust and thrive when confronted with challenging circumstances and pressure. Resilience, in order to be successful, depends on the ability to respond effectively to environmental challenges and withstand the harmful consequences of stress. Therefore, it is highly important to have a deeper understanding of the elements that contribute to these impacts (Wu et al., 2013).

Resilience is a concept that is frequently used to elucidate the intricate nature of how individuals and groups react to painful and exhausting circumstances. Health professions are often acknowledged to be demanding and emotionally taxing vocations. Resilience is also included in government programs and policy development. Resilience means being an expert in reaction to the stressors and pressures imposed on the ability to cope. It is a healthy recovery from extreme stress and trauma (Aburn et al., 2016).

Characteristics of the Resilient

Resilience is crucial for working adults as it helps them navigate through various challenges and setbacks in both their personal and professional lives. Several characteristics are the trademark of a resilient individual. All these key characteristics are significant for working adults.

Adaptability. Resilient individuals demonstrate the ability to adapt to changes effectively, whether it is a shift in job responsibilities, workplace dynamics, or unexpected events. This adaptability enables them to remain productive and focused amidst uncertainty (Bonanno, 2004).

Optimism. Resilience is demonstrated by the ability to maintain a positive perspective while facing challenges. Optimistic persons have a tendency to view obstacles as transient and conquerable, which enables them to persist through challenging circumstances (Bonanno, 2004).

Problem-Solving Skills. Resilient individuals have substantial problem-solving abilities, enabling them to recognise and handle workplace challenges by implementing proactive measures. They perceive issues as chances for personal development rather than obstacles that cannot be overcome (Masten, 2001).

Emotional Regulation. Being able to manage and regulate one's emotions is crucial for resilience. This involves acknowledging and accepting difficult emotions while also maintaining control over reactions, which helps prevent stress and burnout (Gross, 2015).

Social Support Networks. Resilient individuals frequently possess robust support networks consisting of coworkers, acquaintances, and relatives. These networks offer emotional support, practical assistance, and valuable insights during difficult periods (Southwick et al., 2014).

Self-Efficacy. Resilient individuals have confidence in overcoming obstacles and achieving their goals. This conviction in their ability promotes resilience by inspiring people to persevere in the presence of adversity. (Southwick et al., 2014).

Resilience reflects the capacity of individuals to effectively cope with and adapt to the unavoidable obstacles and experiences that arise in life (Grotberg, 2003). Resilience describes the process of cultivating adaptive skills in order to cope with the emotional, social, and physical challenges that arise in life. Resilience an important role in healing and coping through competent functioning in response to the major life stressors (Allen & Simmons., 2005). As resilience frequently involves transactions where something gained while others are lost, noticeably this makes it is significant to examine the impacts of any treatment carefully by assessing numerous consequences to make sure that the reduced impact in an individual life is not being accomplished at the cost of some other equally significant apprehension (Allen & Simmons., 2005).

Mindfulness, emotional regulation, and resilience are crucial psychological factors that contribute to overall well-being and effectiveness in the workplace. Mindfulness involves the intentional focus on the present moment, fostering heightened awareness and attention to one's thoughts, sentiments, and environment, which can enhance decision-making and reduce stress. Emotional regulation encompasses the capacity to interpret, comprehend, and control one's emotions effectively, facilitating healthier interactions with colleagues and clients. Resilience refers to the willingness to adapt and bounce back from setbacks and challenges, fostering perseverance, optimism, and a proactive approach to overcoming obstacles in the professional realm. These qualities form a foundation for success, enabling working adults to navigate the demands of their careers with greater clarity, composure, and fortitude.

The aim of this study was to explore the relationship between mindfulness, emotional regulation, and resilience in working adults.

Methodology

Research Design

A correlational study design was used to explore the relationship between mindfulness, emotional regulation, and resilience in working adults.

Sampling strategy

A purposive sampling technique was used to recruit working adults.

Sample

The sample was recruited from Lahore. The sample size was 200 adult professionals (Lawyers and police officers), including both males and females, age range between 22-55 years old. The sample was drawn based on inclusion and exclusion criteria.

Inclusion criteria

- Spending more than 8-12 hours per day in the workplace.
- Both Male and Female working adults.
- Lawyers and police officers of the public and private sectors.

- People aged 22 and above were included.

Exclusion Criteria

- Any physical illness or disability.
- Currently on any medication or therapy.
- The study excluded retired individuals.
- Incomplete forms was excluded

Operational Definitions of Variables

Mindfulness

Mindfulness is the practice of orienting one's attention and accepting impressions in the current moment (Brown & Ryan, 2003).

Emotional regulation

Emotion regulation pertains to the deliberate actions taken by individuals to control and manage their emotions, encompassing their ability to feel and the way they communicate their emotions (Gross, 2002).

Resilience

Resilience is the capability of rebounding quickly and effectively from obstacles or setbacks (smith, 2009).

Table 1: ***Descriptive Statistics of Demographic Variables (N=200)***

Characteristics	***M***	***SD***	***f (%)***
Age	1.26	.51	
25-35			155 (77)
35-45			38 (19)
46-55			7 (3)
Gender			
Male			100 (50)
Female			100 (50)
Characteristics	***M***	***SD***	***f (%)***
Religion			
Muslim			181 (90)
Christen			18 (9)
Others			1 (5)
Education			
Metric			3 (1)
Intermediate			40 (20)
Graduate			114 (57)
Masters			43 (21)
Marital status			
Unmarried			50 (25)
Married			144 (72)
Divorced/ separated			6 (3)
Family system			

Nuclear			68 (34)
Joint			132 (66)
No. of family members depends on you			
1			42 (21)
2			25 (21)
3			35 (12)
4			35 (17)
5			30 (15)
6			17 (8)
Characteristics	***M***	***SD***	***f (%)***
7			3 (1)
8			3 (1)
9			2 (1)
Family background			
Urban			112 (56)
Rural			88 (44)
Profession			
Lawyers			100 (50)
Police officers			100 (50)
Job Sector			
Private			71 (35)
Public			129 (64)
Duty hours			
3 – 7 h			25 (12)
8 – 12 h			159 (79)
14 – 18 h			3 (1)
24 h			13 (6)
Designation/ Rank			
Lawyer			35 (17)
Advocate			70 (35)
Constable			77 (38)
Head Constable			18 (9)
Monthly income			
Less than 50k			34 (17)
Characteristics	***M***	***SD***	***f (%)***
50k-1.5 lac			156 (78)
1.5k- 2.5lac			7 (3)
2.5lac- 3.5lac			3 (1)
Work experience			
Less than 5 years			65 (32)
5 to 10 years			104 (52)
5 to 10 years			104 (52)
10 to 20 years			28 (14)
More than 20 years			3 (1)
Perceived job stressful			
Yes			154 (77)
No			46 (23)

Assessment Measure

The following assessment tools was used to conduct this research and to quantify the variables.

i. Demographic information sheet
ii. Mindfulness Attention Awareness Scale (MAAS)
iii. Emotion Regulation Questionnaire-Short Form (ERQ-S)
iv. The Brief Resilience Scale (BRS)

Mindfulness Attention Awareness Scale

Mindfulness attention awareness scale consisted of 15 items was developed by Rayan and Brown in 2003(Brown & Ryan, 2003). It was designed to gauge out the characteristics of dispositional mindfulness and receptive or open awareness of the attention. Responses mark on six Likert scale ranging from 1 almost never to 6 almost always. The reliability of the scale is Cronbach alpha .82.

Emotion Regulation Questionnaire-Short Form (ERQ-S)

6 item Emotion Regulation Questionnaire-Short Form ERQ-S was developed by Preece in 2023.The ERQ-S is designed to assess habitual use of two common emotion regulation strategies, cognitive reappraisal (changing the way one is thinking about a situation in order to change its emotional impact) and expressive suppression (suppressing the behavioral expression of emotion (preece, 2023). All emotion regulation questionnaire item 5-point Likert scale ranging from 1 (strongly disagree) 2 (Neutral) 3 (strongly agree). The reliability of the scale is Cronbach alpha .87 for reappraisal .76 for suppression. Items 1, 3, and 5 for reappraisal and item 2, 4, 5 for suppression.

The Brief Resilience Scale

Brief resilience scales consisted of 6 items was developed by Smith in 2009. It was designed to measure the degree of individual resilience. Responses mark on five Likert scale ranging from 1 strongly disagree 2 strongly agree. Item. 2 ,4, 6 has reverse coding. The reliability of scale is Cronbach's Alpha .80

Procedure

The department's competent authority issued an official Permission letter before data collection. The data was collected from working adults aged between 22 and 55 from Lahore, Pakistan, based on inclusion and exclusion criteria. Before collecting the data, permission was taken from the perspective authors to use the Mindfulness Attention Awareness Scale, Emotion Regulation Questionnaire-Short Form (ERQ-S), and The Brief Resilience Scale. Participants were informed about the implications of participation and data protection. Moreover, the purpose of the research was explained to participants. After excluding missing or incomplete data, SPSS version 26 was used to generate results.

Statistically Analysis

SPSS version 26 was used for statistical analysis. The descriptive statistics Mean, frequency, standard deviation, and Cronbach's Alpha reliability were used. For correlation among variables, Pearson product-moment correlational analysis was run. For the prediction of the effect of independent variables, the hierarchical multiple regression analysis was run. For demographics effect independent sample t-test analysis was run.

Ethical consideration

1. Prior permission was obtained from the authors of the measuring tools.
2. Permission was taken from the department.
3. Permission was obtained from the respective organization/office/ institutions where data was collected.
4. Informed consent was obtained from the participant afterward, explaining the nature of the study before administering the questionnaire.
5. The participants have the right to withdraw from participation and terminate at any time they wish.
6. The participants were assured that the information gathered from them will be kept confidential and will not be used for any other purpose other than this research.
7. Participant was saved from physical, social, and psychological harm during involvement in the study.

Results

Reliability Analysis

The study scales were tested for reliability. Cronbach's alpha coefficient gives a measure of internal consistency. After that, descriptive analysis for all scales and subscales of study variables. The following table presents the Cronbach alpha, mean, standard deviation, and number of items on each scale.

Table 2: ***Descriptive Statistics and Reliability Analysis of Study Variables (N=200)***

Scales	***k***	***M***	***SD***	***Range***	***Cronbach's α***
Mindfulness	15	3.55	.74	2-5	.80
ER	6	3.99	1.04	1-6	.72
CR	3	3.62	1.42	1-7	.73
ES	3	4.35	1.02	1-7	.51
Resilience	6	2.85	.92	1-2	.84

Note: k= no of items; M= Mean; SD= Standard Deviation; α= Cronbach alpha; ER= Emotional regulation; CR= cognitive reappraisal; ES= Expressive suppression

Table 2 shows the Cronbach's alpha reliability values of the scales used in the present study. The Mindfulness Attention Awareness Scale has good reliability. Overall, the Emotional Regulation Scale has good reliability. The emotional regulation first subscale, Cognitive Reappraisal, has good reliability, and the second subscale, Expressive Suppression, has quite acceptable and moderate reliability. A Brief Resilience Scale has good reliability. All the subscales had very good reliability for the current study.

Table 3: ***Pearson Product Moment Correlation between Mindfulness, Emotional Regulation (its Subscales), and Resilience in Working Adults (N=200)***

Variables	***M***	***SD***	***1***	***2***	***3***	***4***
Mindfulness	3.55	.74	-	.29***	.20**	.24**
Cognitive reappraisal	3.62	1.42		-	.44***	.23**
Expressive suppression	4.35	1.02			-	.23**
Resilience	2.85	.92				-

Note: M= Mean; SD= Standard Deviation; *p<.05; **p<.01; ***p<.001;

Table 3 revealed that mindfulness had a significant positive correlation with resilience. Mindfulness had a positive correlation between subscales of emotional regulation, that is, cognitive reappraisal and expressive suppression.

It was hypothesized that mindfulness and emotional regulation would be the predictors of resilience. To test this hypothesis, multiple hierarchical regression analyses were conducted to predict resilience in working adults, as shown in Table 3.

Table 4: ***Hierarchical Regression Analysis between Demographics and Study Variables for Predicting Resilience in Working Adults (N=200)***

Predictors		**95% CI**					
	B	***LL***	***UL***	***SE***	***β***	R^2	ΔR^2
Step 1						.12	.12***
Age	.01	-.25	.27	.13	.00		
Designation/rank	-.36***	-.50	-.22	.07	-.34		
Monthly income	-.00	-.25	.25	.12	.00		
Work experience	.07	-.11	.26	.09	.05		
Step 2						.14	.02***
Mindfulness	.19***	.02	.36	.08	.15		
Step 3						.17	.03***
Cognitive reappraisal	.01	-.08	.11	.05	.02		
Expressive suppression	.14***	.01	.27	.06	.15		

Note: CI= confidence interval; LL= Lower Limit; UL= Upper Limit; *p<.05; **p<.01; ***p<.001;

A hierarchical multiple regression was run to find the significant prediction of mindfulness and emotional regulation for resilience. In the first step, the model was significant at F (4, 195) =7.00, p<0.001and 12% variance in resilience. Designation rank was a significant negative predictor of resilience, and age, monthly income, and work experience were not significant predictors of resilience. In the second step, the model was significant at F (1, 194) = 5.19, p<.001, and 14% variance. This showed that mindfulness (β= .15, p<.001) was a significant positive predictor of resilience. In the third step, the overall model was also significant at F (2, 192) = 3.14, p < .001, and 17% variance. These results indicate that expressive suppression ((β= .06, p<.001 is a significant positive predictor of resilience, and cognitive reappraisal (β= .05, p>.05) is a non-significant predictor for resilience.

Furthermore, an independent sample t-test was conducted to analyze the differences between lawyers and police officers, males and females, as shown in Tables 4.4 and 4.5, respectively.

Table 5: ***Independent sample t-test comparing resilience among lawyers and police officers (N=200)***

Variable	**Lawyers (n =100)**		**Police (n =100)**				**95%CI**		
	M	***SD***	***M***	***SD***	***t(198)***	***p***	***LL***	***UL***	**Cohn's d**
Resilience	3.25	.92	2.44	.72	6.83	.000***	.57	1.03	.97

Note; CI= confidence interval; LL= Lower Limit; UL= Upper Limit; *p<.05; **p<.01; ***p<.001;

Table 5 indicates that resilience differs significantly by profession. The analysis suggested that lawyers have significantly higher resilience than police officers, with a large effect size.

Table 6: ***Independent sample t-test comparing resilience in males and females (N=200)***

Variable	Males (n=100)		Females (n =100)				95% CI		
	M	*SD*	*M*	*SD*	*t(198)*	*p*	*LL*	*UL*	Cohn's d
Resilience	2.95	.94	2.75	.89	1.54	.125	-.56	.45	.21

Note; CI= confidence interval; LL= Lower Limit; UL= Upper Limit; *p<.05; **p<.01; ***p<.001;

The results of the independent sample t-test revealed that there was no significant difference in resilience in males and females. The level of resilience is the same in both genders.

Discussion

The current study focused on the relationship between mindfulness, emotional regulation, and resilience in working adults. The study aimed to figure out whether the application of mindful attention awareness and emotion control approaches might improve the resilience of lawyers and police officers by mitigating stress-related grievances. To the best of our knowledge, the study examines the relationship employing a quantitative approach and measure. In Pakistan, people are facing many hardships regarding life and need to act mindfully and regulate their emotions in a proper way to become resilient. Many high-stress occupations, such as lawyers and police officers, are involved in dealing with traumatic events and high-pressure situations. The daily exposures to traumatic incidents such as violence, accidents, and emergencies faced by police officers similarly, the lawyer faced heavy workloads, tight deadlines, and the adversarial nature of legal court proceedings. In these situations, if they do not make themselves a resilient person, their practical lives could be affected badly by their professional life. They need to allow themselves to think mindfully or pay attention moment by moment, especially in emergencies and high workloads, positively regulate their emotions or bounce back from stressful events so they can work properly.

The study hypothesized that a substantial correlation would exist between mindfulness, emotional regulation, and resilience in working adults (lawyers and police officers). It specifically aimed to investigate the proposed relationship among these variables. The results of the present study showed that resilience had a significant positive correlation with mindfulness and emotional regulation. It showed that higher levels of mindfulness are associated with greater resilience and better emotional regulation strategies, such as cognitive reappraisal and expressive suppression. These findings highlight the potential benefits of mindfulness in enhancing emotional regulation and resilience. This implies that individuals who manage their emotions well are better equipped to handle stress and bounce back from hardship. The study conducted by Abdelrasheed and Saeed (2024) explores the impact of MBCT on the psychological resilience of basic education teachers in Dhofar, Oman. The experimental study involves 60 male teachers with low psychological resilience scores, divided into an experimental group and a control group, with each group equally divided. The study's results showed the effectiveness of mindfulness-based cognitive therapy (MBCT) in building resilience, which is crucial for teachers facing various challenges. It has been proven that mindfulness is an important factor in achieving resilience.

Kim and Park (2023) conducted a study to investigate the level of mindfulness's influence on task performance through the mediating role of resilience. Using structural equation modelling on data from 359 service industry employees in Korea, the study highlighted that mindfulness practices enhance psychological resilience and task performance. This increased resilience helps employees better manage stress and challenges. The study provides valuable insights into how mindfulness can be leveraged to improve employee performance and well-being and bounce back to difficult

situations. This earlier research indirectly elucidates the connection between the variables under investigation in the current study.

Buranapin et al. 2023 investigated the relationship between mindful organizing and organizational resilience and found that mindful organizing positively influences organizational resilience. This implies that incorporating mindfulness practices can strengthen an organization's ability to withstand and bounce back from stressors. The study is particularly relevant to high-stress professions. The research supports our findings and highlights the importance of mindfulness and resilience in high-stress professions such as organizations, lawyers, and police.

The third hypothesis of the study stated a significant positive relation between emotional regulation and resilience. The findings support the hypothesis. Jalali et al. (2022) stated that the relationship between emotion regulation and resilience among soldiers suggests that targeted interventions can be beneficial. This aligns with existing literature suggesting that individuals who can manage their emotions effectively are more resilient in the face of stress.

In this study, the hypothesis was that both mindfulness and emotional regulation were the predictors of resilience. The findings support this hypothesis, showing that mindfulness and emotional regulation were the positive predictors of mindfulness. In contrast, the subscale of emotional regulation, which is cognitive reappraisal, is not the predictor of resilience. In a study conducted by Mohammadzadeh (2019), the objective was to assess the association between mindfulness, regulation of emotions, and resilience among undergraduate students. The hypothesis of this present research was supported by the findings of this earlier study, as well as the association between factors and the prediction between variables that were supported by this study. Prior studies involved student participants. However, the results of the current research may benefit highly demanding occupations, such as those of lawyers or police officers. The findings of the present study suggest that demographic factors such as age, monthly income, and job experience did not have a predictive effect on resilience. However, the designation or rank of individuals had a negative impact on their level of resilience. Possible explanations include the fact that higher positions typically come with a greater number of duties and difficulties. Individuals in higher positions typically incur greater obligations. This encompasses tasks such as overseeing teams, making crucial judgments in high-pressure emergency scenarios, and managing intricate projects. These duties necessitate the development of robust problem-solving abilities and the ability to remain composed in high-pressure situations. Some individuals lack the necessary expertise to address these challenging circumstances effectively. However, it is crucial to remember that resilience is a complex concept shaped by elements other than one's position, including individual characteristics, social assistance, and coping strategies.

Furthermore, more analysis was done to provide an extensive understanding of the data. The first analysis employed a t-test to examine the gender differences in resilience. However, the findings indicated that there is no significant difference among genders. The second investigation examined the differences in occupation between lawyers and police personnel. The findings revealed that lawyers exhibit greater resilience compared to police officers. The study conducted by Huang et al. (2019) aimed to investigate the impact of gender on employee well-being and resilience in retail businesses in China. The findings indicate that there is no significant difference between both genders. Both genders encounter demanding work settings characterized by extended working hours, high stakes, probable exposure to traumatic incidents, difficulties in the professional environment, and interpersonal disputes. Perhaps the lack of gender disparities can be ascribed to this specific cause.

Conclusion

After following the fair analysis, the study's findings provided valuable insights into the interplay between study variables in the context of Pakistani culture. Overall, the study concluded that there is a strong positive association between the main study variables and primary subdomains. This suggests that the concepts being examined are culturally relevant and have meaningful connections within Pakistani culture. These findings enhance our comprehension of the mechanisms by which mindfulness, regulation of emotions, and resilience act and manifest within the cultural setting of Pakistan. The present study provides evidence that mindfulness and emotion regulation significantly predict resilience. It is stated that the practice of attentive attention, together with the management of emotions, helps people become more resilient by assisting them in coping with challenges and recovering from failures. The study also considered the impact of demographics and resilience and found that only designation/rank predicted reliance. Moreover, it was found that resilience is no different among males and females, but there is a difference based on profession. It suggested that lawyers are more resilient than police officers.

Limitations and Suggestions

The current research has identified certain limitations, and the following recommendations are provided for future researchers.

- This research project is an integral component of the degree program. Due to the necessity of doing it within the allotted time, there was a restricted amount of time to finish it, which meant that a comprehensive explanation was unfortunately not feasible.
- More time is needed for detailed exploration.
- The tools utilised in this research were designed based on Western cultural norms and practices.
- Current research focuses exclusively on the professions of lawyers and police officers within the working adult sample, neglecting other categories of professions. Future researchers should explore other categories of working adults in their studies.
- The findings obtained from the specific groups may not be easily applicable to other professions or the general working adult population in less stressful jobs
- The sample was exclusively collected from Lahore. Therefore, its representation may be restricted.
- It is recommended that future studies be conducted using a large and diverse sample employing a longitudinal research design. This approach would enable the study's findings to be widely generalized.

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