
A Study on the Glass Ceiling Effect and Psychological Well-being Intervention by Practicing Mindfulness**Pallavi Mishra¹****DOI: <http://doi.org/10.5281/zenodo.23523716>****Review: 14/09/2026****Acceptance: 15/09/2026****Publication:****25/10/2026**

Introduction: There is a significant role of female workforce involvement in India, but some invisible and indirect barriers, often referred to as the term “glass ceiling,” have the effect of preventing women from advancing into senior leadership positions. The present study investigated experiences at the workplace that are compatible with the dynamics of the glass ceiling that affect a female's psychological well-being. The present study reviews the research and conclusions on psychological well-being interventions, specifically those that involve practicing mindfulness.

Keywords: Glass ceiling, intervention, psychological well-being, mindfulness.

Introduction: Women's contribution to the Indian workforce has expanded recently, but their position in senior leadership roles continues to be disproportionately low. The glass ceiling is an invisible, systematic set of restrictions that restrain women's upward dynamics, even when they are as qualified and ambitious as men. In addition, the glass ceiling can have a deep impact on females' psychological well-being due to structural implications such as missed promotions and limited participation in decision-making. Psychological well-being refers to the capability of self-acceptance, maintaining positive relationships, finding purpose in life, and so on. https://en.wikipedia.org/wiki/Six-factor_model_of_psychological_well-bein

Review of Literature:**Mindfulness and Psychological Well-being**

1. During the review of research, it is found that these authors—Kong et al. (2015), Garland et al. (2017), McConville et al. (2017), Feller et al. (2018), Li (2021), Søvold et al. (2021), Tan et al. (2021), Mubarak et al. (2022), and Su et al. (2022)—investigated and suggested practicing mindfulness to improve psychological well-being. Psychological Well-being This research connects perceived gender disparity in the workplace to worse psychological well-being and self-esteem. Psychological well-being and self-esteem. Research has indicated that experiences of bias and discrimination predict reduced confidence and higher emotional discomfort in the Indian context (Sharma & Gupta, 2023; Nair, 2024).
2. Tang et al. (2019) explained that psychological well-being promotes life. Psychological well-being leads to increased life satisfaction, positive impacts, and a reduction in negative effects. As a result, consistency should be made to improve the psychological well-being of employees who are under stress at work. Multiple factors, including mental, psychological, and social factors at the individual and organizational levels, can be used to explain the factors affecting psychological well-being.

Glass Ceiling

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1. The effect of the glass ceiling is on both sides, as in the family and workplace both. The women are facing barriers for their careers and professional growth. (GC. Prasad and Sundari, 2020)
2. The findings of research explained that females are struggling consistently. The research explained and elaborated on the glass ceiling effects and experiences related to women's struggles in balancing workplace demands and family responsibilities (Kaur and Sharma, 2019).
3. Fatima et al. (2025) investigated the connection between perceived glass-ceiling barriers and severe mental health issues among women working in the private sector.
4. Smith et al. (2012) explored the organizational and structural barriers that women face in contributing to and accessing leadership and senior positions by women in contributing to and accessing leadership and senior positions contribute to the persistent underrepresentation of women in higher-level organizational roles.
5. According to Linehan et al. (2001), females who are positioning themselves as international managers have to overcome many extra evident and hidden barriers before being developed for international tasks.

Mindfulness

1. Oh et al. (2022) investigated the connection between mindfulness, psychological well-being, and resilience. Their findings indicate a positive relationship between mindfulness, psychological well-being, and resilience, suggesting that mindful awareness may help individuals respond adaptively in stressful experiences. Stressful experiences.
2. Mindfulness practice as an intervention is effective in improving psychological well-being (Bigelow et al., 2021; A. Hanley et al., 2015; Baer et al., 2012).
3. People who practice mindfulness are more capable of coping with mental issues like anxiety, depression, and other behavioral problems than those who are affected by these issues. The people who are practicing mindfulness are more capable of coping. Problems (Chang et al., 2014).
4. The state of mind where sufficient awareness, known as mindfulness, is achieved by paying conscious, non-judgmental attention to the present moment. Mental state. (Marens et al., 2021).

Objective of the Study

- i. To understand the impact of mindfulness on psychological well-being.
- ii. To offer suggestions based on the reviews.
- iii. To understand how mindfulness relates to the glass ceiling effect and its role as a source of stress.

Operational Definitions

- a. **Glass Ceiling**—The term "glass ceiling" denotes invisible barriers and obstacles that create hurdles for women, ethnic minorities, and other marginalized groups, including individuals with disabilities or LGBTQ+ individuals, to advance professionally beyond a particular level in the workplace.
- b. **Psychological Well-Being**—Psychological well-being is a state of mental health where an individual promotes positive relationships, is able to discover purpose and meaning in life, and has autonomy and self-acceptance with one's strengths and weaknesses.

Mindfulness—Mindfulness involves self-regulation that promotes being conscious and non-judgmental and attention to the present mental state.

How Mindfulness Helps in Psychological Well-Being during the Glass Ceiling Effect

The glass ceiling contributes to significant mental issues, including anxiety and stress. Emotional dysregulation occurs when negative thoughts and feelings begin to affect daily life functions. According to the study of the American Psychological Association, which is adapted by Encyclopaedia, it is a stressful state of a person who causes tension, nervousness, and uneasiness in certain situations or phenomena that lead to high blood pressure due to potential changes in their lives. It is triggered by individuals, situations, or phenomena that constantly expose a person to demanding and unrealistic expectations.

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Some of the basic physical symptoms are dizziness, increased heart palpitations, sweating, and shivering. These stresses further lead to hypertension. Females who experience glass ceiling effects often feel stress due to workplace and cultural unfavorable conditions. Constant stress could further lead to acute or chronic stress, whereas anxiety can become a disorder by itself or lead to phobias and compulsions. A study has indicated that women are the most prone to stress-related disorders due to their multitasking responsibilities. Work and family pose equally. Stressors, because of which they become the target for mental issues more than men (Baruch, Biener, & Barnett, 1987).

Mindfulness as an Intervention

- a. **Focus on Breathing**—Sit quietly on your chair or anywhere you feel comfortable and focus on your breathing naturally. You may close your eyes during this practice. Repeat self-affirmation: I'm capable of completing the task. Keep practicing this exercise for 3 to 5 minutes every day.
- b. **Body Scanning**—Body scanning is an exercise in which an individual systematically focuses on different parts of their body. This exercise allows the body to feel its feelings in a non-judgmental way. From head to toe, scan every body part conscientiously. It helps to reduce mental and physical stress.
- c. **Emotion Acceptance**—Allow your mind to release actual emotions and to accept feelings and emotions non-judgmentally.
- d. **Sensory**—Focus on senses as sight, smell, touch, taste, and sound. It helps in stress-free relaxation.

Characteristics of Mindfulness

- a. Mindfulness works with clear intention. It means choosing a purpose to distract from stressors.
- b. Mindfulness works with full attention. It means focus on the present moment while practicing mindfulness.
- c. Mindfulness works with an attitude of non-judgement. It brings a kind attitude of acceptance of the present.

Conclusion: The review of research shows that practicing mindfulness can help reduce stress, which often arises from glass ceiling effects. And it helps to improve psychological well-being. Research has indicated that there are significant changes in psychological well-being through practicing mindfulness. Mindfulness is a psychological process, mode, or attribute that can reduce rumination, stress, misunderstanding, and mental fog. Daily practice can reduce rumination, stress, misunderstanding, and mental fog.

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