



Creating a Law Firm Culture of Well-Being

Reminder: Start Small

- 1) Identify Individuals interested and willing to lead well-being efforts on a consistent basis.**
 - *i.e., executive leadership, partners, associates, department heads, support staff, etc.*
- 2) Create a mission statement capturing the firm's vision for well-being.**
 - *i.e., "The [insert well-being committee/group name] exists to foster a culture of unwavering support for the mental health and well-being of all [insert firm] employees by providing access to [resources, training, and ____] so that all employees feel cared for and know they are valued members of [insert firm]."*
- 3) Ask your lawyers and support staff what they need to feel supported as members of the firm.**
 - *i.e., support regarding time off, open discussions regarding well-being, workload oversight, etc.*
- 4) Identify corresponding resources that can help staff in managing stress in the workplace and personal stressors that may impact their professional lives.**
 - *i.e., internal support groups, regular trainings on mindfulness, resilience, and self-care topics/emails with practical well-being tips, information for Lawyers Concerned for Lawyers/other mental health providers, etc. (tip: consult with health insurance provider for additional resources).*
- 5) Regularly check in with all employees to see how they are doing to determine whether resources are effective or if additional support is needed.**
 - *Formally: check in quarterly or bi-monthly; Informally: encourage partners to regularly check in with peers and subordinates via mentorship program or routine interactions.*

Well-Being for Individuals

Reminder: Practice What You Preach

- 1) Start with a self-evaluation to understand your own stress triggers.**
 - *i.e., workload, pressure to check email on nights/weekends, no time for exercise/hobbies/family*
- 2) Identify ways to make small changes to manage stress triggers.**
 - *i.e., know your limits – learn to ask, "Is next week okay?"; put limits on where/when you check email (i.e., no email in the bedroom; move email app to 2nd screen on phone to give you more control over when you check it; eliminate audible email notifications), start with one day each week with time for exercising/hobbies/family and slowly add more once routine is established.*
- 3) Define what self-care means to you.**
 - *"Any act of kindness or support that I can show myself with words or actions." (i.e., 10 minutes daily of uninterrupted "me time," practicing gratitude, reframing negative thoughts as supportive, sleeping in when my body needs rest/showing up for the 6am workout, 3-min. meditations, etc.)*
- 4) Know what you need (and write it down).**
 - *i.e., quality time with family, time in nature, uninterrupted time for [savoring cup of coffee], etc.*
- 5) Talk about it – what works for you, what doesn't, and what you are struggling with.**
 - *Talk with colleagues, family, LCL, therapist/trained mental health provider. Do not suffer in silence!*

Patty Beck
President & Owner
www.abalancedpracticellc.com
patty@abalancedpracticellc.com
651-788-5098