

# PATHWAYS TO WELLNESS FOR LAWYERS

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# INTRODUCTION

Lawyers promote justice by protecting the harmed and defending the accused. They worry about the well-being of their clients.

Research shows that lawyers experience:

- Public perception of them as manipulative, greedy, and corrupt
- Vicarious or secondary trauma
- High levels of depression, anxiety, stress, and alcohol abuse (used to cope)
- Highly competitive environment and win-at-all costs mentality



PAIN POINTS  
EMPATHY INTERVIEWS &  
SURVEY DATA

HOPES  
EMPATHY INTERVIEWS  
AND SURVEY DATA



# COMMON THEMES

## BURNOUT

Time consuming work with demanding deadlines.

## STIGMA

There is a stigma attached to seeking help in this alpha community

## WORK LIFE BALANCE

Work negatively impacts personal life and relationships.

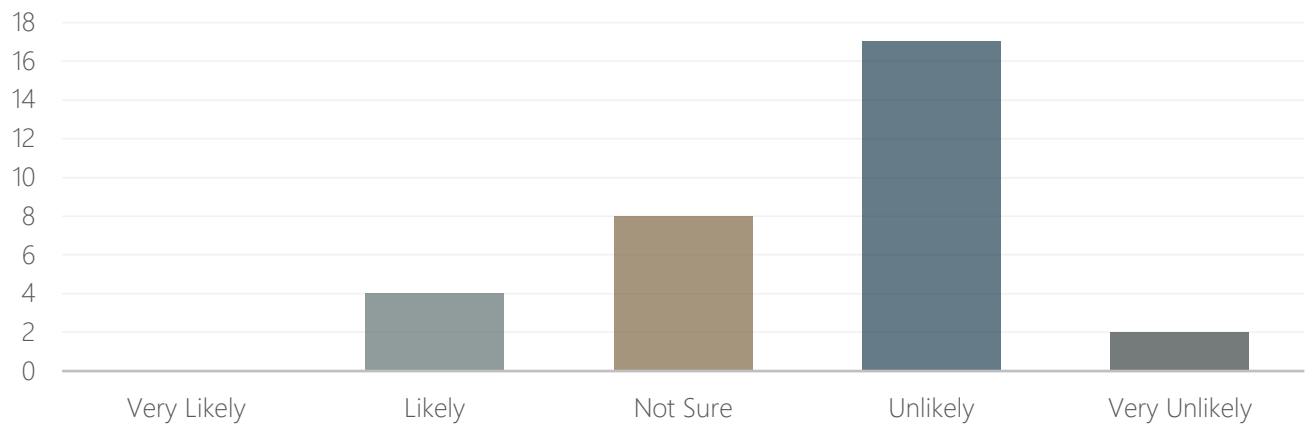
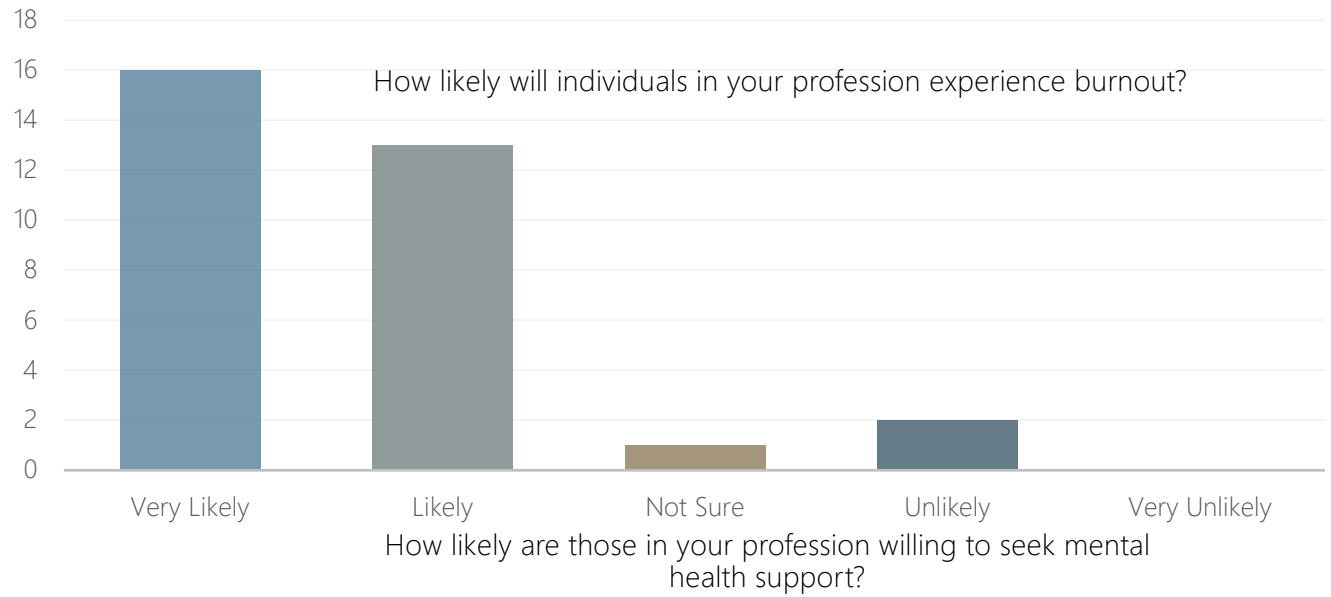
## LACK OF PEER SUPPORT

Competitive culture and win-at-all costs mentality causes isolation.

## EMOTIONAL FATIGUE

Vicarious trauma through exposure to client's traumatic experiences

# BURNOUT VERSUS SUPPORT





## NEEDS STATEMENT

Lawyers experience demanding workloads, time constraints, and empathetic overwhelm within a competitive culture. They need balance, support, and belonging within their organizational cultures in addition to personal stress management tools to help prevent burnout and improve overall quality of life.

# DESIGN QUESTIONS

How might we create a community for helping professionals so that EFW can build skills through a grassroots effort to change the culture of helping professional working environments?

How might we build emotional resilience so the helping professional can have more well-being at work and home?



# THREE PATHS TO WELLNESS & PREVENTING BURNOUT

## FOR LAWYERS AND ATTORNEYS



### VIRTUAL CONTENT

This pathway considers the demanding schedules of lawyers and addresses the need for timely information & privacy.

Content delivered via email, social media, or the EFW website. This content includes short videos such as:

- Lawyers telling compelling stories
- Law profession insights
- Mental health
- Emotional resilience
- Emotional regulation
- Burnout prevention
- In office physical activity (ex. yoga)
- Breathing exercises & meditation



### INFORMAL SOCIAL GROUPS

This pathway addresses the need for belonging, community, and peer support. Our survey data showed that attorneys think the field is competitive and not supportive of making peer connections.

EFW can create a calendar of events on their website to keep participants informed.

This can include group events such as:

- Improv comedy nights
- Exercise groups and sports
- Meditation group
- Hiking



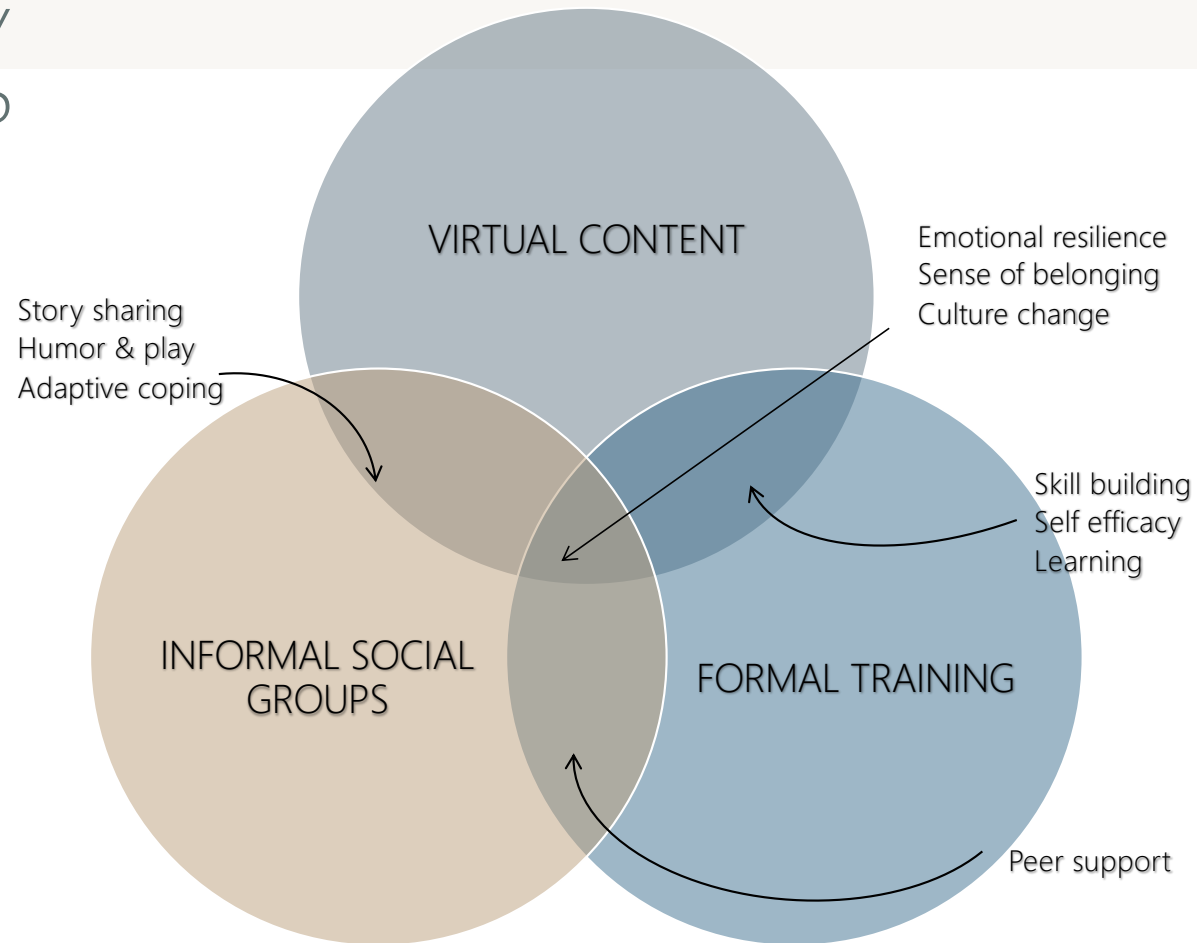
### FORMAL TRAINING

This pathway supports the need for self efficacy, learning, and competence.


Empower Fort Worth can bring in experts to offer workshops and training for helping professionals. Trainings can include topics such as:

- Vicarious trauma
- Emotional regulation
- Emotional resilience
- Group sessions (similar to AA but for helping professionals to share stories and challenges)
- Mental health first aid
- Burnout prevention

# PATHWAY OVERLAP




# FIVE WAYS TO BUILD RESILIENCY




## 5 Ways to build resiliency

**1. Social Support**  
HEALTHY RELATIONSHIPS CAN GIVE THE SUPPORT NEEDED WHEN TIMES GET TOUGH. THEY CAN ALSO HELP BY SHARING SIMILAR EXPERIENCES.



**2. Mindfulness**  
TAKING A MOMENT OUT OF THE DAY TO BE PRESENT MAKES THINGS SEEM LESS OVERWHELMING. A HEALTHY MIND IS MORE EQUIPT FOR GROWTH AND CHANGE.



**3. Humor**  
LAUGHING IS NOT ONLY A HEALTHY COPING MECHANISM, BUT IT DECREASES STRESS HORMONES AS WELL.



**4. Seek Solutions**  
BEING PROACTIVE NOT ONLY ELIMINATES STRESSORS, BUT CAN BUILD EMOTIONAL STAMINA FOR COPING WITH DIFFICULTIES.



**5. Optimism**  
PERSPECTIVE IS THE DIFFERENCE BETWEEN A BAD DAY AND A DAY OF LEARNING. REMAINING HOPEFUL MAKES IT EASIER TO ADAPT AND CONTINUE MOVING FORWARD.



Read More at:  
[HTTPS://WWW.MAYOCLINIC.ORG/TESTS-PROCEDURES/RESILIENCE-TRAINING/IN-DEPTH/RESILIENCE/ART-20046311](https://www.mayoclinic.org/tests-procedures/resilience-training/in-depth/resilience/art-20046311)  
[HTTPS://WWW.HEALTH.HARVARD.EDU/MIND-AND-MOOD/RAMP-UP-YOUR-RESILIENCE](https://www.health.harvard.edu/mind-and-mood/ramp-up-your-resilience)

# KEY TAKEAWAYS



SYSTEM CHANGE



PERCEPTION




DESIGN THINKING



GET OUT A PEN AND PAPER  
LET GO OF ANY JUDGEMENT  
TAKE THREE DEEP, SLOW BREATHS





FOR A LAWYER, THE  
PEN IS INDEED  
MIGHTIER THAN THE  
SWORD.

WE NEED MORE OF  
THAT TODAY....

THANK YOU

