Positive Psychology Interventions for the Legal Profession

Offered by IPPA’s Work and Organizations Division
May 7, 2020

Moderator: Elizabeth Corcoran, IPPA
Welcome!

• The **International Positive Psychology Association** (IPPA) is a global membership organization of thousands of academics, practitioners, clinicians, and students who advance the science and practice of positive psychology.

• The **field of positive psychology** focuses on the study and practice of positive emotions, strengths and virtues that make all individuals and groups thrive.

• Members enjoy **regular educational webinars** with experts, a virtual library of tools and articles, an online member community, and more. [www.ippanetwork.org](http://www.ippanetwork.org)

• The **Work and Organizations Division** is a subset of IPPA who do: Virtual meet-ups, Positive Organizational Intervention Challenge, Research Digests & Dialogues between researchers and practitioners
Our Panel Today

Courtney Wylie, JD, CPC, co-author of National Task Force on Attorney Well-being

Krista Larson, MAPP, Director of Employee Wellbeing at Morgan Lewis

Elina Teboul, JD, MA, executive coach, consultant and founder of The LightUp Lab

John Hollway, JD, MAPP, Associate Dean of Penn Law at the University of Pennsylvania
2017 Task Force Report

Defining Lawyer Well-Being

Well-Being Challenges for Lawyers

Mental Health & Substance Abuse
MEMBERS

- National Organization of Bar Counsel
- ABA Commission on Lawyer Assistance Programs
- Association of Professional Responsibility Lawyers
- ABA Standing Committee on Professionalism
- ABA Center for Professional Responsibility
- National Conference of Chief Justices
- National Conference of Bar Examiners
- ABA Young Lawyers Division
- ABA Law Practice Division Attorney Well-Being Committee
- State Bar Associations
- Liability Malpractice Carriers
THE PATH TO LAWYER WELL-BEING:
Practical Recommendations For Positive Change

THE REPORT OF THE
NATIONAL TASK FORCE ON
LAWYER WELL-BEING

THE REPORT
The Path To Lawyer Well-Being

- Focused on Impairment + Well-Being: Just Because You’re Not Ill Doesn’t Mean Your Fully Well
- 44 Recommendations for positive change in the legal profession’s culture.

- Judges
- Regulators
- Legal Employers
- Law Schools
- Bar Associations
- Professional Liability Carriers
- Lawyers Assistance Programs
Defining Lawyer Well-Being
A continuous process in which lawyers strive for thriving in each dimension of their lives:

- Cultivating personal satisfaction, growth, and enrichment in work. Financial stability.
- Engaging in continuous learning and the pursuit of creative or intellectually challenging activities that foster ongoing development. Monitoring cognitive well-being.
- Developing a sense of meaningfulness and purpose in all aspects of life.
- Striving for regular physical activity, proper diet and nutrition, sufficient sleep, and rejuvenation. Minimizing the use of addictive substances. Seeking help for physical health when needed.
- Recognizing the importance of emotions. Developing the ability to identify and manage our own emotions to support mental health, achieve goals, and inform decision-making. Seeking help for mental health when needed.
- Developing a sense of connection, belonging, and a well-developed support network while also contributing to our groups and communities.
Law Student Survey

15 Law Schools

3,300 Law Students

- 1/4 at risk for alcoholism
- 17% depression
- 14% severe anxiety
- 23% mild/moderate anxiety
- 6% suicidal thoughts in last year
The results presented a grisly reality.

- 25%: Reported suffering from depression.
- 24.2%: Reported suffering from anxiety.
- 20.5%: Said they were at heightened risk of suicide.
- 66%: Experienced new mental health challenges during law school.
- 61.8%: Said they had frequent or intense imposter syndrome experiences at school.
- 8.2%: Said they had zero people they could open up to about their most private feelings without having to hold back.
- Only 33% report getting help for their mental health.
LAWYER ALCOHOL USE

"Problematic Drinking" = hazardous, possible dependence

- General U.S. Population: 6.4%
- All Attorneys: 34%
- Attorneys under 30 years old: 34%
LAWYER MENTAL HEALTH

- Depression: 6.7% (General U.S. Population), 10.0% (Physicians), 11.5% (Attorneys)
- Anxiety: 3.1% (General U.S. Population), 19.0% (Physicians)
- Stress: 4.8% (General U.S. Population), 21.0% (Physicians)
- Suicidal Thoughts: 2.0% (General U.S. Population), 11.0% (Physicians)
### GENERAL RECOMMENDATIONS

- Acknowledge Problems & Take Responsibility
- Leaders Demonstrate a PERSONAL Commitment to Well-Being
- Facilitate, Destigmatize, & Encourage Help-Seeking Behaviors
- Partner with LAPs
- De-Emphasize Alcohol

### LEGAL EMPLOYERS

- Establish Infrastructure To Promote Well-Being
- Establish Policies & Procedures That Encourage Well-Being
- Provide Education on Well-Being
Well-Being at Morgan Lewis
HOW CAN WE HELP YOU THRIVE?

We all work together every day but each of us is an individual, with different goals, needs and aspirations. ML Well can help you navigate opportunities and challenges, so you can construct a life in which you thrive.

What dimension of well-being would you like to explore today?
Welcome to the Action Impact Series! This is the first installment in a firmware series designed to provide concrete, practical well-being education and resources. Start by watching this short video.

Quick Facts
1. Morgan Lewis talks about well-being in terms of five domains—Intellectual, Occupational, Physical, Emotional, and Community—adapted from the World Health Organization’s well-being framework.
2. Positive psychology, the field that informs our holistic approach, is the science of well-being.
3. Well-being is a continuous process. With ML Well and the Action Impact Series, our goal is to provide you with tools and resources to enable your pursuit of well-being—no matter your current level of thriving.

Providing data-driven well-being education and resources

Morgan Lewis
Global Working Group

Fostering relevant and useful well-being initiatives across all 31 offices

Morgan Lewis
Turn the Job you Have into the Job you WANT

➢ **Task Crafting:** Changing up responsibilities

Active ‘shaping’ or ‘molding’ of one’s role by adding or dropping the responsibilities set out in your official job description or changing the time spent on different tasks

➢ **Relationship Crafting:** changing up interactions

Changing up who we work with on different tasks, who we communicate and engage with on a regular basis

Cognitive Job Crafting for Lawyers

Cognitive Crafting: Changing up your mindset

Changing perspectives on what we’re doing to find or create more meaning and purpose

“Of course you have a purpose in life. You pay taxes, don’t you?”

Cultivating Flexible Optimism

Explanatory Style:
Bad events are
(1) Pervasive → Local
(2) Permanent → Temporary
(3) Uncontrollable → Changeable

Learned Optimism: The ABCDE Model

Adversity → Beliefs → Consequences

Wellness: A Professional Responsibility
(coronavirus edition)

Penn Law, Spring 2020
Penn Law to launch unique pilot program incorporating attorney well-being into Professional Responsibility curriculum

November 29, 2018

In January 2019, the University of Pennsylvania Law School will launch a groundbreaking pilot program that will incorporate a session on attorney well-being into every section of the mandatory Professional Responsibility course. The first such program at a top law school, this curricular module will expose students to the latest data about risks to health and career satisfaction among practicing lawyers, and equip them with tools to promote awareness and well-being in their future careers.
Well-being = subjective, dynamic

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- Recognizing the importance of emotions. Developing the ability to identify and manage our own emotions to support mental health, achieve goals, and inform decision-making. Seeking help for mental health when needed.
- Developing a sense of meaningfulness and purpose in all aspects of life.
- Striving for regular physical activity, proper diet and nutrition, sufficient sleep, and recovery; minimizing the use of addictive substances. Seeking help for physical health when needed.
- Spirtual

Wellness at Penn

National Task Force on Lawyer Well-Being, The Path to Lawyer Well-Being: Practical Recommendations for Positive Change, 2018
Course roadmap

1. What does it mean to thrive? A framework for well-being

2. Thriving in the law
   a. Friday: Engagement and burnout
   b. Monday: Resilience and Learned optimism
   c. Tuesday: Character strengths and benefitting from your authentic self
   d. Wednesday: Relationships and civility

3. A law firm leader’s view: Jami McKeon, Morgan, Lewis & Bockius
Thank you!

International Positive Psychology Association (IPPA)
www.ippanetwork.org
and
National Lawyer Wellbeing Week
Lawyerwellbeingweek.net