RESILIENCE TOOLKIT
Helping LAPs Help Lawyers Through The Science of Positive Psychology

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RESILIENCE & WELL-BEING

Tool Kit For LAPs

Helping LAP Staff
- LAP Staff Well-Being

Helping Lawyers
- Counseling
- Staff Contacts
- Outreach
“Self-care is not selfish. You cannot serve from an empty vessel.”

-- Eleanor Brown
Lawyers Tend To Be:
a. Optimistic
b. Pessimistic
c. Realistic
d. Idealistic
Not getting enough __________, Can make you as mentally impaired as drinking a 6-pack of beer.

a. Sleep
b. Exercise
c. Vitamin C
d. Sunshine
a. Exposure to computer monitors
b. Caffeine
c. Prolonged sitting

__________ is the next smoking.
Lawyers have elevated rates of:

a. Depression
b. Alcohol Abuse
c. Stress
d. Anxiety
e. Only 2 of the Above
f. All of the Above
Resilience:

a. Can be developed
b. Is helped or harmed by our social surroundings
c. Is associated with lower depression
d. Is associated with lower substance abuse
e. All of the above
Percent of malpractice & disciplinary proceedings that stem from stress-related mental health conditions, substance abuse, or both.

a. Up to 15%
b. Up to 35%
c. Up to 70%
d. Nearly All
After the 9-11 Tragedy, people who had more frequent _______ had less post-traumatic stress and less depression.

a. Positive Emotions
b. Physical Activity
c. Hours of TV-Watching
In a 2012 study of lawyers, the biggest predictor of burnout was:

a. Work-Life Conflict
b. Demanding Clients
c. Total Number of Hours Worked
Research has shown that__________ is associated with less anxiety, depression, and burnout and greater focus, memory, critical thinking, and decision-making.

a. Watching TV  
b. Mindfulness  
c. Eating breakfast  
d. Avoiding social media
DEFINING RESILIENCE

The ability to respond to stress in a healthy, adaptive way that allows you to achieve your personal goals at minimal psychological and physical cost.

(Brennan & McGrady, 2015)
RESILIENCE FACTORS

Psychological Resources (PRs)

- Skills, talents, beliefs, personality traits that help people manage stress.
- People with strong PRs have lower biological response to stress:
  - Lower heart rate
  - Lower blood pressure
  - Lower cortisol level

(Taylor, 2011)
RESILIENCE FACTORS

Powerful Psychological Resources

✓ Social Support/Relationships
✓ Positive Emotional Style
✓ Mental Flexibility (Mindset, Optimism)
✓ Self-Esteem/Positive Self-Evaluation
✓ Meaning & Purpose
✓ Active Coping/Problem-Solving
✓ Sense of Mastery/Self-Efficacy
✓ Self-Regulation

(Fredrickson, 2009; Reivich, Seligman, & McBride, 2011; Taylor, 2011)
RESILIENCE FACTORS

How Do PRs Help?

- Appraise stressors as less threatening.
- Help cope with stressful events.
- Related to healthy, active coping strategies:
  - Enlisting social support.
  - Managing emotional responses to stress.
  - Gathering information and taking action.
- Less likely to engage in maladaptive avoidant strategies, like substance abuse or withdrawal.

(Taylor, 2011)
DEFINING WELL-BEING
World Health Organization Definitions

Health
“[C]omplete physical, mental and social well-being and not merely the absence of disease or infirmity.”

Mental Health
A “state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.”
DEFINING WELL-BEING

P  Positive Emotions
E  Engagement
R  Relationships
M  Meaning
A  Accomplishment
H  Health

+  

(Martin Seligman, *Flourish*, 2011)
PRIORITIZING
POSITIVITY
In the past week, to what extent have you experienced the following emotions? Use a 5-point scale in which 1 means “not at all” and 5 means “extremely”:

<p>| | | | | |</p>
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<thead>
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<tbody>
<tr>
<td>Distress</td>
<td>Irritable</td>
<td>Interested</td>
<td>Alert</td>
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<tr>
<td>Upset</td>
<td>Ashamed</td>
<td>Excited</td>
<td>Inspired</td>
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<tr>
<td>Guilty</td>
<td>Nervous</td>
<td>Strong</td>
<td>Determined</td>
<td></td>
</tr>
<tr>
<td>Scared</td>
<td>Jittery</td>
<td>Enthusiastic</td>
<td>Attentive</td>
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<tr>
<td>Hostile</td>
<td>Afraid</td>
<td>Proud</td>
<td>Active</td>
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</table>

Total = _____  Total = _____  Total = _____  Total = _____

Total Negative = _____  Total Positive = _____

Average: 17.4  Average: 33.3

(Watson, Clark, & Tellegen, 1988)
Positive Emotional Style = Tendency Toward Positivity Enhances Health & Happiness

☑ Reduced symptoms of anxiety & depression
☑ Live longer and are healthier
☑ Better immune system
☑ Better cardiovascular health
☑ Better pulmonary functioning
☑ Increased life & work satisfaction
POSITIVE EMOTIONS
How Do They Affect Health?

“Undoing Effect”:

- Positive emotions undo negative effects of negative emotions.
- Quicker cardiovascular recovery after cardio disruption.
- Resilient people use positive emotions to cope with adversity—e.g., effects on PTSD after 9-11 tragedy.

POSITIVE EMOTIONS
Enhanced Mental Flexibility & Generosity

✓ Broadened thinking
✓ Problem-solving
✓ Interacting with others
✓ Coping with adversity
✓ Detecting connections
✓ Open-mindedness
✓ Lowers defensiveness and distortion
✓ Reduced interpersonal conflict
✓ Increased generosity and helping

(Isen, 2009; Sekerka et al., 2012)
POSSITIVE EMOTIONS
Boosts Help-Seeking

- Fewer than 25% of people with depression receive treatment.
- 50% of people who die by suicide don’t tell a single person beforehand.
- People with depression symptoms have negatively-biased information processing:
  - Vigorous negative bias. Attitudes are certain, extreme, and relatively automatic.
  - Negative view of self, world, future.
  - Intensity of bias increases as the illness worsens
- Negatively influences view of utility of help-seeking.
- Evidence that infusions of positive emotions (e.g., elevation) temporarily boost help-seeking intentions among depressed people.
- Controlling messages backfire.

(Lienemann et al., 2016; 2017; Siegel et al., 2015; Siegel & Thompson, 2016)
EMOTIONAL CONTAGION & POSITIVITY RATIO

- Both positive and negative emotions are contagious.
- Bad is stronger than good.
- Strive toward a positivity ratio of about 3:1, positive to negative.
Prioritizing Positivity

STRATEGIES
PLANNING POSITIVITY

“A priority for me is experiencing happiness in everyday life.”

- Pursuing happiness for its own sake can backfire.
- What works: Deliberately planning daily opportunities that can lead to naturally-occurring positive emotions.

- Benefits
  - Greater positive emotions
  - Greater well-being

(Datsu & King, 2016)
PLANNING POSITIVITY

Some Kinds of Activities Are Better Than Others: Satisfying Basic Needs

- Connecting With Others
- Mastery Experiences
- Of Our Own Choosing & Consistent With Our Interests
PLANNING POSITIVITY

Examples of Daily Positive Jolts

- Gratitude activities
- Acts of kindness
- Walking outside
- Creativity
- Connect with friends
BEHAVIORAL ACTIVATION
Clinical Counterpart of Prioritizing Positivity

Focus of BA

- Activity scheduling to obtain positive reinforcement.
- A well-established and effective treatment for depression.
  - As effective as CBT (Cuijpers et al., 2011).
  - Effective for up to 75% of patients (Golan, 2016)

Basic Premise of BA

- “[H]elp people with depression to reengage in activities that are meaningful and guided by their personal values, problem solve, and cope with issues that maintain and perpetuate depressive symptoms effectively, and therefore increase the chance for people to reap rewards in their lives.”

(Kanter et al., 2009, 2012)
BEHAVIORAL ACTIVATION

Types of Activities

- Increasing experiences of pleasure.
- Activating approach behavior in situations that typically trigger avoidance.
- Solving problems.
- Mastery and accomplishment experiences.
- Engaging in meaningful & difficult behaviors consistent with life values.

(Kanter et al., 2012)
BEHAVIORAL ACTIVATION

Behavioral Activation for Depression Scale (BADS)

Please read each statement carefully and then indicate the number which best describes how much the statement was true for you during the past week, including today. Rate on a scale from 0-Not at all to 6-Completely.

1. There were certain things I needed to do that I didn’t do. (R)
2. I am content with the amount and types of things I did.
3. I engaged in many different activities.
4. I made good decisions about what type of activities and/or situations I put myself in.
5. I was an active person and accomplished the goals I set out to do.
6. Most of what I did was to escape from or avoid something unpleasant. (R)
7. I spent a long time thinking over and over about my problems. (R)
8. I engaged in activities that would distract me from feeling bad. (R)
9. I did things that were enjoyable.

(Kanter et al., 2007)
BEHAVIORAL ACTIVATION

Resources

Therapist Aid Website: BA Worksheets & Guides:
http://www.therapistaid

Therapist Aid - BA Video:
https://www.youtube.com/watch?v=HBVACtJCN3M
SELF-AFFIRMATION

- Threats to self-integrity trigger stress and self-protective defenses that can hamper performance and growth.
- Self-affirmation interventions can curb these negative outcomes.
- Typical activity: Write about core personal values.
- Generates a more expansive view of the self and its resources, weakening the implications of a threat for personal integrity.
- Buffers stress response, which is implicated in the development and progression of a broad array of mental and physical health disorders.
- Used in clinical and non-clinical settings.
- Clinical: Help increase openness to threat and change and facilitates commitment to take action. Improves engagement, openness, and effective, meaningful action in behavior therapy.

(Cohen & Sherman, 2014; Sandoz & Anderson, 2015)
**SELF-AFFIRMATION**

**Values Reflection**

- **Pick top three values.** Write about why they’re important to you, how you express the value in your everyday life – including what you did today at work.
- **How to pick value:** what feels important and meaningful to you right now.

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<thead>
<tr>
<th>Acceptance</th>
<th>Efficiency</th>
<th>Gratitude</th>
<th>Integrity</th>
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<tbody>
<tr>
<td>Adventure</td>
<td>Enthusiasm</td>
<td>Happiness</td>
<td>Leadership</td>
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<td>Challenge</td>
<td>Equality</td>
<td>Hard Work</td>
<td>Learning</td>
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<td>Collaboration</td>
<td>Excellence</td>
<td>Helping Others</td>
<td>Love</td>
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<td>Commitment</td>
<td>Fairness</td>
<td>Honesty</td>
<td>Mindfulness</td>
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<td>Compassion</td>
<td>Family</td>
<td>Humor</td>
<td>Nature</td>
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<td>Courage</td>
<td>Fun</td>
<td>Independence</td>
<td>Openness</td>
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<td>Creativity</td>
<td>Generosity</td>
<td>Innovation</td>
<td>Personal Growth</td>
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<td>Positive Influence</td>
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<td>Resourcefulness</td>
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<td>Self-Compassion</td>
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<td>Self-Reliance</td>
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<td>Strength</td>
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<td>Trust</td>
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<td>Wisdom</td>
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§ How to pick value: what feels important and meaningful to you right now.
RELATIONSHIPS & SOCIAL SUPPORT
Relationships

“Good relationships may be the single most important source of psychological well-being.”

(Peterson, 2006)

- Evolution has hard-wired us to need relationships and to feel that we belong.
- Shapes emotion, thoughts, behavior.

(Baumeister & Leary, 1995)

Social Support

- Social connectedness related to perceived care and support from others.

(Milner et al., 2016)
RELATIONSHIPS & SOCIAL SUPPORT

- Longevity
- Vitality of Immune System
- Reduced Cardiovascular Disease
- Higher Goal Attainment
- Reduced Depression, Anxiety
- Less likely to engage in self-harm and suicide
- Meaning & Purpose
- Reduced Perceptions of Pain & Threat
THE SOCIOMETER

- An important pathway for emotional contagion: “The Sociometer.”
- A powerful psychological antenna that constantly scans for interpersonal signals about whether we’re valued.
- Can affect self-esteem.
DEPRESSION CAN IMPACT THE SOCIOMETER

- Depressed people perceive their surroundings as more threatening and risky.
- Tend to react with more hostility and anger. This causes other people to react negatively to them—which reinforces negative thoughts and emotions. Vicious cycle.
- How might this affect depressed lawyers seeking help from LAPs?

(Lang et al., 2011)
EMOTIONAL LABOR
Regulation of feelings and expressions for job purposes.

Don’t Fake It
Forcing yourself to “put on a happy face” for clients is related to stress and burnout.

Make It
Try to genuinely conger up the emotion you’re displaying. Related to less stress.
STRESS & URGENCY KILL EMPATHY

- Stress and time pressure undermine empathy
- Good Samaritan Study
DOES “COMPASSION FATIGUE” KILL COMPASSION?

- “Compassion fatigue”: Not scientifically well-founded.
- Professional Quality of Life (ProQOL) scale:
  - Most common measure of “compassion fatigue.”
  - Does not measure compassion or empathy.
  - Appears to measure context-specific burnout.
- Consistent evidence that compassion is related to positive health outcomes.
- Compassion protects against burnout & depression.

(Turgoose & Maddox, 2017)
“EMPATHY DISTRESS FATIGUE”

- Empathy distress can cause poor psychological health.
- Empathy: “Feeling with.”
  - Take on same emotional state as suffering person.
  - Can cause personal distress and withdrawal to protect self against negative emotions.
  - Risk factor: Prior personal trauma.
- Compassion: “Feeling for.”
  - Feel concern for suffering person and desire to help.
  - Generates positive, loving feelings.

(Klimecki, & Singer, 2011)
“EMPATHY DISTRESS FATIGUE”
Managing the Empathic Chain Reaction

- Empathy
  - Compassion
    - Other-related emotion
    - Positive feelings: Love
    - Good health
    - Helping motivation
  - Empathetic Distress
    - Self-related emotion
    - Negative feelings: Stress
    - Poor health, burnout
    - Withdrawal

(Klimecki, & Singer, 2011)
“EMPATHY DISTRESS FATIGUE”

Empathy Meditation:

- Attention to pain and suffering of others.
- Activates parts of brain associated with negative emotions and our own pain.

Compassion/Loving-kindness Mediation

- “May you be happy, healthy, safe, at peace.”
- Activates positive emotions, affiliation, reward.

(Davidson & Goleman, 2017; Klimecki, & Singer, 2011)
Relationships & Social Support

STRATEGIES
FOSTER COMPASSION & MINDFULNESS

LOVINGKINDNESS MEDITATION

- Strengthens compassion, lowers reactivity.

MINDFULNESS MEDITATION

- Dampens reactivity.
- Strengthens concentration.
- Allows us to observe our emotions and thoughts without getting carried away by them.

BENEFITS

- Lower burnout
- Lower depression
- Lower ProQOL scores
- More positive emotions
- Fewer negative emotions

(Davidson & Goleman, 2017; Turgoose & Maddox, 2017)
RESPECTFUL ENGAGEMENT

- Be truly present and genuine
- Communicate support and encouragement
- Act in caring ways
- Treat people with dignity

(Dutton, 2003)
"Capitalizing": Sharing our **good news** with others.

Boosts the events’ **positive effects**, e.g., positive mood, well-being, self-esteem, less loneliness.

Positive effects largely rest on **how others react** when we share our good news.

(Gable & Gosnell, 2011; Gable, Gonzaga, & Strachman, 2006; Meisel & Gable, 2009)
ACTIVE CONSTRUCTIVE RESPONDING

Active Destructive: Joy Thief
- Overtly negative. Conversation stops.
- Partner feels mad, embarrassed, ashamed, or guilty.

Passive Destructive: Conversation Hijacker
- Ignore the event. Conversation never even starts.
- Partner feels angry, confused, guilty, disappointed.

Passive Constructive: Conversation Killer
- Quiet, understated support.
- Might be distracted—watching TV, checking Smartphone. Conversation fizzles out.
- Partner feels unimportant, misunderstood, embarrassed.

1st Active Constructive: Joy Multiplier
- Express authentic interest, ask questions, show enthusiasm, seek details, elaborate benefits, comment on why the event is meaningful.
- Partner feels understood.
BRIEF CONTACT INTERVENTIONS

- Asked for permission to do follow-up calls, texts, letters, or postcards to people who, e.g., were at high-risk for suicide.
- Follow up for up to a year (monthly for 4 months)
- A short sentence expressing concern and emphasizing the availability of help if needed.
- Lowered suicidal thinking and attempts.
- Associated with an increased likelihood of help seeking. May be effective in modifying attitudinal barriers and stigma.

Example: *It has been a short time since you were here, and we hope things are going well for you. If you wish to drop us a note, we’d be happy to hear from you. Best Wishes, [Signed by health care worker]*

(Denchev et al., 2017; Hassanian-Moghaddam et al., 2017; Milner et al., 2016; Motto & Bostrom, 2001)
BRIEF CONTACT INTERVENTIONS

Why Might They Work?

Perceived Social Support
- A gesture of caring to enhance feeling of connectedness and a feeling cared for.

Improved Suicide Literacy
- Recognize suicidal behaviors (e.g., risk and protective factors)
- What help is available
- Where to find this information
- How to access help

(Milner et al., 2016)
MENTAL FLEXIBILITY
Optimism

Explanatory Style: Habits of Thought About Causation

**OPTIMISTS**

- **TEMPORARY**
  - Negative experience won’t last forever.
  - “I don’t understand this yet ...”

- **SPECIFIC**
  - Adversity pertains to narrow aspect.
  - “I’m struggling with this problem.”

- **EXTERNALIZES**
  - Recognizes factors beyond self.
  - “That question was tricky.”

**PESSIMISTS**

- **PERMANENT**
  - Negative experience will last indefinitely.
  - “I’ll never understand this ...”

- **UNIVERSAL**
  - Adversity pertains to wide aspects.
  - “I suck at math.”

- **INTERNALIZES**
  - Blames self heavily.
  - “I’m not smart enough to figure this out.”

(Luthans & Youssef, 2004; Seligman, 1990)
FLEXIBLE OPTIMISM

Toggle between pessimistic and optimistic explanatory style, depending on circumstances.

- Lawyers tend toward a pessimistic explanatory style.
  - Good for assessing legal risk.

- But may leak into all aspects of their lives and contribute to dysfunction.

- Most adaptive approach is flexible optimism.

(Howerton, 2004; Luthans & Youssef, 2004; Seligman, 2002; Seligman et al., 2001)
Mental Flexibility

STRATEGIES

- Mindfulness
- Cognitive Reframing
How do you cultivate Mindfulness?

a. Mindfulness Meditation
b. Journal writing
c. Being in nature
What is Mindfulness Meditation?

a. Chanting a mantra.

b. Contemplation of life’s meaning.

c. A technique that cultivates the skill of being present.
Why try Mindfulness Meditation?

a. Deters rumination
b. Improves work performance & engagement
c. Improves attention
d. Reduces stress, depression, anxiety, & burnout
e. Fosters cognitive and emotional flexibility, important factors for resilience
f. All of the above
WHY MINDFULNESS IS A SUPERPOWER
NARRATED BY DAN HARRIS
ANIMATION BY KATY DAVIS

https://www.youtube.com/watch?v=w6T02g5hnT4 (2:43)
COGNITIVE REFRAMING
Learning The ABCs:
A Tool for Flexible Thinking & Optimism
MYTH: Adversity Causes Unhappiness
REALITY: Adversity Triggers Negative Thoughts, Which Cause Unhappiness
Every adversity triggers a thought or judgment about that situation, which in turn causes a reaction or consequence. We impose *our interpretation* on the adversity, which causes an emotional reaction.

Our mental reaction to the event (and not the event itself) triggers consequences for our feelings and behaviors.
COGNITIVE REFRAMING

STEP 1: Identify an activating event that triggers an avalanche of thoughts, feelings and behaviors.

STEP 2: § Slow down long enough to hear your own thoughts. § Mindfulness meditation can help.

STEP 3: Identify the Consequences of our beliefs. These are emotions (what we feel) and behaviors (what we say or do).
COGNITIVE DISTORTIONS

Thinking Traps: Common patterns of thinking (shortcuts) that cause us to miss critical information and react to interpretation rather than events.

- **All-or-Nothing Thinking**
  - All success or all doom

- **Overgeneralizing**
  - If bad, all bad

- **Confirmation Bias**
  - Only noticing information confirming your beliefs

- **Helpless Thinking**
  - Nothing will make a difference

- **Externalizing**
  - Everything has to do with them

- **Personalizing**
  - Everything has to do with me

- **Mind Reading**
  - Assuming that you know what others are thinking

- **Jumping to Conclusions**
  - Taking a position with little evidence
THINKING TRAP ANTIDOTE

Dispute Distorted Thoughts

1. Notice that you’re having distorted thoughts in response to an adversity.
2. Identify evidence to point out the inaccuracy in your thoughts.
3. Generate a more accurate/optimistic alternative belief about the adversity.
4. Put your thoughts into perspective.
THINKING TRAP ANTIDOTE
Dispute Distorted Thoughts

1. Distorted Thought
   I can’t believe I __________.

2. Evidence
   That’s not completely true because __________.

3. Alternative
   A more accurate way of seeing this is__________.

4. Putting It In Perspective
   The most likely outcome is... and I can... to handle it.
COGNITIVE REFRAMING
Practicing Flexible Thinking

A. Activating Event
B. Beliefs about the event
C. Emotional Consequences
D. Dispute irrational belief
E. Effective new belief replaces irrational one

(Reivich & Shattile, 2002)
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Thank You!

Positive Professionals:
Creating High-Performing, Profitable Firms Through The Science of Engagement
Published by the American Bar Association

ANNE’S BOOK COMING SOON: FALL 2017