



# Well-Being Toolkit Nutshell: 80 Tips For Lawyer Thriving

Many legal employers are ready to become positive change agents on the path to lawyer well-being but are unsure where to start. To help, the American Bar Association's Presidential Working Group to Advance Well-Being in the Legal Profession has launched the [Well-Being Toolkit for Lawyers and Legal Employers](#). This nutshell summarizes 80 of the Toolkit's key items to help get you started on a lawyer well-being initiative.

**3 Reasons  
To Care About  
Well-Being**

1. It's the right thing to do
2. It impacts competence
3. It's good for business



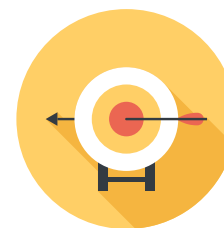
## 13 Healthy Workplace Factors

1. Culture of Trust
2. Mental Health Support
3. Effective Leadership
4. Civility & Respect
5. Good Person-Job Fit
6. Growth & Development
7. Recognition & Reward
8. Involvement & Influence
9. Workload Management
10. Employee Engagement
11. Work-Life Balance Support
12. Psychological Safety
13. Physical Safety



## 6 Dimensions Of Lawyer Well-Being

1. **Occupational:** Satisfaction, Growth, Financial Stability
2. **Emotional:** Manage Emotions & Protect Mental Health
3. **Physical:** Healthy Lifestyle, Help-Seeking When Needed
4. **Intellectual:** Learn, Pursue Challenge, Keep Developing
5. **Spiritual:** Meaning & Purpose
6. **Social:** Connection, Belonging, Contributing



## 8-Step Action Plan For Launching A Well-Being Program

1. Enlist Leaders
2. Start a Well-Being Committee
3. Define Well-Being
4. Do a Needs Assessment
5. Identify Priorities
6. Make & Execute an Action Plan
7. Create a Well-Being Policy
8. Measure, Evaluate, & Improve



## 15 Ideas for Well-Being Activities & Events

1. Use a Well-Being Scorecard to Assess Leader Effectiveness
2. Create a Well-Being Knowledge Hub
3. Start a Well-Being-Related Book or Video Club
4. Launch and Support a Leader Development Program
5. Invest in Professional Coaches
6. Measure Well-Being
7. Get Creative with CLEs, e.g., Spin Class CLE Events
8. Celebrate a Well-Being Week
9. Maintain a Calendar of Well-Being Events
10. Do Well-Being Goal-Setting
11. Embed Well-Being in Content & Format of Meetings
12. Incorporate Well-Being into Promotions & Other Transitions
13. Offer Treadmill/Standing Desks
14. Add Mental Health Apps to Insurance Plans
15. Audit policies/practices that may impact well-being.



## 18 Topic Ideas For Education & Development

1. Detecting Warning Signs of Mental Health & Alcohol Use Disorders
2. Facilitating & Destigmatizing Help-Seeking
3. Enhancing A Sense of Autonomy & Control
4. Elevating Focus on Client Care
5. Work Engagement & Burnout
6. Stress Mindset
7. Resilience & Optimism
8. Mindfulness
9. Rejuvenation
10. Leader Development
11. Conflict Management
12. Work-Life Conflict
13. Meaning & Purpose
14. Grit
15. Psychological Capital
16. Self-Determination Theory
17. Emotional Intelligence
18. Time Management/Alignment



## 17 Well-Being Activity Worksheets To Try

1. How to Be Happier? Make it a Priority
2. Six Sources of Well-Being
3. Grow Your Gratitude
4. Do Acts of Kindness
5. Psychological Capital
6. Reframe Stress & Adversity
7. Mindfulness To Improve Well-Being & Performance
8. The Emotionally Intelligent Path to Well-Being
9. Well-Being & Confidence
10. Use Your Strengths
11. Capitalizing on Introverted Strengths
12. Overcoming Public Speaking Anxiety
13. Mind Your Marriage
14. Managers, Don't Forget Your Own Well-Being
15. Positive Leadership
16. Physical Activity & Vibrancy
17. Positive Golf Activities

### Today's Well-Being To Do List:

- ✓ Review the Toolkit
- ✓ Do one thing to get started
- ✓ Pass the Toolkit on to others
- ✓ Send questions to [abrafford@aspire.legal](mailto:abrafford@aspire.legal)