



LAWYER WELL-BEING WEEK

MAY 4-8, 2020

MON



STAY STRONG

Physical Well-Being

TUES



ALIGN

Spiritual Well-Being

WEDS



ENGAGE & GROW

Career & Intellectual Well-Being

THURS



CONNECT

Social Well-Being

FRI



FEEL WELL

Emotional Well-Being

LAWYER WELL-BEING WEEK ACTIVITY PLANNING GUIDE

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Activity Title:	Designing Your Self-Care Plan
Well-Being Dimension:	Emotional
Complexity Rating (1 to 3):	1 2 3 (1-3)
Required Resources/Materials:	Maslow's Hierarchy of Needs (attached) Self-Assessment (attached) Brainstorming Starters (attached) Materials for brainstorming session: flip chart, markers, Post-its, poster board
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LEVEL ONE (INDIVIDUAL PRACTICE)

Activity Objective:

Using Abraham H. Maslow's (1943) easily recognized and well-established theory of motivation, participants will design their own individualized self-care plans. By pausing a few times each day in order to check in on how we're doing, we can ask ourselves the following questions associated with each level of Maslow's hierarchy in order to identify what we need in that very moment. The object of this activity is to understand how Maslow's Hierarchy of Needs relates to our ability for self care. By the end of the activity, participants will be able to identify areas of strength and growth needs for their own personal self-care. They will also be able to identify ways to improve and cultivate their self-care.

Well-Being Connection (How/Why Does this work?)

Procedure

a. Preparation

If being done as a group project, reserve space in a conference room with space to brainstorm. Make copies of Maslow's Hierarchy of Needs and Self-Assessment. Collect brainstorming supplies (see above).

Procedure

b. Day-of

- a. At the start of the session, provide each participant with a copy of a Hierarchy of Needs Self-Assessment which is included in this activity. Ask participants to answer the five-question assessment with a Yes or No answer.
- b. After completing the assessment, handout (or otherwise show/project) Maslow's Hierarchy of Needs. One is attached to this activity for your use. Introduce the concept of the activity with the following introduction:

"You most likely have heard of Abraham Maslow. He was a psychologist interested in what motivates people, and expressed his theory as a pyramid of needs. The basic, most important needs are at the bottom of the pyramid, while the less crucial 'higher' needs are at the top. The idea that your basic needs should be fulfilled before you worry about higher needs – simply put, you need to make sure you're not starving before you can create art. This model has since been used to study motivation that guides human and animal behavior. We will be using the model to identify areas of need in our practice of self-care."
- c. Have participants reflect on the answers to their five-question assessment. Each question correlates to each level of need: physiological, safety and security, love and belonging, esteem, and self-actualization. Possible questions for sharing/ discussion: Were there some areas that you feel your needs are being met more than others? Which areas are harder to manage? Even in areas where you feel like your needs are being met, can you identify ways to continue to strengthen them?
- d. Individually or in small groups, have participants brainstorm ways to increase self-care in each level of Maslow's hierarchy. If this is being done in groups, provide flip-chart paper, large Post-Its, markers, and other brainstorming materials. Examples of self-care habits are attached to this activity guide if the group needs some ideas to get started.
- e. Each group is given the opportunity to present the self-care ideas and habits they have created. After each group shares their brainstorming results, have the whole group identify which of those ideas and habits can take place during the work day.
- f. Have participants identify one idea or habit at each level that they will personally commit to practicing for one week each. This could be done over the course of one week focusing on one practice each day, all five each day, or whatever each participant feels like they can commit to.
- g. Have participants in the group pick an "accountability buddy." Throughout the week, they will check in with one another and encourage their self-care goal.
- h. LEVEL 2 OPTION: Have participants identify a self-care practice that the firm can contribute to (or already contributes to) at each level. Choose one or two ideas that can be easily implemented.
- i. LEVEL 3 OPTION: Have a firm-wide/organization-wide focus on each of the five levels over the course of five weeks. Choose one practice, activity, offering each week that focuses on the different self-care needs.

Procedure

c. Follow-up

Make a plan to meet one month later with the participants in the original group. Reflect on what worked and what was more challenging.

Suggestions for Resources

1. RB Consulting, LLC- Renee Branson conducts resilience workshops that focus on self-care and the hierarchy of needs. www.reneebranson.blog, rb@reneebranson.blog, 434-326-6620.



Maslow's Hierarchy of Needs

Maslow's Hierarchy Self-Care Assessment

1. Physiological Needs: Do you take time out to eat and drink at work, even if you are really busy? (Y/N)

2. Safety Needs: Do you feel emotionally, physically, and mentally safe in your work environment? (Y/N)

3. Self-actualization Needs: Do you remember to take time out to pursue creative expression or self-fulfilling pursuits? (Y/N)

4. Love & Belonging Needs: Do you take time to connect with those you feel most "yourself" around? (Y/N)

5. Esteem Needs: Do you feel recognized and supported in your accomplishments and successes? (Y/N)

Brainstorming Starters

Strategies Aligned to Maslow's Hierarchy of Needs

1. **Physiological:** Drink water, take a walk, get a good night's sleep
2. **Safety:** Stick to a schedule, listen to calming music
3. **Belonging:** Put dates with your friends and family in your calendar, share meals without distractions
4. **Esteem:** Utilize a growth mindset, talk to yourself like you'd talk to a loved one
5. **Self-Actualization:** Choose work you love, challenge yourself with personal goals

The "What do I need right now" brainstorm:

If you wake up feeling a bit off-color, try asking yourself "what do I need right now"?...

If you notice yourself getting carried away by worries, try asking yourself "what do I need right now"?...

If you find yourself feeling unsettled after you spending time with someone, ask yourself "what do I need right now"?...

If you're not sure, get specific and actually ask yourself:

- Do I need to eat?
- Do I need to drink?
- Do I need coffee (perhaps not one of Maslow's official questions, but an important one nonetheless)?
- Do I need some quiet time?
- Do I need to sleep?
- Do I need to stretch or move my body?
- Do I need a hug, a massage or some other comforting touch?
- Do I need to cool myself down or warm myself up?
- Do I need fresh air?
- Do I need to tune into my breathing?