

LAWYER WELL-BEING WEEK

ACTIVITY PLANNING GUIDE



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

Activity Title:	Onsite Fitness Classes
Well-Being Dimension:	Physical
Complexity Rating (1 to 3):	① ② ③ (2-3)
Required Resources/Materials:	Fitness Instructor + other materials depending on the activity selected.
Authors:	Jen Overall, Sterne Kessler Goldstein & Fox PLLC, joverall@sternekessler.com , sternekessler.com Laura Lemmons, Goodwin Proctor LLC, llemmons@goodwinlaw.com , goodwinlaw.com

Activity Objective:

Reduce barriers to getting enough physical activity by bringing the physical activity to your employees or team. Improve physical fitness and team cohesion at the same time.

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

This activity is designed to conveniently bring people together at the workplace for one or more workouts. We all know how important physical activity is for bodily wellness, but it turns out exercise also affects brain function and overall well-being.

There is evidence that regular exercise improves the ability to learn and improves memory – both highly valuable capacities for attorneys. Following exercise, people learn vocabulary words faster (Ratey & Hagerman, 2013) and they are better at short-term memory and attention tasks (Alves et al., 2014). Some schools have even successfully used an early morning workout to boost academic results (Ratey & Hagerman, 2013). Exercise also boosts your mood (Ratey & Hagerman, 2013). Helpfully, the beneficial effects of exercise on the brain arise after your workout is over (Ratey & Hagerman, 2013). So, if you have a mentally demanding day ahead of you, the best preparation may be a good training session.

References

Alves, C. R. R., Tessaro, V. H., Teixeira, L. A. C., Murakava, K., Roschel, H., Gualano, B., & Takito, M. Y. (2014). Influence of acute high-intensity aerobic interval exercise bout on selective attention and short-term memory tasks. *Perceptual and Motor Skills*, 118(1), 63–72. <https://doi.org/10.2466/22.06.PMS.118k10w4>

Ratey, J. J., & Hagerman, E. (2013). *Spark: the revolutionary new science of exercise and the brain*. New York: Little, Brown.

Procedure

This activity is designed for an organization or team, but you could adopt it to fit an individual commitment by finding a local fitness class to attend during Attorney Well-Being Week. Perhaps this can be your excuse to finally pull the trigger on that class you've always been curious about!

For groups or organizations, an outline of the planning required for this activity is included below.

Preparation

1. Choose a program scope/design – are you just going to have one class during Well-Being Week or offer weekly/monthly classes?
2. Search for and vet instructors. See resource suggestions below for some ideas on how to start. Prepare a contract for services with your chosen vendor.
3. Identify space to hold the class and make reservations. Depending on the type of class selected, you might need to ensure proper equipment is available. For example, yoga mats/blocks/straps. The vendor may provide these.
4. Design and send one or more communications to your target population to advertise the class/classes.
5. Track enrollment.
6. On the day-of, send someone to greet the instructor/speaker, escort them to the space and make sure the room is set up appropriately. Document participation for publicity – pictures!
7. Send a communication to your organization to celebrate participation in the class.
8. Collect feedback from participants

Suggestions for Resources

1. Google corporate fitness vendors in your area. Try several different types of classes, i.e. yoga, barre, Zumba, Pilates, HIIT (High Intensity Interval Training), etc.
2. Contact the health insurance provider for your organization. Some providers include an annual wellness budget and can provide access to instructors and/or presenters. Even if a wellness budget is not available, the carrier might be able to provide referrals to vendors who can provide onsite classes.
3. Contact Employee Assistance (EAP) provider. Most EAP contracts include access to workshops/seminars for free or for a small hourly rate.