



# WELL-BEING WEEK IN LAW

MAY 3-7, 2021

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

# WHAT WENT WELL?

## HIGHLIGHTS FROM WELL-BEING WEEK 2020

### WHAT WENT WELL?

Many law firms had great ideas for participating in Well-Being Week 2020. To get our ideas percolating for Well-Being Week in Law (WWIL) 2021, we can take a look back at some of those highlights, which are collected below. These highlights came from the Well-Being Champion's website page in 2020, a post-event survey, and the Well-Being Week Law Firm Advisory Board.

### BAKER HOSTETLER

**Mental Health Minutes:** We did regular, coordinated communications, including "Mental Health Minutes" with content and activities.

### BENESCH

**Daily Acts of Kindness, Well-Being Webinars, & Yoga:** Promoted a daily acts of "Kindness in the Workplace" and encouraged attendance at the ABA daily well-being webinars. A firm paralegals who is a licensed yoga instructor led a different chair yoga flow each day by webinar and pre-recorded video.

**Coloring Contest:** Distributed a custom-made mandala-style coloring page in the design of the firm's logo. Firm members were given several days to complete and submit it. The winner was awarded a gift card, and all submissions were showcased on the firm intranet.

**LAP CLE Programs:** Working with local Lawyer Assistance Programs, the firm has prepared CLE programs for each office.

**Brain Breaks:** Encouraged members to take breaks during the day by providing a daily brain teaser - crossword puzzle,

word search, Sudoku. The word search list consists of words relevant to the firm. The crossword puzzle answers were related to the various wellness activities and themes included during the week.

**Read & Roundtable:** Shared an article addressing well-being and invited firm members to an online roundtable to discuss the article and share strategies for maintaining a healthy mind and body, especially during this pandemic.

**Workshops:** Offered workshops titled "Your Personal Mission Statement" and "Using Your Strengths in the Workplace" (leveraging the VIA Assessment).

### CROWELL & MORING

Crowell & Moring's newly formed Well-Being Committee hosted a variety of activities that aligned with the daily themes of Well-Being Week:

**Walking Meetings:** Monday was a "Walking Meeting Day," in which participants earned double points in the wellness-incentive program, Virgin Pulse, for their total number of steps taken throughout the day. A number of firm leaders participated.

**Mindfulness Exercise:** Tuesday featured mindfulness and meditation exercises for the firm community.

**Positive Leadership Panel:** Wednesday's main event was a virtual Positive Leadership Panel, in which senior leaders (both partners and staff) shared their thoughts on the importance of positive leadership and the power that leaders have in shaping an organization's approach to well-being. Nearly 400 people attended. A Q & A was included in which participants could send questions to a member of the

# WELL-BEING WEEK IN LAW

## HIGHLIGHTS FROM 2020

2

professional development staff and their questions were read anonymously.

**Social Connection Challenge:** Thursday featured two challenges to foster a deeper sense of community: 1) asking colleagues to connect verbally or by video with someone they haven't talked with since remote working began 2) write a thank you email or letter to a colleague.

**Resilience Webinar:** A resilience webinar will offer strategies to sustain well-being in these difficult times.

### FAEGRE DRINKER

**Healthy Habit Challenge.** Faegre Drinker launched a 5-day Healthy Habit Challenge that piggy-backed on the firm's year-round well-being initiative.

- The event challenged all firm members to try to adopt one new habit aligned with one of the five dimensions of well-being featured during Well-Being Week.
- Each day, members received an email that explained that day's well-being dimension, invited participation in a daily raffle, and issued a challenge that recommended well-being-related videos, articles, and activities.
- Participants earned points to spend in the firm's online store (that is administered internally) filled with well-being-related items that also serve as prizes for year-round activities—e.g., yoga mats, activity trackers, water-proof ear buds, coaching sessions, standing desk, 3-month gym membership, etc.
- Members were able to keep earning points and winning during the entire month of May and points never expire.
- Winners received a personal note of congratulations from a firm leader.
- The activities included a firm-wide step challenge that continued throughout the month of May. Healthy competition among offices helped bolster participation.
- Some of the reasons the events were successful are: Building the buzz in advance of Well-Being Week, top leadership endorsing the events, encouraging do-able activities, gamification of activities, fostering good-spirited competition.

### GIBSON DUNN

**Wellness Journal (Monday).** Rolled out its "3, 2, 1 Start the Day" Wellness Journal, which focuses on gratitude, connection, purpose, and joy. Also offered a firm-wide

meditation session and, because Monday was May 4th (Star Wars Day), posted a recipe for "Yoda Toast."

**Workplace Injury Prevention (Tuesday).** Because working remotely has created a number of postural dysfunctions, the firm offered education on injury prevention in the workplace, including posture, balance, and flexibility.

**Nutrition Education (Wednesday).** The firm's Painted Plate campaign encouraged members to tap into their creativity and add color to enhance snacks and meals. Each day, focused on foods that are different colors of the rainbow. Firm members were encouraged to paint their plates and submit contributions to be entered into a raffle.

**Workout Options (Thursday).** Offered 3 workout options: 1) low impact stretch/workout for beginners, 2) a 30-minute cardiovascular interval workout, 3) strength training workout that required no equipment.

**Stress Management Education (Friday).** Provided two 10-minute presentations on (1) stress management and (2) sleep health with practical tips.

### GREENSFELDER

- Each day of Well-Being Week, lawyers received an email explaining that day's well-being dimension and offering something to watch, something to read, and something to do to focus on well-being that day.
- Activities included taking a meeting standing or walking, cooking a healthy recipe from the Greensfelder cookbook, connecting with a friend or colleague you haven't talked to recently, doing a short meditation on the Headspace app, and thanking someone who made your life a little better in the last 30 days.
- Two special offerings included individual, "laser-coaching" (on-the-spot) sessions on Wednesday and a program on Reducing Stress and Building Resilience on Friday, both with Lauren Cohen.
- Lawyers who participated were eligible to win gift cards or a well-being-related care package.

### HAUSFELD

**Wellness Holiday.** Gave everyone a "Wellness Holiday" on the Friday of Well-Being Week--which was greatly

# WELL-BEING WEEK IN LAW

## HIGHLIGHTS FROM 2020

3

needed and appreciated. We've also had fruit baskets and grocery cards delivered to everyone. Lawyers and staff appreciate the acknowledgment of the extra stress caused by COVID-19.

**Daily Challenge.** Held a contest for which firm members earned points. The daily challenges are listed below. The contest included a technology blackout weekend that went from 6 p.m. on Friday to 8 a.m. on Monday. The Global Managing Partner was one of the winners, and everyone appreciated a relatively email-free weekend.

- **MONDAY (Physical Well-Being):** Hold 1 (or more) of your meetings today while standing up or walking. Listen to the "Mindful Walking" meditation (6 minutes) on the Modern Health Platform. Give yourself 1 point for each meeting and 1 point for completing the meditation in its entirety. Tally your daily total and send to [Name].
- **TUESDAY: Spiritual Well-Being:** Listen to Emily Esfahani Smith's Ted Talk, "There's More to Life Than Being Happy" (12 minutes). Identify each Pillar of Meaning highlighted in the talk. Email the identified pillars to [Name]. You receive 1 point for each correctly identified.
- **WEDNESDAY (Career/Intellectual Well-Being):** Listen to the following "Work Performance" meditations in their entirety on the Modern Health platform: (1) Focus (Parts 1 – 7; 5 minutes each), (2) Ready to Complete a Task (5 minutes), (3) Golden Light (5 minutes), (4) "I Am" Mantra (5 minutes). Give yourself 1 point for every identified meditation you complete; 10 possible points. Tally your total and send to [Name].
- **THURSDAY (Social Well-Being):** Hold a virtual "coffee chat" in Teams with someone you don't work directly with in your day-to-day. For example, if you work in Finance, connect virtually with a Paralegal. Talk about anything you like – preferably, NOT work! Chats must be at least 15 minutes and are worth 1 point each. Send [Name] the details of each chat (who you spoke with and for how long).
- **FRIDAY (Emotional Well-Being):** Technology Blackout: Friday 6:00 pm-Monday 8:00 am (local time). No emails, texts or phone calls to colleagues during the technology blackout, unless absolutely necessary (e.g., essential client business) Big points are at stake! You start with 20 Points. Deduct 1 point for every

email, text or phone call made to colleagues on work-related matters. Email [Name] with your point total.

### HAYNES & BOONE

**Guided Meditation.** The best received thing we did was a guided meditation on Friday. The mindfulness instructor was really good, and I think it being a Friday, people were ready for something focused on connecting with your breath (and not your phone).

### HUSCH & BLACKWELL

**Virtual 5K Competition.** Our virtual 5K competition had over 50% of our attorneys participate. We also hosted a yoga session and a workshop on empathy that we would consider doing again.

### KATTEN

**Well-Being Bursts.** The daily "Well-Being Bursts" emails were a huge hit. They incorporated materials prepared by the Well-Being Week team.

### MORGAN LEWIS

**Spotlighting Thriving Lawyers:** The wellbeing-in-action photo campaign (shared internally and externally) spotlighted lawyers each day speaking to their favorite well-being strategies. (See examples below).

**Reminders of Benefits and Resource Enhancements:** Promoted awareness of multiple enhancements that recently were rolled out to the firm's behavioral health benefits, including virtual therapists, psychiatrists, and nutritionist services through telehealth.

**Gratitude Campaign:** Launched a feature on the firm's well-being portal allowing personnel to send virtual gratitude cards to one another. As of May 2020, more than 1,100 virtual gratitude cards had been sent throughout the firm. The platform used to send the virtual cards was created internally by the firm's IT department.

**Spinning Worldwide:** Lawyers and staff from around the globe gathered for a series of Peloton rides.

**Emotional Health:** Launched a campaign to educate

# WELL-BEING WEEK IN LAW

## HIGHLIGHTS FROM 2020

4

personnel about the signs, symptoms, and support strategies for more common behavioral health challenges (e.g., anxiety disorder, substance misuse, depression, and burnout). The initiative was promoted firm-wide and made available on demand as an ongoing resource.

**Daily Email Examples:** Sent out daily emails to encourage participation in each day's activities:

- Monday: Celebrate Well-Being with a Webinar: The first-ever Lawyer Well-Being Week continues! What have you done to celebrate? Consider attending an upcoming webinar, such as a chat on "Pandemic Life" with the Mindfulness in Law Society or Thursday's session on "Positive Psychology Interventions for the Legal Profession" featuring Director of Employee Well-Being Krista Larson. For more mental health information and inspiration, visit the ML Well portal.
- Thursday: Lawyer Well-Being Week—Connect: Social well-being has to do with building connections, feeling a sense of belonging, and fostering a reliable support network. How do you contribute to your communities and social groups? Consider adopting a new habit from this list of social well-being strategies put together by the National Task Force on Lawyer Well-Being. Interested in learning more? Check out the Lawyer Well-Being Week resources page.
- Friday: Lawyer Well-Being Week Comes to a Close: Didn't have the time to attend a Lawyer Well-Being Week webinar this week? No problem! The National Task Force on Lawyer Well-Being has been posting bite-size videos on the same topics explored in the webinars. Lawyers and professional staff should consider this page an ongoing resource for well-being science and strategies

## ORRICK

**Raffle to Encourage Attendance.** Our raffle (which worked well) promoted attendance at events added a little "extra" since we also offer these types of programs outside of well-being week. We opted for a few key events, versus rolling out an entire week of programming, since we address well-being regularly.

## PILLSBURY

**Kick-Off and At-Home Mailer:** Brief announcement/kick-off communication re: Mental Health Awareness Month from firm leadership; at-home mailer sent describing Lyra mental health benefit

**Photo Contest.** Month-long, photo contest of "How do you support your wellbeing while remote?" – hosted on the Virgin Pulse & individuals can upload their pictures themselves.

**Micro Education Modules:** Micro-module education recordings included:

- Part 1, Segment 1: Building Mental Strength: Why is mental strength important particularly during significant adversity?
- Part 1, Segment 2: Stress Resilience: Outline specific stressors lawyers might be facing due to this crisis; how to tell when stress becomes something else like burnout (talk about a few warning signs)
- Part 2, Segment 1: Maintaining High-Quality Relationships.
- Part 2, Segment 2: Capitalize on Small Wins.

**Challenge:** Virgin Pulse Healthy Habit Challenge: "Did you do something that brings you joy today?"

**Supportive Relationships Webinar:** Lyra hosted a live webinar, "Tapping the Strength in Our Differences: How to Build Strong Working Relationships Through Empathy."

## REED SMITH

Reed Smith's Wellness Works initiative led Well-Being Week activities that aligned with the daily themes.

**Home Workout Advice (Monday).** Provided virtual packets of ways to workout at home. All lawyers also were entered into a raffle to win an annual, virtual-workout membership.

**Meditation (Tuesday).** Encouraged lawyers to attend 10-minute meditation sessions curated by Wellness Works.

**Development Opportunities (Wednesday).** Provided information about how Reed Smith University could aid development, growth, and personal satisfaction derived from work. Programs included a session on career development and on managing a practice during uncertainty.

# WELL-BEING WEEK IN LAW

## HIGHLIGHTS FROM 2020

5

**Workout Sessions.** Organized group Zoom workout sessions, e.g., yoga, boot camp, barre, and HITT.

**Mental Health Education:** Outreach Coordinator for Lawyers Concerned for Lawyers of Pennsylvania, Inc. gave a talk titled “A Lawyer’s Guide to Coping with Isolation, Anxiety and Fear in Uncertain Times.”

### SEYFARTH

**Daily Challenge:** Each day of Well-Being Week featured a different challenge aligned with the daily well-being themes. For example, one challenge provided a Wellness Wish List that consisted of 10 items to complete (e.g., drink eight 8-ounce glasses of water, exercise for at least 30 minutes, watch a short video on stress management, write a gratitude note to someone, etc.). Firm members reported if they completed all 10 items (the honor system applied) and then were entered into a raffle for items such as Fitbits and SpaFinder gift cards.

**Group Meditation:** Circulated recorded sessions from a 13-week meditation program.

**Book Club:** In the firm’s Book Club, firm members read and discuss well-being-related books. They’ve also done Watch Clubs where a team picks a TV show.

**Pet Photos:** Invited firm members to submit funny photos of their new “furry co-workers” (pets) that were posted on an intranet website.

**Photography Enthusiasts:** Invited members to submit their best pictures from their various travels.

**Peloton Pack Ride:** The Firm’s Peloton Pack group scheduled a group ride.

**Well-Being Education:** Circulated an article or video each day on topics ranging from Stress Management, Leadership, Mental Health, etc. with an inspiring quote.

**Benefits & EAP:** Provided reminders about available mental health resources.

### SCHIFF HARDIN

**Daily Videos.** We created a video for each day of Well-Being Week, focusing on each daily theme. We asked a different attorney to create one for each day – each video was 2 – 3 minutes long. They were very positively received – I think because it felt entirely organic. We did a kick-off email for the week from our Managing Partner.

### SCHWABE

**Associate-Created Well-Being Tips.** Each day of the week, one of our associates selected a corresponding tip for the daily theme. They wrote their own message to complete the tip and sent it out to the entire firm. Not only were firm members receiving great information, it helped associates take the lead. It went very well and received a lot of positive feedback.

### THOMPSON & KNIGHT

Daily emails with information and resources about each day’s theme. Personalized each day to tie the theme into something that would resonate with firm culture. The emails helped to set the tone for the day, and participants had all of the day’s activities and resources at their finger-tips. Morning yoga, meditation and TK Trivia were all big hits. We also had two attorney panels which resonated with our lawyers.

### WILMER HALE

Daily emails encouraged activities that aligned with the Well-Being Week themes. Examples included:

**Group Plank Sessions (Monday):** Firm members were invited to join a virtual planking session hosted by its Denver office.

**Bring Your Pet To Work (Friday).** Members were invited to be part of a virtual Bring Your Pet to Work Day by sharing pet photos that were featured in a slideshow on the firm’s intranet website.

### WINSTON & STRAWN

**Meditation Panel.** Had 6 lawyers (4 partners and 2 associates) who are avid meditators get together to talk about how they got into meditation; what type of meditation they practice; the ins and outs of their practice; how it benefits them both personally and

professionally; best practices for starting a meditation practice.

**Leadership Panel: Walking the Walk: Best Wellness Practices of Top Leaders:** Had 7 top firm leaders (including 5 Executive Committee Members; both Department Chairs; and several practice group leaders) highlight what they do to keep optimal levels of well-being which ranged from public service, various types of exercise/yoga, time with loved ones, travel, nutrition, mindset, etc.

**Learned Optimism Webinar.** Gave more practical application tools from positive psychology/mindset that was a nice compliment to our meditation/mindfulness focused events.

**Well-Being Photos.** A fun thing was asking firm members to submit pictures of themselves engaging in their favorite well-being activity. The photos were collected into a video that was distributed via email.

## WHAT WORKED CHECKLIST

**Aspects of the programs that helped them be successful included:**

- ☑ Top leader involvement—as presenters or as cheerleaders encouraging participation.
- ☑ Leaders and colleagues acknowledging their own challenges and well-being strategies.
- ☑ Incentives such as raffles and prizes.
- ☑ Ongoing activities for which participants collect points to earn prizes.
- ☑ Fostering friendly competition and gamification of activities.
- ☑ Bite-sized ways to participate that felt manageable.
- ☑ Use calendar invites for important events rather than just email announcements.
- ☑ Build buzz in advance.
- ☑ Daily emails with simple ways to participate.
- ☑ Pick times for events that work across office time zones.
- ☑ For Q & A in open forums, allow option to submit questions anonymously.
- ☑ Firm member-generated content (e.g., videos/photos sharing their own well-being strategies, review daily recommended readings and develop well-being tips that are circulated).

### SUMMARY OF 2020 HIGHLIGHTS

<p><b>General Strategies</b></p>	<ul style="list-style-type: none"> <li>• “Mental Health Minutes” and “Well-Being Blasts” of brief information and activities.</li> <li>• Distribution of well-being tips collected from firm members.</li> <li>• Roll out of a Wellness Journal focusing on gratitude, connection, purpose, and joy.</li> <li>• Daily brief videos (2-3 min) created by firm lawyers re: daily well-being themes.</li> <li>• Daily well-being tips written by associates based on Well-Being Week materials.</li> <li>• Daily emails of what to read, watch, or do based on Well-Being Week materials.</li> <li>• Healthy Habit Challenge: Adopt one new habit aligned one daily well-being theme.</li> <li>• Daily raffle for participants in well-being activities.</li> <li>• Points-earning challenges to complete a well-being-related activities to win prizes.</li> <li>• Photos or videos of firm members doing their favorite well-being strategies.</li> <li>• Book/watch clubs: Read or watch well-being content and meet to discuss.</li> <li>• Used Well-Being Week Activity worksheets as basis for workshops.</li> <li>• Webinars and short video recordings on various well-being topics.</li> <li>• Trivia contests.</li> <li>• Leader panel talking about their own well-being strategies.</li> <li>• Firm-sponsored well-being podcast</li> <li>• Wellness Calendar</li> </ul>
<p><b>Physical Well-Being</b></p>	<ul style="list-style-type: none"> <li>• Step challenge.</li> <li>• Walking Meeting Day: Calls while walking outside or on treadmills.</li> <li>• Yoga or meditation sessions led by external or internal experts</li> <li>• Yoga (led externally or internally).</li> <li>• Virtual 5K competition.</li> <li>• Peloton group rides.</li> <li>• Education to prevent common work-from-home injuries due to poor posture.</li> <li>• Group workouts, information for individual workouts at home.</li> <li>• Challenge to cook a healthy recipe from the firm cookbook.</li> <li>• Photos of meals reflecting full color palette needed for good nutrition.</li> <li>• Soul Cycling with the firm’s Chair</li> <li>• Healthy food options in firm cafeteria</li> <li>• Treadmill desks placed in generally accessible areas.</li> </ul>
<p><b>Spiritual Well-Being</b></p>	<ul style="list-style-type: none"> <li>• Workshops on “Your Personal Mission Statement” and “Using Your Strengths in the Workplace” based on Well-Being Week Activity Guides.</li> <li>• Challenge to watch Well-Being Week-recommended video on meaningfulness and identify pillars of meaningfulness.</li> <li>• Mindfulness activities.</li> </ul>

### SUMMARY OF 2020 HIGHLIGHTS (CONT.)

<p>Career &amp; Intellectual Well-Being</p>	<ul style="list-style-type: none"> <li>• Encourage brain breaks with cross-word puzzles, Sudoku with firm-related words</li> <li>• Session on career development, growth, and personal satisfaction with work.</li> <li>• “Laser” (on-the-spot) coaching sessions to introduce members to coaching.</li> <li>• Positive Leadership Panel of top firm leaders discussing how effective leadership contributes to well-being, engagement, and job satisfaction.</li> </ul>
<p>Social Well-Being</p>	<ul style="list-style-type: none"> <li>• Daily acts of kindness challenge.</li> <li>• Social connection challenge to connect virtually with someone in the firm.</li> <li>• Gratitude challenges—send virtual gratitude notes or videos to firm members.</li> <li>• Photos of pets helping with work.</li> </ul>
<p>Emotional Well-Being</p>	<ul style="list-style-type: none"> <li>• Mindfulness/mediation live and recorded sessions.</li> <li>• Challenge to use firm-sponsored meditation app.</li> <li>• Partners starting meetings with what they’re doing to take care of themselves.</li> <li>• Partners talked about the importance of self-care and how it fits into their lives.</li> <li>• External speaker led a session for associates about how to make self-care a priority.</li> <li>• Day off as a “Wellness Holiday.”</li> <li>• Technology Blackout Challenge to not communicate except for emergencies from Friday evening to Monday morning.</li> <li>• Mandela coloring contest (anxiety-reducing).</li> <li>• Webinars, email reminders, or at-home mailers of mental health benefits offerings.</li> <li>• Mental health literacy training.</li> <li>• Partner with Lawyer Assistance Programs to present CLE programs.</li> </ul>

# WELL-BEING WEEK IN LAW

## HIGHLIGHTS FROM 2020

### Example of Thompson & Knight Daily Email

**TKthrive**



#### FEEL WELL: (Emotional Well-Being)

Happy Friday, everyone! As we wrap up our first Lawyer Well-Being Week, we want to use today to focus on the concept of **FEEL WELL: Emotional Well-Being**. Especially during these uncertain times, it is important to understand, identify, and use emotions well and seek healthy outlets to relieve stress and find well-being.

#### Activity for the Day

Today we invite you to join us at 11:30 AM for a session entitled **Joe Pevsner: Uncensored**. Joe will share his personal story and the struggles he has faced, including some practices he uses to stay healthy and centered. We are so grateful to Joe for being open and honest and hope his story is an inspiration to each of you.

We also invite you to share some of your favorite inspirational quotes, helpful rituals, and ways you have experienced gratefulness or generosity. Please send to [Margaret Hamm](#), along with any photos or feedback from the week, before noon today and we will share a collection of submissions to end our week on a high note.

**Tip:** Complete the 2-Minute [Stress Relief Activity Guide](#) and post about your experience on social media using the hashtag #LawyerWellbeingWeek and #TKthrive. Have fun!

#### Recommended Resources

**Watch This:** Jon Krop's Lawyer Well-Being Channel video: Anxiety Toolkit: [Mindfulness Practices to Reduce Anxiety in Trying Times](#)

**Read This:** Diana O'Brien and Jen Fisher's Harvard Business Review article: [5 Ways Bosses Can Reduce The Stigma of Mental Health At Work](#).

### Thompson & Knight BINGO Card

THOMPSON & KNIGHT LAWYER WELL-BEING WEEK MAY 4-8, 2020				
B	I	N	G	O
<b>ZZZZ!</b> Get a good night's sleep (~7 hours)	<b>JUMPSTART YOUR DAY!</b> 20 Jumping Jacks	<b>LOG IT!</b> Record everything you eat and drink for the week	<b>PHONE A FRIEND!</b> Call a colleague just to check in	<b>TAKE THE LUNGE!</b> 20 lunges
<b>ALL RISE!</b> Host or participate in a standing meeting	<b>RUN FOREST!</b> Jog in Place for 3 minutes	<b>BALANCING ACT</b> Balance on 1 foot while brushing your teeth	<b>SNACK ATTACK!</b> Enjoy a healthy snack	<b>BREATHE EASY!</b> Take 10 deep breaths
<b>REFLECTION</b> Meditate for 10 minutes	<b>GRATITUDE</b> Send a "Thank you" email to a colleague	<b>FREE SPACE</b>	<b>TURN DOWN FOR WHAT?</b> Turn off your phone 30 minutes before bed	<b>OH SNAP!</b> Send Margaret Hamm a photo of you completing one of these activities
<b>ENGAGE YOUR CORE</b> Do a Plank for 1 minute!	<b>CALL ME</b> Video chat with family or friends	<b>CAN YOU TOUCH YOUR TOES?</b> Stretch for 30 minutes	<b>BUEZ KILL</b> No Caffeine after noon	<b>WALK THE WALK</b> Take a walk while on a call
<b>DRINK UP</b> Drink a minimum of 64 oz. of water each day	<b>NAMASTE</b> Participate in TK Yoga Flow	<b>WORK IT OUT</b> 25 calf raises	<b>BORED IN THE HOUR?</b> Clean your workspace	<b>BALANCE DIET</b> Eat a fruit or veggie with each meal

**TK Thompson & Knight LLP**  
7,280 followers  
9mo · 📍

[+ Follow](#)

Coloring books, Uno card games, markers, and Frisbees. These are just a few items included in our "TK WFH Fun kits" sent to attorneys and staff members with little ones at home, in an effort to help spark our children's imaginations in the hopes of making mom and dad's day a little easier. #TKthrive #WFHlife

TK WFH Fun Kits

83 · 3 comments

Like Comment Share Send

**TK Thompson & Knight LLP**  
7,280 followers  
9mo · 📍

[+ Follow](#)

Today's #LawyerWellBeingWeek theme focuses on the concept ENGAGE & GROW: Occupational & Intellectual Well-Being, where we challenge ourselves to look for ways to continuously learn and develop, while striving for personal satisfaction and growth at work. This afternoon, several TK attorneys will share personal stories explaining how they built strong professional bonds and the importance of mentors who helped them along the way. We encourage you to reach out and thank a mentor or someone who has made a difference in your career, and watch Shawn Achor's TED Talk on "The Happy Secret To Better Work": <http://ow.ly/sB1z50zyQf7> #TKthrive

Learn & Develop Continuously

Personal Satisfaction

Growth at Work

ENGAGE & GROW:  
Occupational & Intellectual Well-Being

Financial Stability

TK

# WELL-BEING WEEK IN LAW HIGHLIGHTS FROM 2020

10

## SOCIAL MEDIA POSTS

### MORGAN LEWIS

MORGANLEWIS\_LAW Posts



Liked by michael\_sees and 68 others

morganlewis\_law Morgan Lewis associate Chris Cataldo on supporting his physical well-being: "I think to have a mind that feels good, you need a body that feels good, so I spend as much time as I can doing activities that leave me feeling active, energized, and healthy—running, cycling, and teaching yoga. My advice to those with busy and unpredictable schedules is to realize that you don't need much time in the day to be active; even sparing 10 minutes to get up and move can make a difference!" #MLWell #LawyerWellbeingWeek

May 4, 2020



Liked by michael\_sees and 64 others

morganlewis\_law Morgan Lewis senior pro bono trial lawyer Susan Baker Manning on supporting her spiritual well-being: "I originally became interested in the law because of its power to help the disadvantaged and underrepresented in our society. Now I'm privileged enough to see every day how our pro bono work makes a transformational difference in the lives of our clients—and in the lives of our lawyers. The ability to help our clients, whether commercial or pro bono, is a real privilege, and for me it is what makes our work compelling." #MLWell #LawyerWellbeingWeek

MORGANLEWIS\_LAW Posts



Liked by michael\_sees and 49 others

morganlewis\_law Morgan Lewis associate Jane McGlynn on supporting her social well-being: "I stay connected to my community by mentoring diverse students from nontraditional backgrounds about starting a law career and what it is like to be a lawyer. Diversity and inclusion are really important to me, especially making sure that young people have equal access to knowledge and opportunities. With my Morgan Lewis colleagues, we also hold career events for schoolchildren to give an insight into our work." #MLWell #LawyerWellbeingWeek

MORGANLEWIS\_LAW Posts



Liked by michael\_sees and 64 others

morganlewis\_law Morgan Lewis associate Ben Stango on supporting his intellectual well-being: "By immersing myself in learning that is as far from my daily work as possible, I find that my mind is more nimble, creative, and ready to reengage with my practice. Pasta is my source of lifelong learning, a passion that connects me with an ancient tradition and allows me to shut off my analytical mind while engaging in something difficult, artful, and loving. It's also a perfect break from drafting merger agreements!" #MLWell #LawyerWellbeingWeek

### WINSTON & STRAWN

Winston & Strawn LLP  
24,712 followers  
9mo • Edited •

+ Follow

Happy Lawyer Well-Being Week! For the next five days, Winston is offering fun and informative seminars that will teach us new ways to improve our mental and physical fitness. We'll provide live discussions about lawyers who meditate, learned optimism, the elements of a healthy work culture and more. See the full list of programming here: <https://bit.ly/2Wq7SxV>

Diane Costigan, Julia Mercier, Kathi Vidal, Natalie Arbaugh, Stephen D'Amore



WELL AT WINSTON

Winston Participates in Lawyer Well-Being Week 2020: Prioritizing Physical & Mental Health

Winston Participates in Lawyer Well-Being Week 2020: Prioritizing Physical & Mental Health  
winston.com • 2 min read

37 • 3 comments

Winston & Strawn LLP  
24,712 followers  
9mo •

+ Follow

Living in a submarine and mandatory quarantine have more in common than you might think. Partner Richard McCarty answered a few questions about how to manage your physical and mental health with the help of discipline and maintaining a weekly rhythm. <https://bit.ly/3bcgHtkr>

#covid19 #WinstonWellness #mentalhealth

COVID-19 – WELL AT WINSTON

Keep Your Head Above Water: Quarantine Advice from Partner and Former Navy Submarine Force Officer



RICH MCCARTY

Quarantine Advice from Partner and Former Navy Submarine Force Officer, Rich McCarty  
winston.com • 1 min read

# WELL-BEING WEEK IN LAW HIGHLIGHTS FROM 2020

11

## SOCIAL MEDIA POSTS

**Dykema**  
5,023 followers  
9mo • Edited •

+ Follow

Write a letter of gratitude to someone you've been meaning to thank, and if you can, read it out loud to them. Post about your experience on social media using the hashtag [#LawyerWellBeingWeek](#). [#Dykema](#) [#Connect](#)



14 • 1 comment

Like Comment Share Send

**Reed Smith LLP**  
42,244 followers  
9mo • Edited •

+ Follow

More than halfway through [#LawyerWellBeingWeek](#) we're looking at staying connected. Given remote work, it is important to connect with others, build a support network, and maintain healthy social well-being. Here are resources to help.



reedsmith.com



**Lawyer Well-Being Week**

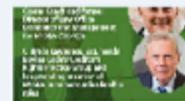
Well-Being Week Resources  
lawyerwellbeing.net • 1 min read

**Libby (M.Elizabeth) Coreno** • 1st  
General Counsel at Donacio Construction, Inc. and Owner of The Law Office...  
9mo • Edited •

Today we focus on [#socialwellbeing](#) and [#connection](#) as part of [#lawyerwellbeingweek](#). On this episode of the [#nysba](#) Attorney Well-Being Podcast, [Kerry Murray O'Hara, PsyD](#) and I talk with [Stephen P. Gallagher](#) and [Bruce Lawrence](#) about the role [#meaning](#) and [#purpose](#) play for the [#seniorlawyer](#) in staying connected after retirement.

We also talk about the need for the legal profession to have a serious dialogue about utilizing the skills of attorneys currently in the workforce who are age 55 and up as well as finding ways to create forums of connection so young lawyers can meet with experienced lawyers for mentorship, wisdom and to share experiences.

[#lawyerwellness](#) [#wisdom](#) [#lawandlife](#) [#attorneywellbeing](#)  
[#attorneywellness](#) [#lawyertolawyer](#) [#supportsystem](#) [#seniorlawyers](#)  
[#legalcommunity](#) [#wellbeing](#) [#community](#) [#socialconnection](#)



**Staying Connected: Meaning and Purpose For The Senior Lawyer**

nysba.org • 1 min read

**Aleks O. Rushing** • 2nd  
Education Attorney at Husch Blackwell  
9mo •

On the final day of [#LawyerWellBeingWeek](#), my family and I completed our [Husch Blackwell Virtual 5K Challenge](#). The St. Louis office has this one in the bag! [#wellness](#) [#WFHfun](#) [#friendlycompetition](#)



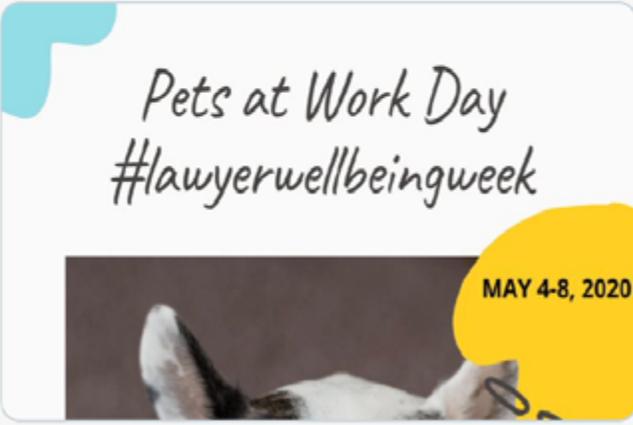
Husch Blackwell 5K

# WELL-BEING WEEK IN LAW HIGHLIGHTS FROM 2020

12

## SOCIAL MEDIA POSTS

**KALAP** @KansasLAP · Apr 28, 2020  
National Lawyer Well-being Week May 4-8, 2020  
#kslawyerwellbeing  
#lawyerwellbeingweek  
#petsatwork  
Look for lots of fun events from KALAP to celebrate National Lawyer Well-being Week May 4-8, 2020!



1 6 11

## Crowell & Moring's Walking Meeting Day

**Anne Brafford**  
Lawyer, speaker, author, consultant | Author of Positive Professionals  
9mo · Edited · 🌐

Kudos to my favorite lawyer (and husband) **Daniel Sasse** for taking on today's #lawyerwellbeingweek Physical Well-Being challenge to try out walking meetings! (He stole my treadmill desk to do so but I was able to walk outside!)



182 · 19 comments

**State Bar of Georgia**  
5,186 followers  
9mo · 🌐

+ Follow

Are you joining us for our Kentucky Derby Mocktail Happy Hour today? We're playing trivia for prizes, like gift cards and donations to food banks in your honor! Don't miss out; sign up here: <https://bit.ly/3eZuQV7> #LawyerWellBeingWeek



**PLAY TRIVIA**  
**WIN PRIZES**  
with #LAWYERSLIVINGWELL

**Laurie L. Myler** · 2nd  
Senior Staff Attorney, Superior Court of Cobb County  
9mo · 🌐

Proud to be a part of the Wellness Committee and to celebrate #lawyerwellbeingweek. Thanks to the **Kimberly Wise** for sharing what she loves about the profession.

**State Bar of Georgia**  
5,186 followers  
9mo · 🌐

+ Follow

#LawyerWellBeingWeek: Why did you choose the legal profession? What drew you to practicing law? #GALawyer Kimberly Wise practices law because "I want to help people start a happier life!" #LawyersLivingWell



**#LAWYERWELLBEINGWEEK**

# WELL-BEING WEEK IN LAW HIGHLIGHTS FROM 2020

13

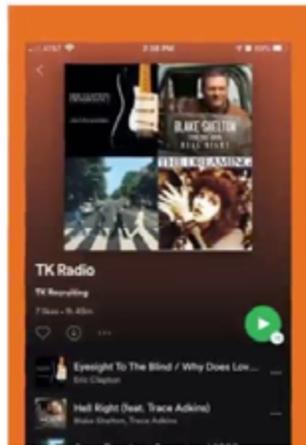
## SOCIAL MEDIA POSTS

 **Kelly Mixon Morgan** • 1st  
Chief Talent Officer at Thompson & Knight LLP  
9mo • 🌐

We had a wonderful LWBW at TK! #tktalent

 **Thompson & Knight LLP**  
7,280 followers  
9mo • 🌐 + Follow

Thank you to our TK community for making #LawyerWellBeingWeek a huge success. We tackled some serious topics and managed to laugh some too. We want to encourage everyone to keep practicing well-being and sharing your best practices that keep you centered. Take a look at our video highlighting our activities throughout the week! Learn more about our commitment to well-being: <http://ow.ly/TUK650zEwEH> #TKthrive



**"I LOVED the TK music playlist! I listen to music all day... This was a really great change. And I enjoyed seeing what songs (other attorneys) picked."**

 **Kim Vaughan Lerner LLP**  
286 followers  
9mo • Edited • 🌐 + Follow

Ending #LawyerWellBeingWeek with a bang! 🎉 Thanks to our Insurance Group chair, **Cherine Smith Valbrun** for sharing the little things she does to cultivate health, happiness and balance (spending time with such a cute family definitely helps!) Thank you Cherine for sharing your wellness tip!

📍 Please continue improving your well being beyond this week by visiting: <https://lnkd.in/gWAKAvD> and the [American Bar Association](#)

#mentalhealthawarenessmonth #mentalhealth #lawyers #wellness #lawfirm



**"These are scary, uncertain times but I have to maintain certain things, including the mental, physical and spiritual health & wellness of my family, so when we can: late night walks, bedtime talks, gardening, swimming, bike riding, baking & Sunday School!"**

 **Cherine Smith Valbrun**



## EXAMPLE OF TAFT DAILY EMAILS



**THURS**   
**CONNECT:**  
Social Well-Being

Today's focus is **Social Well-Being**. Today, we will focus on **building** connections, a sense of belonging, and a reliable support network by contributing to groups that matter to you.

### Watch This:

**TED Talk (13:19 minutes), "Are You A Giver or a Taker?"**  
Adam Grant, organizational psychologist, breaks down 3 personality types related to giving (givers, takers, and matchers) and offers simple strategies to promote a culture of generosity and to better manage self-serving "takers".



**TEDx Talk (20:04 minutes), "The Power of Vulnerability"**  
Social scientist **Brene Brown** studies and writes on human connection, including empathy and belonging. In this talk, she shares her research and insights from her own life journey.

### Read This:



Rob Cross (2019), **"To Be Happier at Work, Invest More in Your Relationships"**, Harvard Business Review.

Anne Bradford (2020), **"Fostering Lawyer Well-Being Through Diversity and Inclusion"**, Lawyer Well-Being Week Resource.

Jane Dutton & Lee, J. (2017), **"The Benefits of Saying Nice Things About Your Colleagues"**, Harvard Business Review.

### Do This:

Engage your friends and family in well-being this week with the [Family Participation Guide](#).

Read Kira Newman's article, **"How Gratitude Can Transform Your Workweek"**, and write a **gratitude letter** to someone you've been meaning to thank.

Complete one of the attached activities – "The Upward Spiral", "Make Kindness the Norm", and "Connect to Thrive."



### Links and Other Resources:

For a deeper dive into Law Firm Well-Being and even more resources, click [HERE](#) to access the National Task Force for Lawyer Well-Being website.



## SOCIAL MEDIA POSTS

**Lane Powell PC**  
2,473 followers  
9mo • 🌐

+ Follow

Now more than ever, it's important to focus on our individual and collective well-being. We're taking a holistic approach to promote all aspects of wellness during #LawyerWellBeingWeek. We invite you to unite with us to enhance wellness in the legal profession: <https://bit.ly/2YECJJN>  
#WorkfromHome #SelfCare #Wellness

Lane Powell  
**WELLNESS WEEK!**

STAY STRONG ALIGN ENGAGE & GROW CONNECT FEEL WELL

👍 1

👍 Like 💬 Comment ➡ Share ↵ Send

**Mollie Farrell** · 1st  
Director of Professional Development at Greensfelder, Hemker & Gale, P.C.  
9mo • 🌐

■ ■ Greensfelder, Hemker & Gale, P.C.  
■ ■ 1,682 followers  
9mo • 🌐

+ Follow

Greensfelder is proud to take part in Lawyer Well-Being Week from May 4-8. With offerings each day on something to watch, something to read, and something to do, lawyers across the firm are being encouraged to take some time each day to focus on well-being. Whether it's taking a meeting standing or walking, cooking a healthy recipe, or connecting with a friend or colleague, small changes can add up and help you thrive. Greensfelder is also offering coaching sessions and a program on reducing stress and building resilience. #LawyerWellBeingWeek

MON STAY STRONG Physical Well-Being  
Eat well, get enough sleep, exercise, stress management, minimize substance use, seek help when needed.

TUES ALIGN Spiritual Well-Being  
Ponder a sense of meaning and purpose in all aspects of life. Align life and work to serve your values.

WEDS ENGAGE & GROW Career & Intellectual Well-Being  
Continuously learn and develop. Seek for personal satisfaction and growth at work. Aim for financial stability.

THURS CONNECT Social Well-Being  
Build connection, belonging, and a reliable support network. Contribute to groups that matter to you.

FRI FEEL WELL Emotional Well-Being  
Understand, identify, and use emotions well. Seek help for mental health when needed.

LAWYER WELL-BEING WEEK

👍 11 · 2 comments

## Schwabe: Associate Tip Example



The aim of the ABA Well-Being Week is to raise awareness and encourage action across the profession to improve well-being for lawyers and their support teams.

I continue our participation today by sharing [The Happy Secret To Better Work](#), a 12 minute TED Talk by psychologist, Shawn Achor. In this funny(ish) presentation, Achor's main premise is that happiness inspires us to be successful, not the other way around. He points to research showing that the external world (e.g., contagion apocalypse) is not predictive of long-term happiness—the way your brain processes the external world is.



Achor encourages us to reverse the way we think about the standard formula for happiness and success. Most people consider happiness to be a product of success—i.e., “if I work harder, I’ll be more successful, and then I’ll be happy.” But Achor posits that our brains actually work in the opposite order: if you can raise someone’s level of positivity in the present, her brain experiences a “happiness advantage.” The idea is that if we can find a way to be positive now, then our brains will work more successfully—harder, faster, and more intelligently. That’s because dopamine is introduced into our systems when we’re positive, which not only makes us happier, but it also activates the learning centers in our brains, allowing us to adapt to the world in a different way.

I think these concepts are particularly useful now, when we’re barraged with so much negativity. It’s easy to fall into the “keep on chugging” mindset, with the idea that if we work hard enough, we’ll be happy sometime down the road. Whether or not Achor’s theory holds water, introducing a little positivity into our lives can’t hurt. To that end, Achor offers the following tips to help train your brain to become more positive:

- Write down three new things that you’re grateful for everyday;
- Journal about one positive experience you’ve had over the past 24 hours;
- Exercise;
- Meditate; and
- Perform random act of kindness (e.g., a random email praising or thanking someone in their social support network)

Achor’s message is that by incorporating these activities to your daily life for 21 days in a row, you can train your brain to reverse the equation for happiness and success. And if that goal is too aspiring, these activities might just help you tackle that quarantine 15 or brighten someone’s day.