



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

WELL-BEING WEEK IN LAW PARTICIPATION GUIDE

1

THIS GUIDE'S PURPOSE

Participation across the legal profession is essential for making Well-Being Week a success! And well-being has never been more important. This Guide gives day-by-day recommendations for resources and activities to provide via email, social media, or your website. Ways to participate include:

Raise Awareness & Anticipation

Use social media or your internal communication channels to build anticipation for upcoming Well-Being Week activities. Logos, infographics, and other materials are freely available for download on the [Communications Toolkit](#) page of the website. We encourage use of the hashtag #WellbeingWeekinLaw for social media posts!

Host Virtual Lunch & Learn Sessions

Host a virtual lunch and learn session where, before or during the session, you invite participants to watch a video, read a related article, or both. Then facilitate a discussion of what they learned and an activity to create personal action plans.

Pose A Well-Being Challenge

Each day, invite your members to participate in a well-being-related challenge or activity and post comments or photos of their activities on your intranet or social media.

Recommend Resources

Each day, via email, intranet, or social media, recommend an article, book, video, well-being tip, or gadget. On the website, you'll find a social media post for your use each day of Well-Being Week that includes one suggested video, article, and activity that align with that day's well-being dimension.

Inspiration

Post inspirational quotes related to each day's well-being dimension or a short story about an exemplar of thriving in the legal profession. You can find a list of well-being-related quotes in the Well-Being Week Social Media Calendar on the website.

Help Them Plan

Distribute a Well-Being Week News Briefing that provides a schedule of activities and tips for individual participation.

MON



STAY STRONG (Physical Well-Being)

Strive for regular activity, good diet and nutrition, enough sleep and recovery.
Limit addictive substances and seek help for physical health when needed.

READ THIS

- Deobrah Grayson Riegel (2021). [Don't Underestimate the Power of a Walk](#). Harvard Business Review.
- Liane Davey (2020). [Reframe How You Think About Self-Care](#). Harvard Business Review.
- Amy Jen Su (2017). [6 Ways to Weave Self-Care into Your Workday](#). Harvard Business Review.
- Jim Loher & Tony Schwartz (2001). [The Making of a Corporate Athlete](#). Harvard Business Review.
- Lisle Baker & Anthony Colesano (2020). [Becoming More Physically Active in a Busy Professional Life](#). ABA Law Practice Today.
- Mary Halton (2021). [Why Your Brain Loves It When You Exercise, Plus 3 Easy Ways to Work Out at Home](#). Ideas. TED.com.
- Kira Newman (2020). [Is The Way You're Breathing Making You Anxious?](#) Greater Good Magazine.
- Nilofer Merchant (2013). [Sitting Is the Smoking of Our Generation](#). Harvard Business Review.
- Cristiano Guarana & Christopher Barnes (2017). [Research: Sleep Deprivation Can Make It Harder To Stay Calm At Work](#). Harvard Business Review.
- Russell Clayton (2014). [How Regular Exercise Helps You Balance Work and Family](#). Harvard Business Review.
- Ron Friedman (2014). [What You Eat Affects Your Productivity](#). Harvard Business Review.
- Kira M. Newman (2019). [What Is The Best Diet For Mental Health?](#) Greater Good Magazine.
- Science Daily (2020). [Three Pillars of Mental Health: Good Sleep, Exercise, Raw Fruits and Veggies](#).

WATCH OR LISTEN TO THIS

- Wendy Suzuki (2017). [The Brain-Changing Benefits of Exercise](#), TED Talk, 12:55 mins. Suzuki discusses the science of how exercise boosts mood and memory and protects your brain against neurodegenerative diseases.
- Lisle Baker & Anthony Colesano (2020). 9:11 mins. [Becoming More Physically Active in a Busy Professional Life: "Mozart Training Intervals"](#) (law professor demonstrates in-office movement and stretching for all activity levels).
- Mind (2019). [5 Ways to Get Moving and Feel Better](#), 1 min. Video and written guidance on choosing activities and getting started.
- Mind (2018). [How to Manage Your Mood With Food](#), 3:23 mins.
- [Why Sitting is Bad For You](#) (2015). TED-Ed, 4:50 mins.
- [The Benefits of Good Posture](#) (2015). TED-Ed, 4:12 mins.
- Emily Balcetis (2014). [Why Some People Find Exercise Harder Than Others](#). TED Talk, 13:54 mins.
- Neal Barnard (2016). [Power Foods for the Brain](#). TEDx, 16:58 mins.

MON



STAY STRONG (Physical Well-Being)

DO THIS

- **The 4-7-8 Breathing Exercise (Yep, Breathing!).** The way you breathe (yep, breathe!) may be making you anxious. Learn stress-calming techniques in the [4-7-8 Breathing Exercise Activity Guide](#). Post on social media about your experience using the hashtag #WellbeingWeekInLaw.
- **Technology Blackout.** To enable people to disconnect from work and recharge, ask that, during every day of Well-Being Week (or just one day!), people not email, text, or call colleagues outside designated hours (e.g., after 6:30 pm) unless it is an emergency. It may encourage organizations to [rethink the unthinkable](#).
- **Alcohol Use Policy.** Workplace culture strongly influences drinking patterns. Get started shaping responsible drinking norms by tailoring the free [Alcohol Use Policy Template](#) to your organization.
- **Active Meeting Challenge.** Encourage members to do all of their meetings (or even just one!) on Monday while [standing up](#) or [walking](#) and post about their experience on social media using #WellbeingWeekInLaw.
- **Remote 5-K Run.** Organize a 5-K “race” in which members run on their own around their neighborhoods or on their treadmills. Before the race, circulate information about the benefits of vigorous exercise like running ([see the 5-K Run Activity Guide](#)) and invite a personal trainer to provide tips (in writing or via video) about safe training. Ask participants to take photos and post about their experience on social media using the hashtag #WellbeingWeekInLaw. After the race, post participants names and send them electronic participation medals. If you’re really ambitious (and it’s logistically possible), have race shirts made and mailed to participants or make the race a fundraising event for a local charity.
- **Group Yoga.** Invite an organizational member with yoga expertise or hire an instructor to lead a yoga session via video. Or distribute the [Desk Yoga Activity Guide](#) and invite people to try it out.
- **Healthy Gadget Drawing.** Invite members to enter their names into a virtual drawing for free well-being-related items, e.g., [FitBit](#), [Muse: The Brain Sensing Headband](#), [Bellabeat](#) Leaf Health Tracker, a [treadmill desk](#), [Panda Planner](#) for Productivity and Gratitude, [adult coloring book](#) for stress-relief, etc.
- **Well-Being Care Packages.** If logistically feasible, assemble a fun [Stress Buster First Aid](#) Kit in a [pouch](#) to mail to colleagues, clients, mentees, and/or staff that includes items like a map of local [green spaces](#) for lunch-time walks (once people return to work!), [chewing gum](#), [dark chocolate](#), an iTunes gift card to purchase [relaxing music](#), [thank you cards](#) to express [gratitude](#), a [stress test card](#), [peppermint tea](#), and a notebook to [process stressful emotions via writing](#).
- **Healthy Snack Recipes.** Each day of Well-Being Week, email a [recipe for a healthy treat](#). Collect the recipes into a firm cook book.
- **Sleep Challenge.** Coordinate a Sleep Challenge to get at least 7 hours of sleep every day of Well-Being Week. Distribute [information about the negative impact](#) of sleep deprivation on mental and physical health and a list of items for members to put together their own Healthy Sleep First Aid Kit, including [eye masks](#), [chamomile](#) or [Valerian root](#) tea, a [lavender scented product](#), and a [tip sheet](#) for good sleep.

TUES



ALIGN (Spiritual Well-Being)

Cultivating a sense of meaning and purpose in work and life.
Aligning our work and lives with our values, goals, and interests.

READ THIS

- WeWork (2017). [Ways to Incorporate Your Spirituality at Work](#).
- Shamash Alinda (2018). [10 Ways To Be More Mindful at Work](#).
- Iona Lupu & Mayra Ruiz-Castro (2021). [Work-Live Balance Is a Cycle, Not an Achievement](#).
- Chad E. Cooper (2019). [The Importance of Spirituality Versus Religion for Living a Legendary Life](#).
- Rekha Shrivastava (2012). [Importance of Having Meaning, Purpose, and Spirituality in Life](#).
- Kelly Miller (2021) [The Science of Spirituality: 16 tips to Build Your Spiritual Practice](#).
- Anne Brafford & Robert Rebele (2018). [Judges' Well-Being And The Importance Of Meaningful Work](#). Court Review. The article explains the importance of meaningful work to health, happiness, and performance. It provides meaningful work strategies that apply to everyone, not just judges. Brafford also has a free, 40-minute video on [meaningful work for lawyers](#) posted on the Lawyer Well-Being YouTube Channel.
- Innovation Resource Center for Human Resources (2018). [Thrive at Work: Use Your Network to Draw You To What Matters Most](#) [White Paper].
- Susan Peppercorn (2019). [Why You Should Stop Trying To Be Happy At Work](#). Harvard Business Review
- John Coleman (2017). [To Find Meaning in Your Work, Chang How You Think About It](#). Harvard Business Review.
- John Coleman (2017). [You Don't Find Your Purpose, You Build It](#). Harvard Business Review.

WATCH OR LISTEN TO THIS

- Well-Being Week in Law Team (2021). [Practicing Spiritual Well-Being: Voices From the Legal Profession](#). 7 mins. Fellow professionals in law share how they integrate their personal definition's of spirituality into their work lives.
- Jane Park (2020). [Connecting With What Matters](#) . Greater Good Magazine, 3:25 mins. Writer and "happiness guinea pig" Wajahat Ali describes his experience with a science-based Values Affirmation activity in which he focuses on his Islam religion. The longer podcast version can be found here: [How to Deal With Uncertainty](#) (2018). Greater Good Magazine, 21 mins.
- Jane Park (2020). [What Makes Us Happier Than Money?](#) Greater Good Magazine, 2:40 mins. Dr. Belinda Campos of UC Irvine asks what happiness research from Latin America can teach us.
- Jakada Imani (2016). [Martin Luther King Jr. and the Awe-Inspiring Power of Faith](#). Greater Good Magazine, 15:43 mins.

TUES



ALIGN (Spiritual Well-Being)

WATCH OR LISTEN TO THIS (cont.)

- Emily Esfahani Smith (2017). [There's More to Life Than Being Happy](#), TED Talk, 12:10 mins. Learn about the difference between “being happy” (which comes and goes) and building a meaningful life.
- Anne Brafford (2020). [Meaningful Work for Lawyers: Strategies For Boosting Health & Happiness at Work](#). Lawyer Well-Being Channel, 40 mins. Brafford explains the importance and powerful effects of cultivating the experience of meaningful work and gives science-backed strategies for doing so.
- Dan Ariely (2012). [What Makes Us Feel Good About Our Work?](#) TEDx Talk, 20:12 mins. Behavioral economist Dan Ariely presents two eye-opening experiments that reveal that, contrary to conventional wisdom, what motivates us at work isn't just money--and it's not exactly joy either. Most of us thrive by making constant progress and feeling a sense of meaning and purpose.

DO THIS

- **Take An Awe Walk.** Invite members to review the [Awe Walk Activity Guide](#), try out the activity, and discuss their experiences.
- **Job Crafting.** Host a meaningful work event. [Include information](#) about meaningful work's strong tie to engagement and mental health. Use the [Job Crafting Activity Guide](#) aimed at shaping work experiences to more closely align with participants' values, interests, and strengths.
- **Daily Questions.** Invite members to recruit a friend or colleague to call daily and ask questions that keep their attention focused on important values. An example set of questions is: Did you do your best today: 1. To set clear goals? 2. To make progress on those goals? 3. To create or notice meaningfulness? 4. To be engaged? 5. To be happy? 6. To build good relationships? Partners' job is to listen without judgment and provide words of encouragement before ending the call. For a fuller description of the activity, see the Six Daily Questions ritual in the book [Rituals For Work](#) by Kursat Ozenc and Margaret Hagan.
- **Meaning & Valued Living Exercises.** This [booklet from PositivePsychology.com](#) provides instructions for three activities: (1) Top 5 Values: Increase awareness of values and reflect their personal meaning and importance, (2) Self-eulogy: Helps evaluate how well we're living in line with our values, (3) Scoreboard Metaphor: Highlights the importance of considering values in pursuing personal goals.
- **Values Challenge.** Invite members to complete the [Values Challenge Activity Guide](#) and post about their experience on social media using the hashtag #WellbeingWeekinLaw.
- **Personal Mission Statement.** Invite members to complete the [Personal Mission Statement Activity Guide](#) individually or in groups and share some of their goals.
- **Purpose In Life Quiz.** Take a free [Purpose in Life Quiz](#) and receive automatic feedback. Greater Good Magazine.

WEDS



ENGAGE & GROW (Career & Intellectual Well-Being)

Seeking personal satisfaction, growth, enrichment in work, and financial stability.

Engaging in continuous learning and creative or intellectually challenging activities that foster ongoing development. Monitoring cognitive wellness.

READ THIS

- Mike Oppland (2021). [8 Ways To Create Flow According to Mihaly Csikszentmihalyi](#). PositivePsychology.com.
- Leo Babauta (2012). [Nine Steps to Achieving Flow in Your Work](#). Greater Good Magazine.
- Catherine Pearson (2020). [New Research Says 'Flow' is Crucial During the COVID-19 Pandemic](#). HuffPost.
- Dan Cable (2021). [Turn Your Boring Job Into a Job You'll Love](#) (Job Crafting). Harvard Business Review.
- Susan J. Ashford, Maxim Sytch, & Lindred L. Greer (2020). [5 Ways a Crisis Can Help You Cultivate a Growth Mindset](#). Harvard Business Review.
- Joseph Folkman (2020). [15 Ways To Develop Yourself At Home](#). Forbes.
- Andrew Rains (2020). [How To Develop A Personal Growth Mindset That Fuels Business Success](#). Forbes.
- Dorie Clark (2015). [Create a "Mastermind Group" to Help Your Career](#). Harvard Business Review.
- Kevan Lee (2014). [Why Creative Side Projects Are Good For You](#). LifeHacker.com.

WATCH OR LISTEN TO THIS

- FightMediocrity (2015). [Flow: An Animated Book Summary](#). YouTube, 5:20 mins. An entertaining video summary of psychologist Mihály Csíkszentmihályi's best-selling book that proposes that fostering more "flow" in our daily lives is a key to growth and happiness.
- Well-Being Week Team (2021). [Overcoming Impostor Syndrome As A Black Woman In Law](#), Interview of Erin Young, Esq. by Cherie O'Reilly, Esq. YouTube, 17:04 mins. Based on Erin Young's [article in Thine](#) (August 2020) discussing struggles with self-doubt over her 20-year legal career and approaches for overcoming it.
- Mike Cannon-Brookes (2017). TEDx. [How You Can Use Impostor Syndrome to Your Benefit](#).
- Brian Johnson (2016). [The Confidence Gap by Russ Harris](#). YouTube, 14:30 mins. Book review of [The Confidence Gap](#), an Acceptance and Commitment Therapy-based book by a leading teacher of skills to notice and overcome self-doubt and negative thoughts and live in alignment with your values.
- Amy Wrzesniewski (2014). 12:29 mins. [Job Crafting: On Creating Meaning In Your Work](#).
- Cameron Norswothy (2018). TEDx Talk, 17:05 mins. [Fear of Flow: How to Create an Optimal Experience](#).

WEDS



ENGAGE & GROW (Career & Intellectual Well-Being)

Seeking personal satisfaction, growth, enrichment in work, and financial stability.

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WATCH OR LISTEN TO THIS (cont.)

- Bill Burnett (2017). TED Talk, 25:20 mins. [5 Steps to Designing The Life You Want](#).
- Teresa Amabile (2012). [Track Your Small Wins to Motivate Big Accomplishments](#). TEDx Talk, 21:09 mins. Amabile shares key insights from her research about staying motivated at work, including the importance of measuring progress, documenting challenges, and taking time to reflect. Amabile is the author of the book [The Progress Principle](#) and Harvard Business Review article [The Power of Small Wins](#). Her website offers a helpful checklist: [Progress Principle Daily Progress Checklist](#).

DO THIS

- **Share Your Genius.** Everyone is a genius at something—inside and outside of work. To take advantage of the enormous amount of talent in your firm, have an open call inviting people to propose ideas to host remote (e.g., Zoom) sessions 10-60 minutes long in which they teach other firm members something with an emphasis on career/professional development, a well-being-related topic, or any other topic that would be relevant to personal or professional growth. Alternatively, specifically recruit respected firm leaders to host teaching sessions on topics that fall within their expertise (personally or professionally). Pick the number of sessions that you think is most fitting and then create and distribute a schedule. Firm members can sign up for whatever sessions interest them. An in-person format also can work with short sessions scheduled on the same day in different conference rooms. For more detailed discussions of this activity, see the Skill-Share Fest ritual in [Rituals For Work](#) by Kursat Ozenc and Margaret Hagan and the Play & Live Day Ritual in [Rituals for Virtual Meetings](#) by Kursat Ozenc and Glenn Fajardo.
- **Show & Tell Hobbies.** Meet in small groups, share favorite personal hobbies, and select which activities for the group to try out. Or use the [Creativity Guide](#) to try out absorbing creative activities of all kinds that stretch us to experiment, grow, and improve well-being.
- **Job Crafting.** Individually or in small groups, work through the [Job Crafting Activity Guide](#), which is aimed at shaping work experiences to more closely align with participants' values, interests, and strengths.

WEDS



ENGAGE & GROW (Career & Intellectual Well-Being)

DO THIS (cont.)

- **FeedForward Group Activity.** In a [brief video](#) (7:73 mins), world-renowned executive coach Marshall Goldsmith describes a simple but impactful FeedForward Group Activity. To try it out, organize people into small groups. Ask them to pick one area in which they'd sincerely like to improve. Each person then takes turns sharing with another their desired area of improvement, and each participant provides one or two ideas about how to pursue that goal. They then switch partners. There are just two rules: (1) Participants giving input cannot give any feedback about the past; they should focus on ideas for future action. (2) People receiving input can't critique or judge the input; it should be treated like a gift.
- **Optimal Self Activities.** Invite members to, individually or in virtual teams, complete and discuss the [Peak Performance Through Character Strengths Activity Guide](#), the [Best Possible Self Activity Guide](#), and/or the [Wheel of Professional Development Activity Guide](#). Invite them to post about their experience on social media using the hashtag #WellBeingWeekInLaw.
- **Speed Mentoring.** To aid career and network development, organize an internal "[speed networking](#)" or "[speed mentoring](#)" events to enable connections among people (e.g., associates and partners, junior partners and firm leaders, staff and staff leaders) who do not frequently interact but who may benefit from connection. Speed mentoring events often are structured to permit 15-minute meetings with several potential mentors, provide a list of topics to facilitate discussion, and host a networking event at the end. Mentees could be paired with a list of potential mentors, for example, on the basis of their mutual interest in particular topics. Mentors could be recruited for the event based on a goal to maximize diversity of seniority, practice experience, and geography.
- **Snowball Mentoring.** The goal is to facilitate candid conversations between leaders (or mentors) and individual team members (or mentees) that focus on support and enablement to grow (rather than on being evaluated). "Snowball" refers to picking up feedback from multiple people—and accelerating mentees' growth through constructive insight. To start, mentees first to meet with their mentors for a 30-minute conversation and then again two weeks later for 50 minutes. In the initial meeting, the mentee identifies an area of development on which they'd like to focus. Together, they make a plan for feedback, such as who to ask. Mentees then ask two to five people to be Snowball Mentors and set up times for conversations. Mentees prepare three to five questions to discuss based on their developmental interest. After the conversations, mentees reflect on what they've heard. In the second meeting, mentees and mentors unpack what came up during the conversations. Through that discussion, mentees and mentors come up with an understanding or plan about what mentees need to feel supported in their work and enabled to make progress on their area of development. (This activity is derived from "The Hero's Check-In" activity in Kursat Ozenc & Glenn Fajardo's book [Rituals for Virtual Meetings](#).)

THURS



CONNECT (Social Well-Being)

Building connection, belonging, and a reliable support network.
Contributing to our groups and communities.

READ THIS

- Amanda Mull (2021). [The Pandemic Has Erased Entire Categories of Friendship](#). The Atlantic.
- Nelson D. Schwartz (2020). [Working From Home Poses Hurdles for Employees of Color](#). New York Times. "Without the networks and encounters that offices provide, companies must foster the visibility of Black and Hispanic workers, diversity experts say"
- Dori Meinert (2018). [Why Trust Matters at Work](#). SHRM.
- Due Quach (2021). [How the Human Brain Can Derail or Bolster DEI](#). Mindful Leader.
- Rob Cross (2019). [To Be Happier at Work, Invest More In Your Relationships](#). Harvard Business Review.
- Evan Carr et al. (2019). [The Value of Belonging At Work](#). Harvard Business Review.
- Pat Wadors (2016). [Diversity Efforts Fall Short Unless Employees Feel They Belong](#). Harvard Business Review.
- Jane Dutton & Lee, J. (2017). [The Benefits Of Saying Nice Things About Your Colleagues](#). Harvard Business Review.
- Erica Boothby, Xuan Zhao, & Vanessa K. Bohns (2021). [A Simple Compliment Can Make a Big Difference](#). Harvard Business Review.
- Erica Dhawan (2021). [Slow Down and Write Better Emails](#). Harvard Business Review.
- Jill Suttie (2021). [How Kindness Fits Into a Happy Life](#). Greater Good Magazine.

WATCH OR LISTEN TO THIS

- Shawn Stevenson (2019). The Model Health Show: [The Science of Friendship & How your Community Impacts Your Health with Dhru Purohit](#). In this podcast/video, you'll learn about the role connections and community have in your life. Dhru Purohit shares how deep and meaningful friendships can help you thrive, how strong relationships can support your well-being, and how connecting with others can help you reach your goals.
- Well-Being Week in Law Team (2021). [The Cost of Assimilation in the Legal Profession: Voices of Our Diverse Colleagues](#). 28 mins. Sarah Van Steenburg moderates a panel of former practicing lawyers Ru Bhat, Katharine Manning, and Debbie Tang sharing their experiences balancing authenticity and fitting in.
- Well-Being Week in Law Team (2021). [Overcoming Imposter Syndrome As A Black Woman In Law](#). 17 mins. An Interview of Erin Young, Esq. about her experience and strategies overcoming imposter syndrome.

THURS



CONNECT (Social Well-Being)

WATCH OR LISTEN TO THIS (cont.)

- john a. powell (2021). [Creating the Conditions for Belonging and Breathing in a Toxic Environment](#). 17 mins. Bi-omeers. In this talk, powell, the director of the Othering and Belonging Institute at UC Berkeley, illuminates how individuals and organizations can bridge to transform and heal our impulses to “other” by cultivating new ways of thinking and by building structures conducive to belonging. [Note: powell intentionally spells his name in all lower case letters.]
- Susan David. (2018). [The Gift and Power of Emotional Courage](#). TED Talk, 16:35 mins. Psychologist Susan David shares how the way we deal with our emotions shapes everything that matters: our actions, careers, relationships, health and happiness.
- Tiffany Alvoid (2019). [Eliminating Microaggressions: The Next Level of Inclusion](#). TED Talk, 9 mins. Alvoid, a lawyer, explains the harm of microaggressions as well as what people can do to interrupt them in the workplace.
- Kim Scott (2018). [Culture, Candor, & More](#). TEDx Talk, 31 mins. Author of the book *Radical Candor*, which advises how to be the best boss without losing empathy and a humanistic touch, as well as how to create a workplace environment that is conducive to great results.
- National Bar Association (2020). [Bullying in the Workplace](#). 1 hr. 39 mins. This webinar addresses the impact of microaggressions and other forms of bullying in the legal workplace as directed to Black people and other racial/ethnic minorities.
- Dacher Keltner (2020). Podcast Episode 68: [From Othering to Belonging](#). Greater Good Magazine, 26 mins. Features john a. powell and Allison Briscoe-Smith discussing how to forge connection in times of social turmoil.
- Adam Grant (2016). [Are You a Giver or a Taker?](#) TED Talk, 13:13 mins.

THURS



CONNECT (Social Well-Being)

DO THIS

- **Loving-Kindness Meditation.** Loving-kindness meditation is a practice in which we mentally send goodwill, kindness, and warmth towards others, which builds a foundation for pro-social behaviors. It is also linked to many psychological benefits, including greater positive emotions and reduced depression, anxiety, stress, and loneliness. Individually or in groups, try it out by following the [Loving-Kindness Meditation Activity Guide](#).
- **Find Things in Common.** Promote social bonding by using the [Things in Common Activity Guide](#) to invite people to find several things in common that were previously unknown.
- **Combat Loneliness.** Inside and outside the legal profession, loneliness is a growing threat to mental health. Many science-backed, practical strategies may prevent and alleviate symptoms of loneliness, and the [Lessen Loneliness Activity Guide](#) offers a few for you to try.
- **Make Meaningful Connections Through Movies.** Movies have many layers that shape people's experience in ways that can influence well-being—including fostering social connection. This [Movie Challenge Activity Guide](#) provides ideas for creating a Movie Club that facilitates meaningful connections.
- **Participate in a Guided Meditation.** Damon Silas (2020). [Racial Anxiety Relief - Tapping Meditation](#). The Tapping Solution. In this video, Dr. Silas, a psychologist, guides a meditation practice using Emotional Freedom Technique to specifically relieve the anxiety arising from racial injustice in society.
- **Write a Gratitude Letter.** Recommend that members read Kira Newman's article, [How Gratitude Can Transform Your Workplace](#). Invite them to choose an activity from the [Grow Your Gratitude Activity Guide](#) and post about their experience on social media using the hashtag #WellbeingWeekInLaw.
- **Hold an Appreciation "Hot Seat" or Fake Surprise Birthday Party.** This activity can be done in a variety of ways. The goal is for team members to each have an opportunity to be in the "hot seat" or to have a fake surprise birthday party where they are the focus of appreciation and gratitude for their strengths, contribution to the team, team work, recent acts of kindness, etc. The activity can be done live (in-person or on Zoom) or via message and videos. An option for videos is to use [Tribute](#), which is an online service that creates video montages.

FRI



FEEL WELL (Emotional Well-Being)

Valuing emotions. Developing an ability to identify and manage emotions for health, to achieve goals, and to inform decisions. Seeking help for mental health when needed.

READ THIS

- Alice Boyes (2020). [Feeling Overwhelmed? Here's How To Get Through The Workday](#). Harvard Business Review.
- Christine Carter (2020). [7 Strategies to Help You Live With Uncertainty](#). IdeasTED.com.
- Kira M. Newman (2021). [Feeling Anxious? The Way You Breathe Could Be Adding To It](#). IdeasTED.com.
- Laurie Santos (2020). [5 Things That Will Make You Happier](#). Newsweek.com
- Diana O'Brien & Jen Fisher (2019). [5 Ways Bosses Can Reduce The Stigma of Mental Health At Work](#). Harvard Business Review.
- Kristen Bell De Tienne et al. (2020). [How to Manage an Employee With Depression](#). Harvard Business Review.
- Douglas Jacobs (2015). [Employers Should Offer Free Screenings For Depression](#). Harvard Business Review.
- Barbara Harvey (2018). [What Companies Can Do To Help Employees Address Mental Health Issues](#). Harvard Business Review.
- Jennifer Moss (2021). [Beyond Burned Out](#). Harvard Business Review.
- Barsade, S., & O'Neil, O. A. (2016). [Manage Your Emotional Culture](#). Harvard Business Review.

WATCH OR LISTEN TO THIS

- Well-Being Week in Law Team (2021). [Balance & Self-Care For Solo Lawyers: Strategies From Professional Women of Color](#). Professional coach Pamela DeNeuve interviews Melanie Fenwick Thompson and Phillis Williams about strategies for creating balance and valuing self-care as solo practitioners and unique challenges for people of color.
- Susan David (2018). [The Gift and Power of Emotional Courage](#). TED Talk, 16 mins. Psychologist Susan David shares how the way we deal with our emotions shapes everything that matters: our actions, careers, relationships, health and happiness.
- Guy Winch (2014). [Why We All Need to Practice Emotional First Aid First](#). TED Talk, 17 mins.
- Guy Winch (2019). [How to Turn Off Work Thoughts During Free Time](#). TED Talk, 12:16.
- Wendy Hasenkamp (2020). 46 mins. [Doris Chang—Critical Consciousness](#). Mind & Life Podcast. Podcast guest Doris Chang, a clinical psychologist, speaks about her work on race, ethnicity, culture, and other dimensions of social identity as they shape psychological experience and mental health treatment.

FRI



FELL WELL: Emotional Well-Being

WATCH OR LISTEN TO THIS (cont.)

- Jon Krop (2020). [The Anxiety Toolkit](#): Mindfulness Practices to Reduce Anxiety in Trying Times, Lawyer Well-Being Channel, 16 mins. Jon Krop, a lawyer and meditation teacher, offers practical mindfulness strategies to manage anxiety, which is skyrocketing for many during the COVID crisis.
- National Bar Association (2020). 1hr 30 min. [Managing your Stress and Maintaining your Mental Health in the COVID Era](#). This webinar is part of the National Bar Association's Wellness series.
- Kelly McGonigal (2013). [How to Make Stress Your Friend](#), TED Talk, 13:47 mins. Research suggests that stress may only be bad for you if you believe that to be true. Psychologist Kelly McGonigal urges us to see stress as a positive. She's the author of [The Upside of Stress: Why Stress Is Good For You, And How To Get Good At It](#).
- David Steindl-Rast (2013). [Want To Be Happy? Be Grateful](#), TED Talk, 14:18 mins.
- Sangu Delle (2017). [There's No Shame In Taking Care Of Your Mental Health](#), TED Talk, 8:58 mins. TED Fellow Sangu Delle talks about confronting his own deep prejudice that men shouldn't take care of their mental health and learning to handle anxiety in a society that's uncomfortable with emotions.
- Anne Brafford (2020). [Resilient Thinking For Lawyers Part I: Taming Negative Emotions](#), Lawyer Well-Being Channel, 1 hr 29 mins. Guided by a downloadable [Worksheet](#), Anne gives 6 steps for resilient thinking based on positive psychology, cognitive behavioral therapy, and acceptance and commitment therapy.
- Anne Brafford (2020). [Resilient Thinking for Lawyers Part II: Boosting Positive Emotions](#), Lawyer Well-Being Channel, 1hr. Guided by a downloadable [Worksheet](#), Anne explains 8 science-backed activities for boosting positive emotions: (1) Prioritize Positivity, (2) Notice & Savor Positive Emotions, (3) Grow Your Gratitude, (4) Do Acts of Kindness, (5) Identify & Use Your Strengths, (6) Pick & Practice Positive Emotions, (7) Align Your Life With Your Goals & Values, and (8) Mindfulness & Meditation.

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FELL WELL: Emotional Well-Being

DO THIS

- **Learn to Retrain Unhelpful Thoughts.** Encourage firm members to review the [Retraining Unhelpful Thoughts Activity Guide](#) and start practicing skills to curb the negative effects of dysfunctional thoughts that can lead to poor mental health.
- **Slowing Down to Savoring.** Invite members either individually or in teams to use the [Savoring Positive Emotions Activity Guide](#) to learn about and practice savoring—mental habit that is strongly related to good mental health.
- **Positivity Challenge.** Invite members either individually or in teams to choose one of the 8 science-based positive emotion-boosting activities in the Positive Emotions [Worksheet](#): (1) Prioritize Positivity, (2) Notice & Savor Positive Emotions, (3) Grow Your Gratitude, (4) Do Acts of Kindness, (5) Identify & Use Your Strengths, (6) Pick & Practice Positive Emotions, (7) Align Your Life With Your Goals & Values, and (8) Mindfulness & Meditation. Invite them to discuss their experiences in virtual teams and/or post about their experience on social media using the hashtag #LawyerWellbeingWeek
- **Alcohol-Free Happy Hour.** Plan an alcohol-free Happy Hour with fun activities that can be played virtually to boost cohesion and belonging.
- **Virtual Therapist or Coaching Session.** Hire a therapist or professional coach to offer virtual sessions to any interested member to lower perceived barriers to exploring therapy or coaching as helpful options.
- **Bring Your Pet To Work.** Have a [Bring Your Dog Work Day](#) and distribute research findings about the stress-relieving benefits of [petting dogs and cats](#). This activity will be easy given that most people may still be working from home! Ask members to invite their pets to virtual meetings and introduce their Work From Home (WFH) “coworkers” to the team. Consider asking clients to participate as well. Ask participants to post photos of their furry coworkers on social media and use the hashtag #WellBeingWeekinLaw. Circulate photos and videos of members’ pets and a link to research finding that [cute photos of puppies and kittens](#) improve attention and concentration and [viewing cat videos](#) boosts energy and positive emotions.