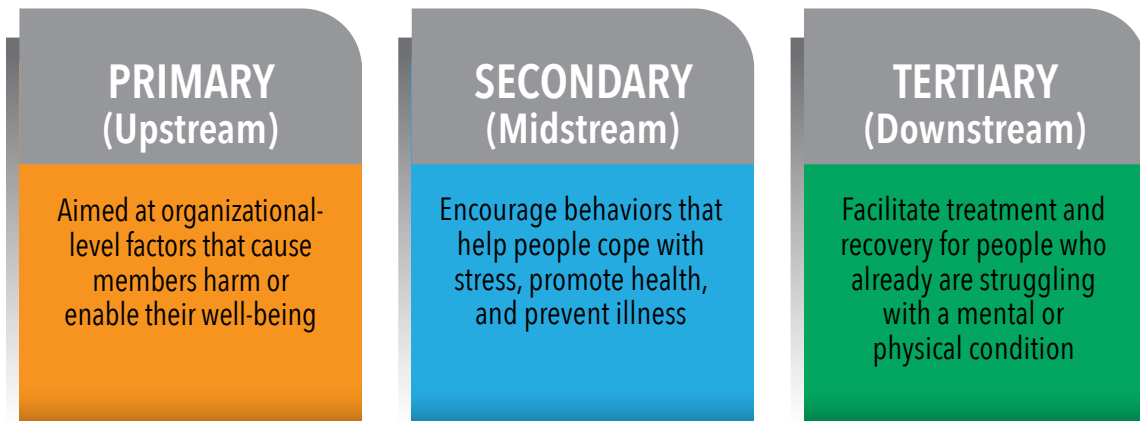


PSYCHOLOGICALLY HEALTHY WORKPLACES IN LAW

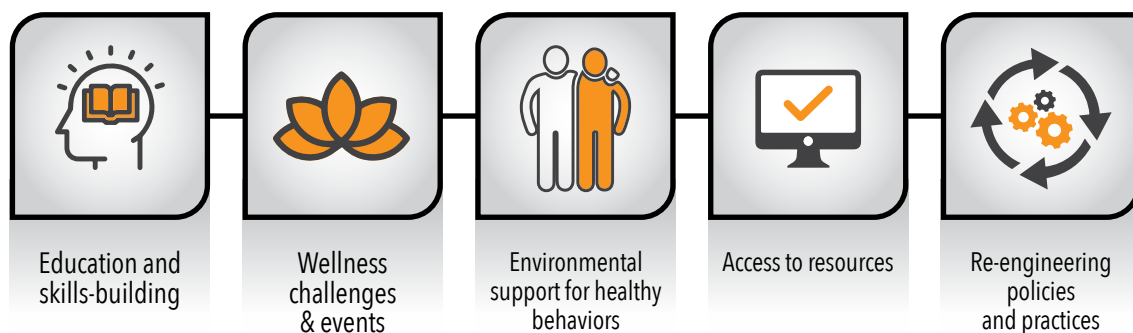
The goal of well-being programs in the legal profession is to create psychologically healthy workplaces which achieve financial success while, at the same time, actively protecting and promoting organizational members' mental well-being. In such workplaces, members believe that mental health is prioritized at least as highly as productivity and business objectives.

BUILD A HOLISTIC WELL-BEING PROGRAM

Efforts to enhance workplace well-being can focus on rooting out causes of stress (upstream), improving coping skills (midstream), or facilitating access to treatment (downstream). To date, legal employers have primarily focused on midstream and downstream strategies. To continue to improve well-being in the profession, innovation in upstream strategies will be critical as well.



Well-being strategies aimed at all three levels can take many forms—including, for example:



PSYCHOLOGICALLY HEALTHY WORKPLACE FACTORS

Psychosocial workplace factors are elements within an employer's influence that can powerfully impact employees' well-being and optimal functioning—both positively and negatively.



BALANCE

Our culture supports members' efforts to maintain good health and functioning while feeling satisfied with their contributions to their work, families, and themselves.



CLEAR COMMUNICATIONS & EXPECTATIONS

Members know what they need to do to be successful and know about and understand significant matters or impending changes in the workplace.



CULTURE OF TRUST, TRANSPARENCY, & FAIRNESS

Our work culture is characterized by shared values of trust, honesty, transparency, and fairness.



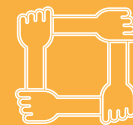
ENGAGEMENT

Members feel a sense of mutual investment and feel motivated to contribute and do their jobs well.



GROWTH & DEVELOPMENT

Members are continually challenged to grow and receive encouragement and appropriate support for development.



INCLUSION

Our members feel supported and valued for their unique, individual traits and talents; feel a sense of belonging; and feel fairly treated by the organization's structures and processes.



PRIORITIZING PSYCHOLOGICAL HEALTH

We consider members' psychological well-being to be as important as productivity and business outcomes, act quickly to correct issues that affect members' psychological health, and show support for stress prevention.



QUALITY RELATIONSHIPS, CIVILITY & RESPECT

We prioritize high-quality relationships, and all members are respectful and considerate in their interactions with one another, clients, and the public.



RECOGNITION & REWARD

We appropriately acknowledge and appreciate members' efforts in a fair and timely way. Members feel that their contributions are matched by the organization's investments in them.



EFFECTIVE LEADERSHIP

Our leaders positively impact members' well-being through their leadership style, creation of a psychologically healthy work culture, management of mental health matters in the workplace, and support for workplace well-being programs.



INVOLVEMENT, INFLUENCE, & AUTONOMY

Members are included in discussions about their work, have input into decisions that impact them, and have a sense of autonomy over their choices and activities at work.



WORKLOAD MANAGEMENT

We support members' ability to have enough time to accomplish their tasks successfully, manage conflicting work assignments, have breaks from periods of intense work, and regularly disconnect from work and rejuvenate.