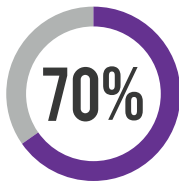
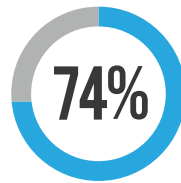


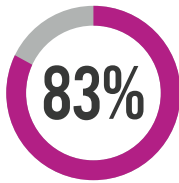
BOLSTERING SPIRITUAL WELL-BEING IN LAW



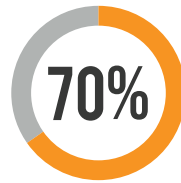
Most Americans say that they're religious and/or spiritual. (Pew Research Center, 2023)



Say that feeling connected to something larger than themselves is an essential part of their spirituality.



Believe that we all have a soul or spirit.



Say that feeling connected to God is an essential part of their spirituality.

Unfortunately, under the weight of constant deadlines and pressures, many legal professionals have left their inner lives under-developed (Keeva, 2009).

“Probably more than in any other profession, legal practitioners have been trained to ignore intuition, emotions, spiritual, and other human gifts that best facilitate connections with other humans on matters of meaning and values.” (Sullivan, 2013, p. 330).



DEFINING SPIRITUALITY

In his book for legal professionals—*Transforming Practices: Finding Joy and Satisfaction in the Legal Life*—Steven Keeva described **spirituality** as the experience of coming alive, vital, awake, and aware. He defined it as:

An everyday practice of connecting with the inner part of ourselves that is “sensitive to the deepest most nuanced levels of meaning in our lives” and is “capable of apprehending the sacred in the everyday.”







DEFINING SPIRITUAL HEALTH & WELLNESS

Effectively managing life’s challenges, leading to the realization of one’s full potential, meaning, and purpose, and fulfillment from within, and an appreciation for the depth and expanse of life and natural forces that exist in the universe (Garcia et al., 2024).



DEFINING SPIRITUAL WELL-BEING

Harmonizing relationships across four domains:

DIMENSION	DEFINITION	EXPRESSION
 Self/Personal	One's internal sense of meaning, purpose, and values.	Joy, fulfillment, peace, patience, humility, integrity, identity, self-worth.
 Communal	The quality of interpersonal relationships, including love, justice, and hope.	Love, respect, kindness, forgiveness, justice, hope, trust, faith in humanity.
 Environmental	One's connection to nature and the environment.	A sense of awe and wonder. Valuing and feeling a sense of unity with nature or creation.
 Transcendental	Relationships with a higher power, such as God, and the associated faith, adoration, and worship.	Adoration and worship. Being at one or in tune with God/Creator/Spirit/Divine.

(Gomez & Fisher, 2003).



DEFINING WORKPLACE SPIRITUALITY

All definitions of workplace spirituality start with a recognition that employees have an inner life that workplaces can either nourish or stifle (Dik et al., 2024; Dubey et al., 2024). Workplace spirituality is often defined as having three dimensions:

- 1. Inner Life:** Inner spiritual needs that people bring with them to work.
- 2. Meaningful Work:** A sense of alignment between one's work and a broader sense of life, including one's values.
- 3. Sense of Community:** Sharing, mutual obligation, commitment to others, stewardship (Dik et al., 2024).



SPIRITUAL PRACTICES ENHANCE WELL-BEING

There are many types of spiritual practices that play an important role in supporting not only spiritual well-being but also emotional, social, and psychological well-being (Pawar, 2024).

- **Religious Practices:** Participating in religious activities.
- **Spiritual Practices:** Connecting with a higher power.
- **Existential Practices:** Reflecting on the meaning of life.
- **Humanistic Practices:** Helping needy people.
- **Gratitude/Awe-Related Practices:** Feeling grateful and experiencing and admiring nature's beauty.
- **Contemplative Practices:** Practices undertaken with an intent to (1) cultivate a personal capacity for deep concentration, presence, and awareness and (2) develop a stronger connection to one's inner wisdom and/or God/Spirit/the Divine (Duerr, 2004; Pawar, 2024).



SPIRITUAL PRACTICES AT WORK

People describe their own spirituality at work as encompassing a variety of practices:

UNDERSTANDING PERFORMING MEANINGFUL WORK
HONESTY HUMAN-CENTERED VALUES **HONESTY**
MORALITY & ETHICS PRAYING TOLERANCE LOVE
LOVE SOCIAL RESPONSIBILITY **TRUTH**
TRUST KINDNESS **TRUST**
PATIENCE RESPECT TOLERANCE **TRUST**
FAITH IN GOD PERFORMING MEANINGFUL WORK
TEAM ORIENTATION CONCERNS FOR WELL-BEING
PRAYING OPENNESS **LOVE** PRAYING **TRUST**

(Vasconcelos, 2013)

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