

**WELLNESS IN LAW TOOLKIT INSTRUCTIONS**

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This toolkit explains the importance of attorney well-being as an integral aspect of fulfilling the Duty of Competence, RPC 1.1. This toolkit is designed as a one-hour wellness competency MCLE that can be taught to your association, organization, law firm, or government agency online or in person. It includes a script, a PowerPoint presentation, interactive polling questions, and course handouts. The information and resources provided in this PowerPoint presentation and accompanying script are for educational purposes only and do not constitute advice on any legal or attorney professional responsibility issue addressed herein.

**TEACHING PRACTITIONERS**

We recommend that the faculty acknowledge that many in attendance have attended trainings about competency, attorney well-being, and wellness strategies. This course is intended to build on knowledge of health and wellness strategies. In sum, this course is to provide licensees recommendations for positive change in attorney well-being.

**GIVING CLEAR ANSWERS**

Answer questions as they arise rather than leaving them outstanding. At the beginning of the course, indicate you will not take practice-specific questions; instead refer them to their healthcare provider, the [Lawyer Assistance Program website](https://www.calbar.ca.gov/Attorneys/Compliance-Records/Lawyer-Assistance-Program) or the [ABA Commission of Lawyer Assistance Programs](https://www.americanbar.org/groups/lawyer_assistance/resources).

**LEARNING OBJECTIVES**

By the end of this course, the licensee should be able to:

* Explain the important of attorney well-being as an integral aspect of fulfilling the duty of competence,
* Define the dimensions of well-being in law,
* Provide recommendations for positive change in attorney well-being,
* Analyze a case study of a law firm as one of the best places to work, and
* Promote resources available to attorneys.

**COURSE DESCRIPTION**

In today's complex legal landscape, upholding competence standards is of paramount importance. This engaging and interactive course, *"Wellness in Law: Finding Harmony Between Personal and Professional Performance"* is designed to provide tools for attorneys to understand attorney well-being and an attorney’s duty to provide legal services competently. Additionally, the course provides resources available to attorneys and other legal professionals dealing with health and wellness strategies.

**OPTIONAL POLLING QUESTIONS**

**SLIDE 3-poll #1**

On a scale of 1 to 5 how would you rate your current level of stress and burnout? (1-low, 5-high)

1. 1
2. 2
3. 3
4. 4
5. 5

Discuss responses. This question is asked so attendees will think about their mental health and determine if they believe they may be suffering from stress or burnout.

**SLIDE 11-poll #2**

To what extent do you believe that burnout affects your professional competence?

1. Significantly
2. Moderately
3. Occasionally
4. Not at all

Discuss the responses with the audience and explain that those who experience burnout significantly or moderately need to find wellness strategies to combat these issues and/or may need a mental health professional.

**SLIDE 13-Hypo #1**

Based on Mark’s experience, which aspect of emotional well-being do you believe is most crucial for a litigator to maintain high performance and client satisfaction?

1. Recognizing Emotional Triggers
2. Developing Emotional Resilience
3. Enhancing Emotional Intelligence
4. Practicing Mindfulness and Stress Reduction

The correct answer is B. Developing Emotional Resilience

Explanation: All the options listed are important components of emotional well-being, but if you have to choose one that stands out, especially in the context of Mark's experience and the broader demands of the legal profession, **Developing Emotional Resilience** might be considered the most crucial.

Developing Emotional Resilience: This is key for litigators who face high-stress situations regularly. Emotional resilience enables them to recover quickly from setbacks, maintain steady performance under pressure, and adapt to changing circumstances with composure. For Mark, building resilience would help him manage the inherent stresses of litigation, sustain his performance in the long term, and maintain a level of client service that is not compromised by personal stress or emotional fatigue.

While recognizing emotional triggers is the first step in managing one's emotional responses, and enhancing emotional intelligence is crucial for interpersonal interactions, it is the resilience that allows a professional to apply these skills consistently and effectively, even under duress. Practicing mindfulness and stress reduction are also valuable, but they are part of the broader framework that contributes to developing resilience. Hence, while all aspects are important and interconnected, emotional resilience stands out as a foundational quality that enables a litigator like Mark to thrive both personally and professionally.

**SLIDE 17-Hypo #2**

Jane, a corporate attorney, initially believed that her legal competence depended only on her knowledge of statutes and case law. After attending a CLE event that promoted intellectual exploration, she started reading books outside her field and engaging with diverse thinkers.

How did this change in approach impact her effectiveness as a lawyer?

a. It had no impact, as legal competence is strictly based on knowledge of the law.

b. It led to confusion and a decline in her legal performance due to information overload

c. It enhanced her ability to solve legal problems by introducing her to new perspectives and ideas.

d. It distracted her from her legal duties and decreased her overall effectiveness.

Correct Answer: c. It enhanced her ability to solve legal problems by introducing her to new perspectives and ideas.

Explanation: Jane's engagement with intellectual diversity and varied sources of knowledge enabled her to think more creatively and solve problems more effectively. This broadened perspective is crucial in law, where innovative and well-rounded thinking can provide better solutions and enhance professional competence.

**SLIDE 28-poll #3**

Which aspect of well-being do you find most challenging?

1. Physical wellness: nutrition, exercise, sleep hygiene
2. Mental wellness: mindfulness, cognitive strategies, seeking support
3. Work-life integration: setting boundaries, time management

Discuss results. This question is asked to determine which aspect the attendee finds most challenging. Each attendee will have their own aspect of well-being they find most challenging.