

Thriving in Law: Your Blueprint for Burnout Prevention



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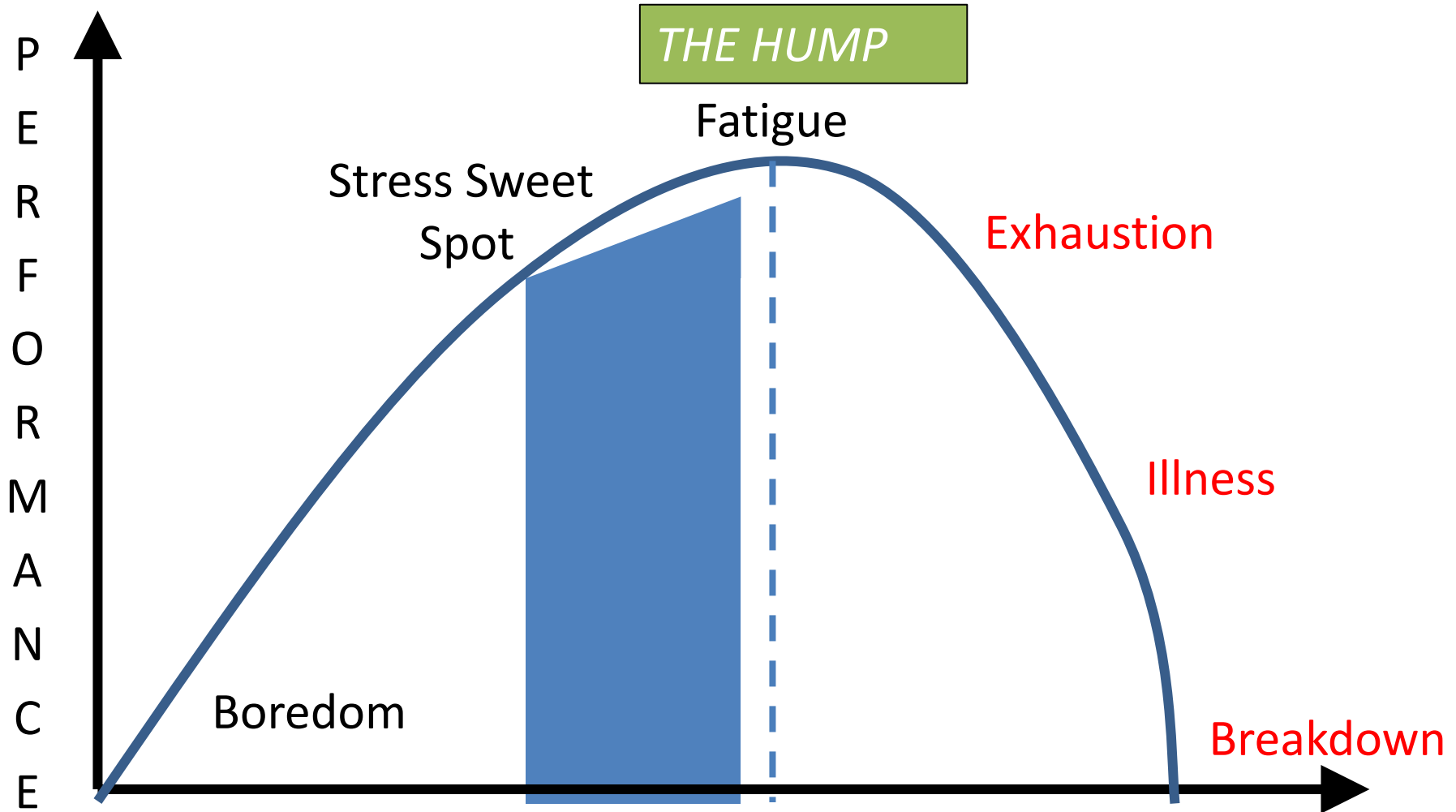
I Fought the Law & the Law Won



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The Burnout Curve

(Based on work by Drs. David Posen & Peter Nixon)



Burnout Contributes To...

- Decreased well-being
- Lower retention rates
- Higher turnover
- Lower morale
- Lack of cohesiveness in an organization as a whole

Likelihood of Reporting Errors

Exhaustion

Each 1 point
increase

5% increase

Cynicism

Each 1 point
increase

11%
increase

Personal
Efficacy

Each 1 point
increase

3.6%
decrease

What Helps?



The Foundation

Burnout Prevention



Organizational Level



Individual Level



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Organizations: Create a Culture of Thriving

Positive Leadership

- Emphasize Civility/Shared Values
- Build High-Quality Relationships
- Communicate Assertively
- Mindful of Meaning

Engagement

- Prioritize Energy Management
- Motivate the Right Way
- Find Flow

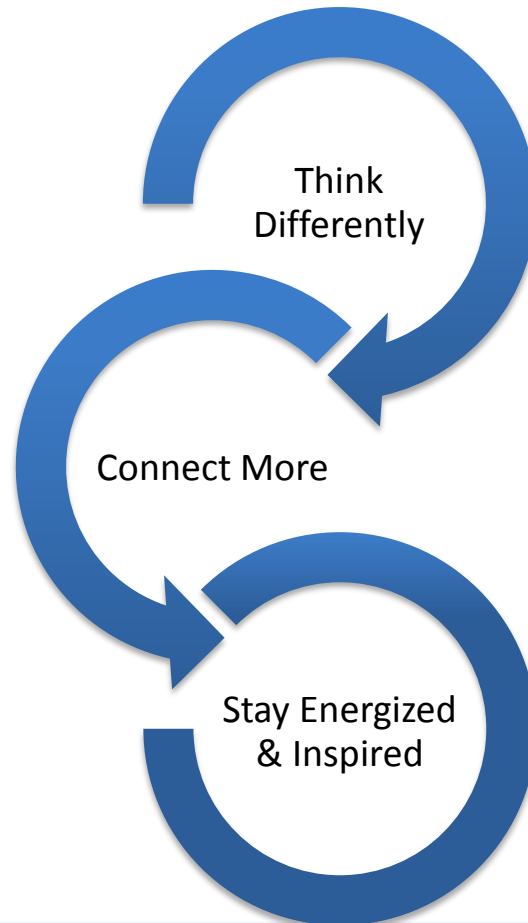
Individuals: Build Stress Resilience



Resilience & Adults: What We Learned from the Army



The Stress Resilience Blueprint



Think Differently



Connect More



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Stay Energized & Inspired

ENERGY



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Stress Resilience On the Go



Take a Tactical Pause



Change Your Passwords



Reframe Stressful Events with This Question



Prevent Burnout at Your Firm

1. Stress resilience/burnout prevention training & workshops
2. Measure it, followed by group coaching
3. Resilience Train-the Trainer programs
4. Informal conversations – normalize stress
5. Instructional & informational videos
6. Resilience courses for family members
7. Host programming & include clients!



Thank You



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Connect with Paula

For more info on coaching/speaking/training programs:

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E-Book: *Addicted to Busy: Your Blueprint for Burnout Prevention*

