



Stepping Forward

Science-informed wellbeing
for the legal profession

Stepping Forward is a preventative initiative designed by experts to promote resilience and enhance Lawyer Wellbeing in New Zealand, through actionable, science-informed steps.

→ *Enrol now for 2023*



Why?

Wellbeing is no longer seen as a 'nice to have' for employee engagement. It is a pivotal driver of performance, happiness and human capacity. In order to build daily, intentional habits and practices that promote wellbeing and buffer us from overwhelm and burnout, it is critical that we understand the neuroscience of engagement, wellbeing and performance.

A substantial body of international research suggests significant problems exist in the realm of health and wellbeing for many within the legal profession, and further, that the legal community are at an elevated risk for mental health difficulties, substance use disorders, sleep deprivation and burnout.

Stepping Forward is a science-informed intervention designed specifically to promote wellbeing and resilience within the legal community in New Zealand. With a focus on reducing stress, overwhelm and burnout, the intention of the programme is to boost physical and mental wellbeing and performance through tiny actionable steps to achieve sustainable lifestyle balance.

What?

The Stepping Forward intervention has been designed to lead change in lawyer wellbeing by supporting a high-performance organisational culture and financial success, whilst actively promoting psychological and physical health.

Underpinned by the science of wellbeing, positive psychology, growth mindset and neuroscience, our intention is to empower members of the legal profession to live more fulfilling and balanced lives through the promotion of preventative and proactive wellbeing tools and support.

The programme has been developed based on four key themes:

- Education and awareness
- Relational engagement
- Eliminating stigma and promotion of wellbeing and positive coping
- Growth Mindset

The programme is most relevant for Lawyers and Barristers 6+ years PQE.

Introduction: The What and Why of Wellbeing for Lawyers

- Profitability, Productivity and Wellbeing: the business case for leaders.
- Why promotion of positive mental health matters for lawyers.
- How has COVID-19 changed things? Adapting to change.
- Solution-focused approach to reducing stigma and promoting help-seeking through relationships.



Module One: Communication and relationships – fostering relational engagement to enhance performance

- Relational engagement is the key component that buffers us from stress and burnout and promotes high performance.
- Understand the neuroscience of relationships, communication and feedback to promote individual and team engagement.
- Neuroscience of mindset, emotion and performance – emotional wellbeing for busy, high achievers.
- Building capacity to respond rather than react in high pressure situations.

Module Two: Too busy to think – preventing burnout and enhancing resilience

- Lawyer burnout – cause and effect.
- Manage perfectionism, fear of failure and fixed mindset triggers through cognitive reappraisal.
- Understand the consequences of chronic stress and activation of the threat and drive emotional systems.
- Build awareness of the internal and external factors that contribute to stress and overwhelm.
- Develop a simple and practical resilience plan for sustainable change.

Module Three: Unplugging and recharging – positive coping to promote balance

- Learn effective strategies and develop practical tools to help you manage your triggers and direct your attention.
- Build effective and sustainable coping skills to enhance resilience and lifestyle balance.
- Understand mindfulness, movement and meditation as tools for wellbeing and activation of the soothe system.
- Apply the science of microsteps (small incremental steps, too small to fail) to achieve sustainable wellbeing and enhance motivation.
- Develop a simple and practical resilience plan for sustainable change.

How?

Stepping Forward has been developed as an eight-session science-informed intervention, facilitated monthly from April to November 2023.

The programme has been designed to enhance relational engagement and connection between peers, by bringing together lawyers at a similar level of seniority face to face for eight sessions (one per month). Attendance at each of the eight sessions will provide an opportunity to develop an understanding of the science of wellbeing, and promote skill acquisition and development of effective and actionable tools to support positive-coping relevant to the work environment and generalisable to other life domains.

Three Modules

- 1 Communication and relationships – fostering relational engagement to enhance performance.
- 2 Too busy to think – preventing burnout and enhancing resilience.
- 3 Unplugging and recharging – positive coping to promote balance.

8 Sessions

Facilitated over eight sessions from April - November 2023.

Individualised Workbook

Each participant will receive a workbook to support the development of an individualised wellbeing plan and promote habit change through the science of microsteps.



Expert Facilitators and Guest Speakers

Facilitated by Clinical Psychologist Dr Sarah Anticich and Mental Skills Expert John Quinn, alongside specialist guest speakers.



Facilitators

John Quinn

Expert High Performance and Mental Skills Coach

John has spent the past 20 years working with individuals and teams both in New Zealand and abroad.

With a focus on resilience, teamwork and mindset, John's mental skills coaching is highly sought-after, and he's worked across many settings, including high-performance sport, government, education and business. With a long-standing relationship with Rugby NZ, High Performance Sport NZ, the Crusaders and NZ Cricket among many others, John has also played a vital role in helping Olympic and Commonwealth athletes reach their potential on the world stage. A huge believer in the power of mindset, John loves nothing more than seeing ordinary people achieve extraordinary things.



Dr Sarah Anticich

Clinical Psychologist

With more than 15 years' experience as a Clinical Psychologist, Sarah is committed to helping others navigate the often overwhelming demands of the busy world we live in.

A passionate believer in the science of wellness, she translates the most up-to-date data into real-life strategies and techniques to help people of all ages and from all backgrounds to live happier, healthier lives.

Prior to completing her Clinical Psychology Diploma (University of Canterbury) and PhD (University of Queensland), Sarah completed a Master's degree in Industrial and Organisational Psychology and worked in finance recruitment. This broad experience has given Sarah a unique lens into the psychology of both organisations and individuals across many different settings.



When?

April – November 2023

- **When:** April – November 2023
(13 April, 18 May, 15 June, 26 July, 17 August, 7 September, 26 October, 16 November)
- **Time:** 4.00 – 5.30pm
- **Where:** Wellington CBD – venue to be confirmed
- **Fee (incl GST) includes individualised workbook:**
\$2,050 per person for 8 sessions (NZLS members), \$2,250 per person for 8 sessions (non-members)
- **CPD:** 1.5 points per session for a total of 12 points

Enrol now

To enrol now please click on the registration link:

[*2023 Stepping Forward - Wellbeing programme Wellington - Booking by Bookwhen*](#)

Or to find out more contact:

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