

46 ACTIVITY IDEAS FOR WELL-BEING WEEK

Below are ideas to ignite your brainstorming about participation in Lawyer Well-Being Week.

For organizations, be sure to recruit your leaders. Progress will depend on respected influencers aligning their words and actions with the cultural value of well-being—including being good role models. Your activities are much more likely to be perceived as credible and to be effective if leaders are highly visible participants and proponents.



LAWYER WELL-BEING WEEK

MAY 4-8, 2020

1 Plan an alcohol-free Happy Hour with fun activities to boost cohesion and belonging (e.g., team-building activities, [playful activities](#) like [board games](#), bonding activities like “[10 questions](#),” etc.).

2 Organize an attorney-client relationship event that includes law firms and corporate legal departments to discuss facilitators and obstacles to their collective well-being.

3 Have an off-site retreat or internal meetings to discuss ways to remove obstacles and implement practices to promote health, happiness, and work engagement.

4 Ask a senior leader to host a town hall to discuss well-being or convey support for Well-Being Week activities via email.

5 Invite a panel of lawyers to share about their own well-being practices and challenges. It might include panelists willing to share their own stories about managing mental health and alcohol use disorders. [Talking openly](#) about such challenges is one practice that can help [lower stigma](#), which is an obstacle to help-seeking.

6 Attend or organize a [Mental Health First Aid](#) training.

7 Plan a Technology Blackout. For one day, ask people not to email, text, or call colleagues outside designated hours (e.g., after 6:30 pm) unless it is an emergency. It may encourage organizations to [rethink the unthinkable](#).

8 Hold a positive leadership workshop to educate senior leaders about the [powerful impact that leaders](#) and positive [work cultures](#) have on members' well-being, satisfaction, and engagement. Leaders are [primary drivers](#) of work culture---good or bad.

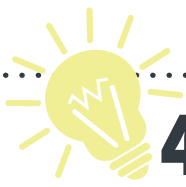
9 [Invite a therapist](#) or professional coach to hold on-site “office hours” to lower perceived barriers to exploring therapy or coaching as helpful options.

10 Circulate a research blurb about the [positive effects of gratitude](#) (including in the [workplace](#)). Invite your colleagues to convey their appreciation on gratitude postcards that you design.

TELL US ABOUT IT

We invite you to submit your planned activities for inclusion in our Blog. This will give your organization recognition for your good work and also will serve as a source of ideas for other organizations. Send your 400-word-or-less description to **Anne Brafford**, abrafford@aspire.legal.

FIND MORE IDEAS AT lawyerwellbeing.net



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11 Hold a Judge's Forum to solicit input about how court proceedings (rules, procedures, interactions) support or detract from lawyer well-being.

16 Host a lunch where everyone is given a few minutes to share their favorite well-being app, technology, book, or healthy recipe.

21 Organize an internal "[speed networking](#)" or "[speed mentoring](#)" event to enable connections among people who do not frequently interact. Provide a list of topics to facilitate discussion.

12 Leave a \$5 coffee shop gift card on everyone's desk with a note asking them to invite someone else in the office to connect for coffee. Include a note about the [health benefits of coffee](#) and [tea](#).

17 At every meeting held during Well-Being Week, incorporate some aspect of well-being-- either by adding it as a formal agenda item or by including a [positive practice](#) (e.g., all attendees say what's going well, what's the most meaningful thing they're working on, what they're grateful for, etc.).

22 Purchase small plants for everyone in the office. Include a note about research finding that green plants help [combat stress](#) and boost [productivity](#).

13 Hold a lunch for people experiencing a similar work-life challenge (e.g., caring for aging parents, small children, nearing retirement, etc.) to provide support and share ideas and resources.

18 Host a healthy foods potluck lunch or dinner. Ask participants to provide their recipes to collect into a healthy cookbook.

23 Have a drawing for free well-being-related items, e.g., [FitBit](#), [Muse: The Brain Sensing Headband](#), [Bellabeat Leaf Health Tracker](#), a [treadmill desk](#), [Panda Planner](#) for Productivity and Gratitude, [adult coloring book](#) for stress-relief, etc.

14 Snack of the Day: Offer a different free [healthy snack](#) every day of Well-Being Week.

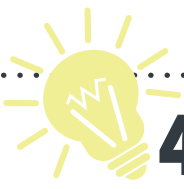
19 For one day, encourage [stand-up](#) or [walking](#) meetings.

24 Write a [gratitude letter](#) to someone you've been meaning to thank and read it out loud to them.

15 Have a [Bring Your Dog Work Day](#) and distribute research findings about the stress-relieving benefits of [petting dogs and cats](#).

20 Start a Mindfulness Monday tradition of group meditation to kick off the week with a healthy mindset. Even [small doses of meditation are beneficial](#).

25 Choose a well-being-related TED talk, prepare discussion questions, and hold a watch and discussion session.



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26

Host a Laugh Party to watch a funny movie or invite a local comedian. In the invite, refer to research about the positive effects of laughter on [social bonding](#) and [stress relief](#).

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Tie a [smiley face balloon](#) on your colleagues' chairs or leave [smiley face stress balls](#) on their desks along with a note about the [mental and physical health benefits of positive emotions](#).

34

Host a "Volunteer Fair" that invites local charitable organizations to discuss their missions and give information about practical ways to volunteer. Ask respected lawyers to talk about their volunteer efforts. Include [information about the mental health benefits](#) of volunteering.

27

Coordinate a Sleep Challenge to get at least 7 hours of sleep every day of Well-Being Week. Ask senior lawyers to post their sleep times each day to provide good role modeling. Distribute [information about the negative impact](#) of sleep deprivation on mental and physical health. Give out Healthy Sleep First Aid kits that include [eye masks](#), [chamomile](#) or [Valerian root](#) tea, a [lavender scented product](#), and a [tip sheet](#) for good sleep.

31

Organize a Lunch & Learn session related to one of the dimensions of lawyer well-being on which Well-Being Week focuses.

35

Host a Meaningful Work event. [Include information](#) about meaningful work's strong tie to engagement and mental health. Do a [Job Crafting activity](#) aimed at shaping work experiences to more closely align with participants' values, interests, and strengths.

32

Place a healthy treat on colleagues' desks each day of Well-Being Week.

28

Hire a massage therapist to give free chair massages. Provide information about the [physical and mental health benefits](#) of massage.

33

Organize training on effectively managing interpersonal conflict, which has been called: "one of the largest reducible organizational costs and the single most important workplace stressors for organizations to address" (Wright et al., 2017). Include information that poorly managed conflict is corrosive to workplaces and can cause depression, anxiety, burnout, and physical health complaints.

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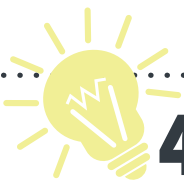
Organize a Workplace Strengths and Well-Being session to help colleagues [identify their strengths](#) and plan to use them in new ways. You can find a Strengths Worksheet on the event website under the Resources tab.

29

Start an office library of well-being-related books. You can find a book recommendation list on the event website.

37

Hang [pouches](#) (adorned with a Well-Being Week logo) on each office door and invite the group to drop in notes to each other conveying gratitude, noticing strengths, or providing kind or encouraging words.



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38

Assemble a fun [Stress Buster First Aid Kit](#) in a [pouch](#) to give colleagues that includes items like a map of local [green spaces](#) for lunch-time walks, [chewing gum](#), [dark chocolate](#), an iTunes gift card to purchase [relaxing music](#), [thank you cards](#) to express [gratitude](#), a [stress test card](#), [peppermint tea](#), and a notebook to [process stressful emotions via writing](#).

39

Organize a [workplace health screening](#).

40

Distribute a Lawyer Well-Being Week News Briefing that provides a schedule of activities and tips for individual participation.

41

Facilitate work team discussions to brainstorm about strategies for improving the team members' [detachment \(mentally, physically, and electronically\) from work](#), which is [important for well-being and job performance](#).

42

Throughout Well-Being Week, encourage small acts of kindness--which have well-being benefits for both the [giver](#) and the [receiver](#) of kind acts. One option is to exchange names and secretly do acts of kindness for the person you selected during the week. [A 2018 study](#) of this type of activity showed boosts in well-being for all participants. Ideas for kind acts can be found on a free [acts of kindness calendar](#) and on the Acts of Kindness Worksheet posted on the event website.

43

Start a Well-Being Book Club. Studies have found that reading and practicing activities in science-based books (called "bibliotherapy") can be an effective approach to learn cognitive and behavioral skills to address depression and anxiety. Also, learning and practicing with small groups of "accountability partners" improve chances of success. A few book options are: [Get Out of Your Mind and into Your Life](#) and [The Mindfulness & Acceptance Workbook for Stress Reduction](#). Both are workbooks that small groups could use to work on these skills together.

44

Throw a Lawyer Well-Being Prom for colleagues and their significant others and engage an instructor to give dance lessons. In the Prom invite, [reference findings](#) that regular dance combats depression and anxiety and boosts physical health. At the event, give gratitude cards to all significant others, [whose support is essential](#) for their [partners' well-being](#) and for alleviating the strain of work-life conflict.

45

Fill a "[Thank You For Being Awesome](#)" [mug](#) with candy or healthy treats and give it to a colleague with a note of thanks or appreciation. Ask them to refill it and pass it along to someone else. Keep passing the mug throughout the week.

46

Give a quick training on [Active Constructive Responding](#) (ACR). ACR is an engaged and enthusiastic style of responding to our colleagues' good news. ACR enhances [well-being and relationship quality](#).