



Attorney Well-Being, Cognitive Enhancement and Peak Performance Programs

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WORKSHOPS | RETREATS | PROGRAMS | CLE

**MATERIALS PREPARED FOR
NALP 2019 EDUCATION CONFERENCE**

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USC GOULD SCHOOL OF LAW SESSIONS LIST

WEEKLY SESSION LIST

Peak Performance Program | FALL 2018

Note: all classes are **Mondays**, 4:00 to 5:15 PM, in **Room 7** with Professors Green & Simon

#	Dates	Session Topics
1	8/20	Shifting from the Stress Response to the Empowered Response The key to enhancing your emotional well-being and optimizing your cognitive performance in law school (plus: Program Overview)
2	8/27	Mindfulness & Reactivity How to become more resilient and less reactive to the challenges of law school and life by connecting to the present moment
n/a	[9/3]	<i>No Meeting – Labor Day Holiday (take a “Self Care” hour!)</i>
3	9/10	Mastering Your Body How to purposefully manipulate your facial expressions, posture, and movement while studying in order to reduce your stress and enhance your cognitive functioning
4	9/17	Self-Leadership, Gratitude, & Awe The importance of recognizing your capacity for self-leadership, and how to tap into the peak performance states of gratitude and awe
5	9/24	Mental Reframing How to restructure any thought or belief that is causing you stress or impairing your law school performance
6	10/1	Self-Compassion & Compassion for Others Why purposeful compassion increases happiness and cognitive functioning, and how to engage in it
7	10/8	Will Power & Energy How to harness and preserve your will power and energy in order to increase your focus, mental clarity, and productivity, and reduce your fatigue and distractibility
8	10/15	Growth Mindset & Grit How to face setbacks, challenges, personal weaknesses, and your own imperfections in a way that will make you a happier, more resilient, and better performing law student
9	10/22	Ascended Communication How to navigate relationships and conflict with ascended listening and speaking techniques for a healthier, more productive, & more successful law school experience
10	10/29	Your Smart Phone Makes You “Dumb” How to change your relationship to your smart phone so it causes you less distraction, fewer cognitive impairments, and fewer study interruptions during the Final Exam period
11	11/5	Humanity, Identity, & Love (“Tying It All Together”) Remembering who you <i>really</i> are, and connecting to what <i>really</i> matters in law school and life



USC Gould School of Law
Mindfulness ~ Stress Management ~ Peak Performance Program

The USC Peak Performance 1L Program is a voluntary, no-credit program consisting of eleven 75-min sessions. In order to receive a *Certificate of Completion* in the program, participants will:

- **Attend** nine of the eleven sessions and engage meaningfully in the program.
- **Agree** to approach group discussions with openness and civility.
- **Commit** to practicing the tools and techniques at home. (*There are no readings or assignments.*)



SAMPLE LAW FIRM WORKSHOP

STRESS MANAGEMENT & PEAK PERFORMANCE FOR LAWYERS

TECHNIQUES FOR BECOMING
A HAPPIER & BETTER LAWYER

Ropes & Gray LLP

January 10, 2019



Navigating The Challenges of Lawyering

The practice of law is one of the most stressful and intense professions in existence, yet very few lawyers have ever received training on how to optimize their emotional health, mental well-being, or cognitive performance. No matter who we are or how successful we are, we can all make progress in reducing our stress, improving our happiness, and enhancing our cognitive functioning in our work.

Mastering The Stress-Cognition Loop

In order to optimize our emotional well-being and cognitive functioning, we must understand the fundamental connection between stress and challenging emotions, on the one hand, and cognitive performance, on the other hand. This neuroscientific, biochemical, and physiological connection will be explained, so that you begin associating your emotional wellness with cognitive and professional greatness.

Tangible Tools For Happiness & Cognition

You will be provided a collection of tangible, science-based tools and techniques - that you can put to use the very next day - for reducing stress and enhancing cognitive functioning in your career, and life. Specific techniques of Body, Mind, and Behavior will be shared so that you can begin optimizing your happiness and professional success.



Jarrett Green, M.A. Psychology, Esq., is a former Big Law litigator who left the practice of law so he could live his passion of helping lawyers and other high-stress professionals experience less stress, more happiness, greater focus, improved productivity, optimized cognition, and enhanced overall success in their work, and lives. He leads workshops at corporations, law firms, and law schools, and provides one-on-one coaching to high-level professionals. He is the co-founder of USC Law School's *Mindfulness, Stress Management, & Peak Performance Program*. You can learn more about him at Jarrett-Green.com



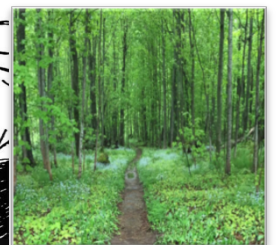
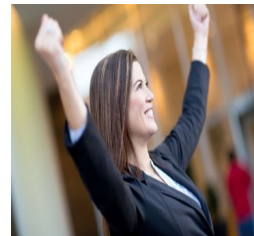
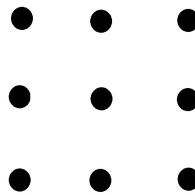
PRESENTATION SUMMARY SHEET

Wellness: Why The Legal Industry Needs To Pay Attention

2019 NALP Education Conference

Foundational Neuroscientific Principles

- Stress Minimization = Cognitive Maximization (↑ prefrontal cortex activity & cognitive functioning)
- Unconscious thinking/processing significantly affects conscious thinking, decision-making, emotional processing, stress, and overall well-being
- We've wired our brain to orchestrate our body, mind, emotions & behavior in ways that ↓ wellness & cognition
- We must resist the urge to always "power through" our stress (which deepens this neural programming) and instead practice "pattern interrupts" where we purposefully pause, identify our unconscious/conditioned response, and then choose a *different response* (of Body, Mind, Heart, Behavior)



Science-Based Tools for Rewiring Brain, Minimizing Stress, & Maximizing Cognition

- **Body:** use your facial expressions, bodily postures, & in-office movement to reduce stress & enhance cognition
 - Embodied Cognition (chopsticks & power poses); in-office movement: ↓cortisol; ↑oxygenated blood to brain
- **Mind:** identify the underlying belief that is causing your stress [Fact + Belief = Emotion]
 - Saliva cup, freeway cut-off, framing challenge as *threat of failure v. opportunity for greatness/growth*
- **Heart:** deliberately induce the "superpower emotions" during the work day (Joy, Awe, & Gratitude)
 - Doctor with candy; 21-day gratitude practice; think of happy moments right before key cognitive task
- **Behavior:** commit an external behavior that's *opposite* to the impulsive behavior being dictated by the stress/emotion
 - ≠"Power Through"; S.O.D.A. (Stop Observe Detach Ascend)

"Less Stress, More Greatness"

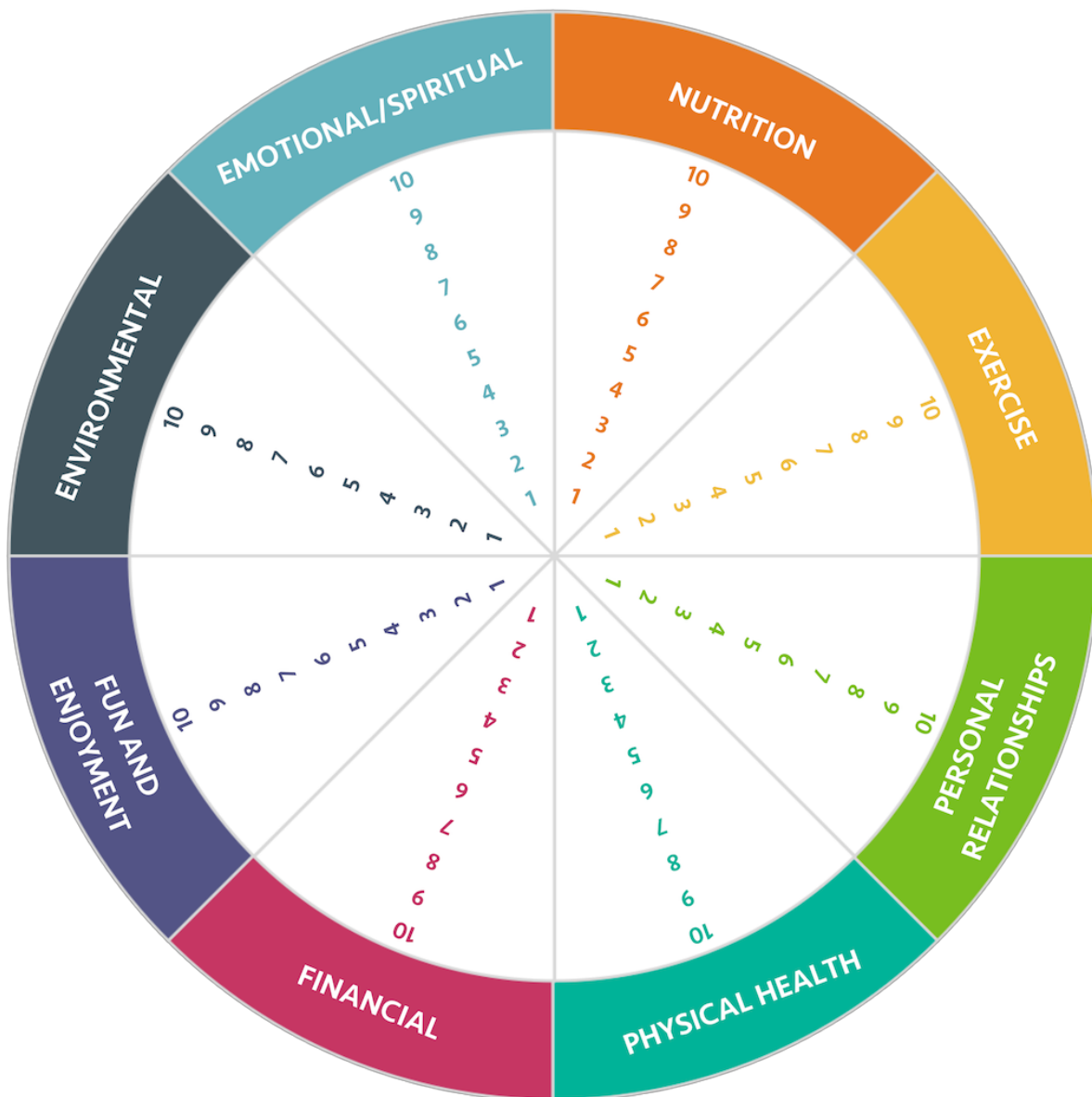
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WELLNESS WHEEL TOOL

This wheel contains eight sections that, together, represent one way of describing wellness. The tool is intended to measure your level of satisfaction in each of these areas in the present moment as you work through the wheel. It is not a picture of how it has been in the past or where you want your wellness to be in the future. It is also not a report card on how well you have performed or what you have achieved.

Using the provided scale of 1 to 10, circle the number that best applies to each category, with 1 being completely unsatisfied and 10 being completely satisfied.



TIPS FOR IMPLEMENTING WELLNESS PROGRAMS

Conduct a needs assessment

What do the participants need and what do they want?

Pro tip: Throwing in some of the "frivolous" wants helps with the overall enthusiasm and engagement in the program and shows that you listen and care.

Determine barriers to participation. . .and try to address them

When conducting the needs assessment, ask participants what would prevent them from participating in a wellness program. Often the response is time. We solved that by offering productivity coaching to make some extra time. It had the added bonus of alleviating stress and anxiety over out of control email inboxes (who can relate?!?).

Broaden your definition of wellness

A holistic approach to wellness goes beyond physical health and mindfulness. It addresses all the factors that contribute to physical and mental health. Often high anxiety issues like financial well-being and healthy relationships cause stress. Include ways to address various stressors to your wellness program.

Have lots of carrots!! (Literally and figuratively)

Switch to healthy meal options at firm meetings and events. Avoid complex carbs and sugar and offer whole grains, vegetables and swap fruit for cookies. Designate a few alcohol-free social events or offer a fun mocktail at these events. If your firm provides snacks, offer fruits that have longer shelf lives (like apples and pears) or raw nuts instead of cookies, pretzels, chips and/or roasted salted nuts.

Offer healthy incentives (big or small depending on your budget) like:

- Insurance premium discounts
 - Massage gift certificates
 - Firm logo fitness swag like duffel bags, wireless headphones, arm bands, etc.
 - Healthy meal delivery or juice bar certificates
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IDEAS FOR WELLNESS ACTIVITIES AND INITIATIVES

Financial

Idea	Budget
Source preferred vendors for loan consolidation companies	\$
Partner with local bank or financial vendors to offer financial wellness educational programming	\$
Offer stipend or money toward loan and debt repayment	\$-\$\$\$

Mental Health/Mindfulness

Idea	Budget
Organize group meditation sessions by using apps like Calm or Headspace	\$
Incorporate moments of meditation and mindfulness at the beginning of team or committee meetings (i.e., moments of silence, gratitude activities, shout-outs for good work)	\$
Establish a confidential reporting procedure for lawyers and staff to convey concerns about a colleagues mental health or substance abuse use	\$
Work with service dogs organizations to create a puppy break in the office	\$
Create an art therapy corner in the office with supplies & showcase the art	\$
Celebrate a month of good deeds at year end by creating a wall of gratitude where employees can put up post-it notes celebrating a good deed one for them	\$
Create a quiet meditative space in the office	\$\$
Train a team of employees to serve as mental-health first-aid responders	\$\$
Participate in a day of service for all members and their families	\$-\$\$\$

Nutrition

Idea	Budget
Switch to apples or other fresh fruit that doesn't spoil quickly at catered lunches instead of dessert	\$
Source, organize or subsidize healthy meal delivery options	\$-\$\$\$

Physical Health

Idea	Budget
In-house flu shots (paid or unpaid) - CVS/Walgreens have programs	\$
Organize walking/jogging lunch groups and use apps like couch to 5k for guidance	\$
Create step challenges for those with fitness trackers through apps like StepBet	\$
Partner with local clinics or hospitals to offer educational program on nutrition and physical health	\$
Reduce alcohol at social events and offer fun mocktails	\$
In-house biometric screening - partner with your local hospital to facilitate	\$\$
In-house bootcamp/yoga instruction	\$\$
Offer standing desks	\$\$\$
Subsidize or offer a stipend for gym membership or other physical activities and classes	\$-\$\$\$
Source, organize or subsidize weekly chair massage in the office	\$-\$\$\$
Collaborate with other firms on intramural activities & leagues (i.e., basketball, softball, dodgeball) and create tournaments benefitting charity	\$-\$\$\$



All

Idea	Budget
Offer a Health Risk Assessment (HRA) questionnaire to all employees	\$
Start a well-being related book club	\$
Appoint a Well-Being Advocate (someone well respected)	\$
Develop strategic partnerships with your local lawyer assistance programs	\$
Create a knowledge hub on your intranet that provides resources and on-going practical information about wellness	\$
In-house wellness coach	\$\$\$
Offer incentives for participation in wellness programs (i.e., reduced insurance premiums, gift cards, logo health themed swag, etc.)	\$-\$\$\$
Incorporate wellness topics and education in new lawyer orientation	\$-\$\$\$
Create a wellbeing calendar with themed events around awareness months (i.e., breast cancer awareness (October), Mental Health Awareness (May), Love your Lawyer Day (November), International Day of Happiness (March), World Gratitude Day (September))	\$-\$\$\$
Incorporate wellness activities into firm retreats (i.e., 5k jogs, yoga classes, tournaments, etc.)	\$-\$\$\$