



Mental Health First Aid Training & Certification

The rates of depression, anxiety, substance use, and other mental health challenges are higher for attorneys and other who work in the legal industry than people in other professions. We have seen through recent industry surveys that the mental health of individuals in the legal industry has declined at an alarming rate since the start of the COVID-19 pandemic. In its wake, experts predict that many more individuals will experience mental health challenges.

Mental Health First Aid is one way to help combat this concerning trend. It is a skills-based training that teaches people how to identify, understand, and respond to signs and symptoms of a mental health or substance use challenge in adults ages 18 and over. The evidence behind the program demonstrates that it builds mental health literacy and provides an action plan that teaches people to identify and address a potential mental health or substance use challenge safely and responsibly. Participants learn common signs and symptoms of mental illness and substance use, how to interact with a person before and in crisis, how to connect someone with the help they need, and how to integrate self-care with helping others.

These skills are essential in a law firm environment where there is hesitancy to discuss such matters and where the stigma around mental illness and addiction continues to be strong. By providing a common language and approach for participants to use when interacting with others, there will be an increased comfort level with talking about mental health challenges. Studies show that when stigma is reduced, more people seek help, which leads to better outcomes. In addition, people who are certified in Mental Health First Aid often experience increased mental well-being themselves.

Mental Health First Aid with Optia Consulting is currently in a blended format which includes online pre-work and a remote, instructor-led training. The self-paced online pre-work takes no more than two hours to complete and must be completed before the instructor-led training, which is approximately 7.5 hours including breaks. This instructor-led portion can be done in one session or split into two sessions within a week to allow for scheduling flexibility, particularly across time zones. After completing both the program and a post-program evaluation, participants will be certified in Mental Health First Aid, which is valid for three years.

While many initiatives stratify across roles and levels, Mental Health First Aid is accessible to everyone. Firms should consider training attorneys at various levels as well as staff/business professionals in different positions to increase the likelihood that a certified Mental Health First Aider is available to notice and help when someone is experiencing a mental health challenge.

Mental Health First Aid with Optia Consulting includes:

- Training and certification for up to 15 participants. Up to 30 participants may be accommodated by adding another Optia-vetted instructor.
- Access to Mental Health First Aid's Learning Management System for online pre-work.
- Electronic materials: online manual and downloadable participant processing guide and self-care plan. Hard copy manuals are available for purchase.
- Custom, firm-specific mental-health resource list for participants.

For more information, contact Optia at info@optiaconsulting.com.



About Optia Consulting and Optia's Founder:

Optia Consulting is dedicated to helping firms improve well-being through solutions designed to capitalize on the strengths of each generation in the workforce today. Optia provides training on mindset, management skills, and mental health and well-being in the workplace. We believe that focusing on a positive growth mindset is the foundation of personal and professional success and that management and communication skills are keys to a successful practice.

Jessie Spressart, Optia's Founder and Managing Director, brings over sixteen years of experience in talent management and law firm professional development to her coaching and consulting practice. Jessie is a skilled facilitator and executive coach, and mental health advocate. She is certified by the National Council for Mental Wellbeing as an instructor for Mental Health First Aid. She has published articles on mental health and well-being topics in *Law Practice Magazine* and *Professional Development Quarterly* and regularly speaks to audiences about mental health, well-being, growth mindset, and resilience.

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Professional Development Plan Template

Review your 2022 Evaluation Summary. Write down three areas of focus or areas of improvement noted by your supervisors or the Evaluation Committee.

1.

2.

3.

Review the Associate Evaluation Competencies. Write down three skills or competencies for your current class year where you feel you need to focus.

1.

2.

3.

Review the Business and Professional Development Checklist. Write down three suggestions or ideas for business or professional activities to focus on this year. Is there a niche specific area of focus you would like to develop? If so, your efforts should reflect that focus.

1.

2.

3.

Write down three suggestions or ideas for intentional well-being or self-care activities on which to focus this year. For example, is there a habit would like to build or practice that will enable you to take time to manage stress, contribute to your overall health, and take care of yourself?

1.

2.

3.

Prioritize your areas of focus from the previous page so they are ranked in the order of importance.

1.

2.

3.

4.

5.

6.

7.

8.

9.

Pull the top three items from your prioritized list on the previous page and insert them below. Write them in goal setting language. Add three to four actions you will undertake to achieve this goal. See sample.

1. Outcome or Improvement Goal:

Actions:

2. Outcome or Improvement Goal:

Actions:

3. Outcome or Improvement Goal:

Actions:

What specific actions are you taking to raise your profile outside of the firm? From your contacts, list 10 people to contact and meet in 2022.

Name	Reached Out	Met With
1. _____	☐	☐
2. _____	☐	☐
3. _____	☐	☐
4. _____	☐	☐
5. _____	☐	☐
6. _____	☐	☐
7. _____	☐	☐
8. _____	☐	☐
9. _____	☐	☐
10. _____	☐	☐

To build your internal profile, list three individuals you would like to connect with to raise your profile within your practice area or within the firm.

Name	Reached Out	Met With
1. _____	☐	☐
2. _____	☐	☐
3. _____	☐	☐

COOLER

Redefining well-being in the workplace
with easy-to-roll out trainings and well-being tools

HELPING YOU IMPLEMENT YOUR ABA WELL-BEING PLEDGE

Well-Being Initiatives – III.C

"Assist lawyers and all personnel to establish self-care well-being goals"

- ✓ For the Whole Firm
- ✓ For Practice Group Chairs
- ✓ For Specific Groups
- ✓ For Practice Groups
- ✓ For the Summer Associates Program

WELL-BEING WORKSHOPS



- Virtual or in-person
- Includes post-session self-coaching card set
- 3 Themes available
+ Practice Group Chairs edition

SELF-COACHING CARD SETS



- Activities to integrate well-being in the workday
- Focus on habit-formation
- Your logo and foreword
- 3 themes available

APPRECIATION BOXES



- Curated well-being kits
- Boost the well-being workshop or card experience
- Incl. self-coaching card set
- 3 themes available

3 THEMES: WELL-BEING REBOOT | MINDFUL FOCUS | RELAX AND RECHARGE

All workshops and card sets can be delivered as stand-alones or as a series

- ✓ Integrate Well-Being into Firm Culture
- ✓ Support Staff Well-Being
- ✓ Create Shared Experiences
- ✓ Strengthen a sense of connection and belonging
- ✓ Boost morale
- ✓ Combat Burnout

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COOLER DIFFERENTIATORS

- ✓ COOLER Well-Being Meter
- ✓ Applied neuroscience
- ✓ Habit-formation theory
- ✓ Focus on BEING
- ✓ Focus on PRACTICING
- ✓ Focus on BELONGING

TESTIMONIALS

"These practices help center me and be more effective in dealing with the next task"

"The content of the workshop really resonated with me"

"I am practicing my commitment!"

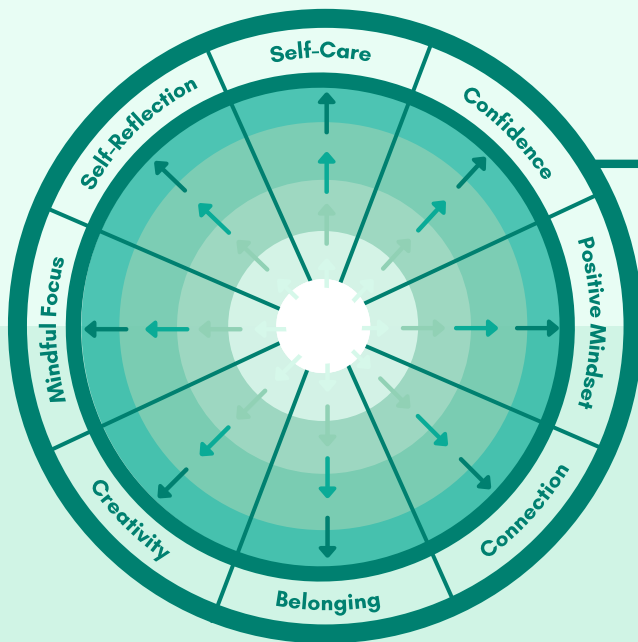
"It was very powerful and had a positive impact in my life."

"Loved ending with identifying and sharing my commitment"

COOLER WELL-BEING METER™

WELL-BEING AT WORK

Core Dimensions of
Individual and Team Well-Being



Individual

Team

When all team members
show up at their best, the
whole workplace benefits

COOLER equips
individuals to build lasting
habits that also build teams
and toward a workplace culture

INTEGRATION OF WELL-BEING IN COMPANY CULTURE



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