

How to Prioritize Your Well-being *in a Hybrid World*

October 3, 2023

NALP Member Webinar

Presented by: Ann Gomez, Alison Plavin
and Sheri M. Zachary

Poll:
How would you
rate your wellbeing?



INTRODUCTIONS



Alison Plavin

(She/her/hers)

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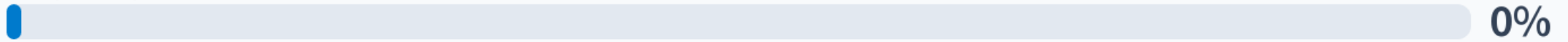
Ann Gomez

(She/her/hers)

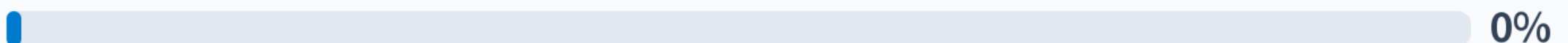
Speaker. Author. President.
Clear Concept Inc.

How would you rate your wellbeing? (Wellbeing = your overall state of health & happiness)

1 (low)



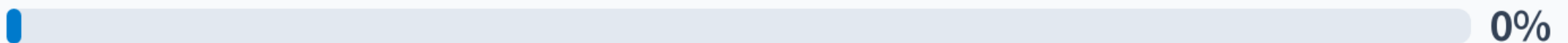
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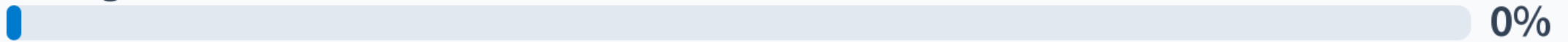
3



4



5 (high)



Hybrid work is a disruptor

Team:

- Mentoring & learning
- Critical mass
- Connections & support

Personal:

- More time commuting
- Back-to-back video meetings
- Personal boundaries



How does hybrid work affect your wellbeing?

Nobody has responded yet.
Hang tight! Responses are coming in.



Ironically, less
choice is better

Habits mitigate
decision fatigue

35,000
/day

226.7
Food



We are creatures
of habit

Goals $\neq$ Success

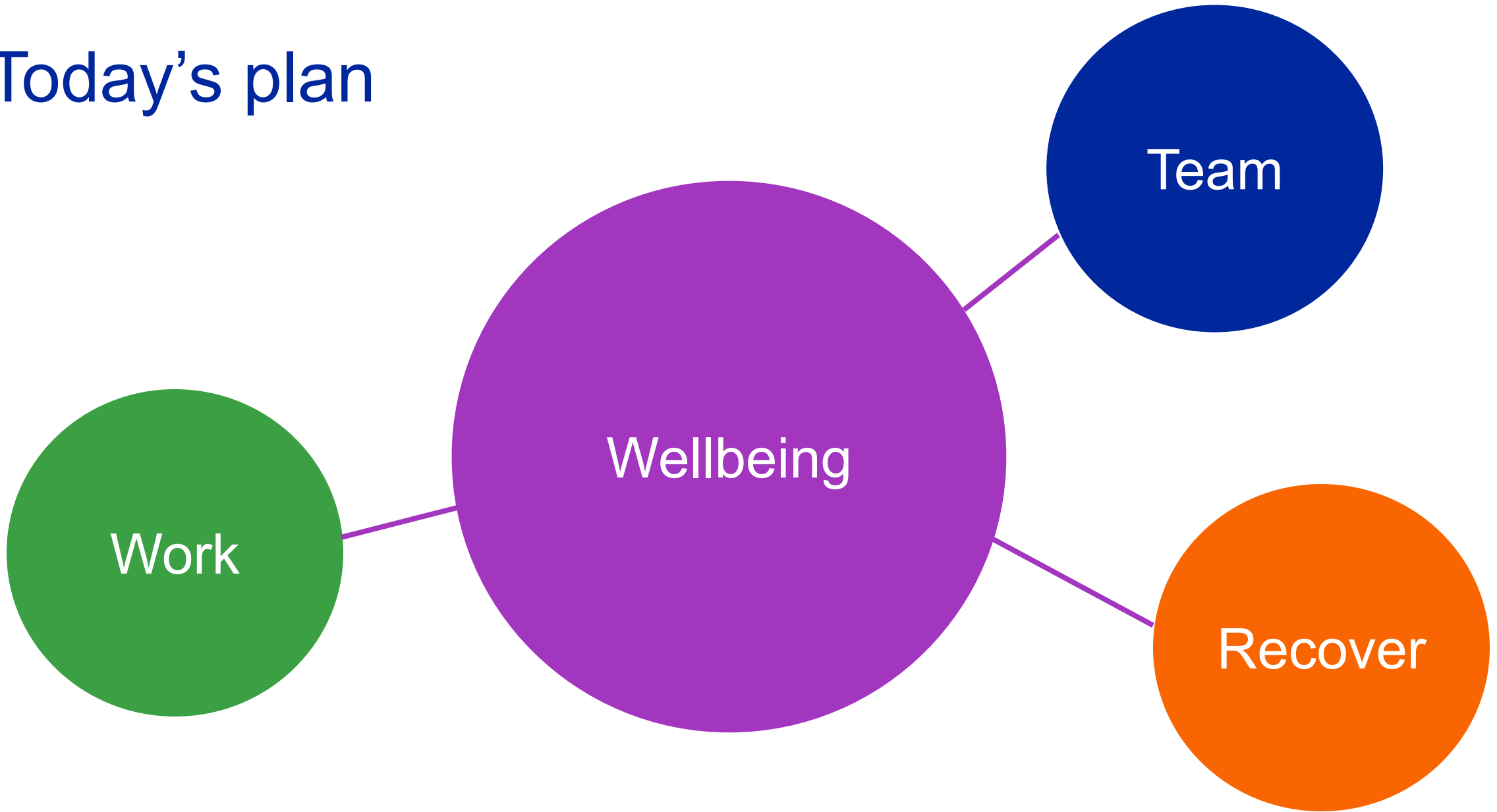
Habits

Why are habits so powerful?

Habits consume
less energy

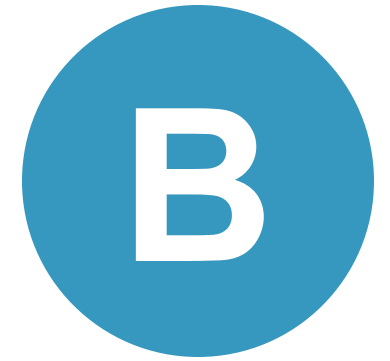


Today's plan





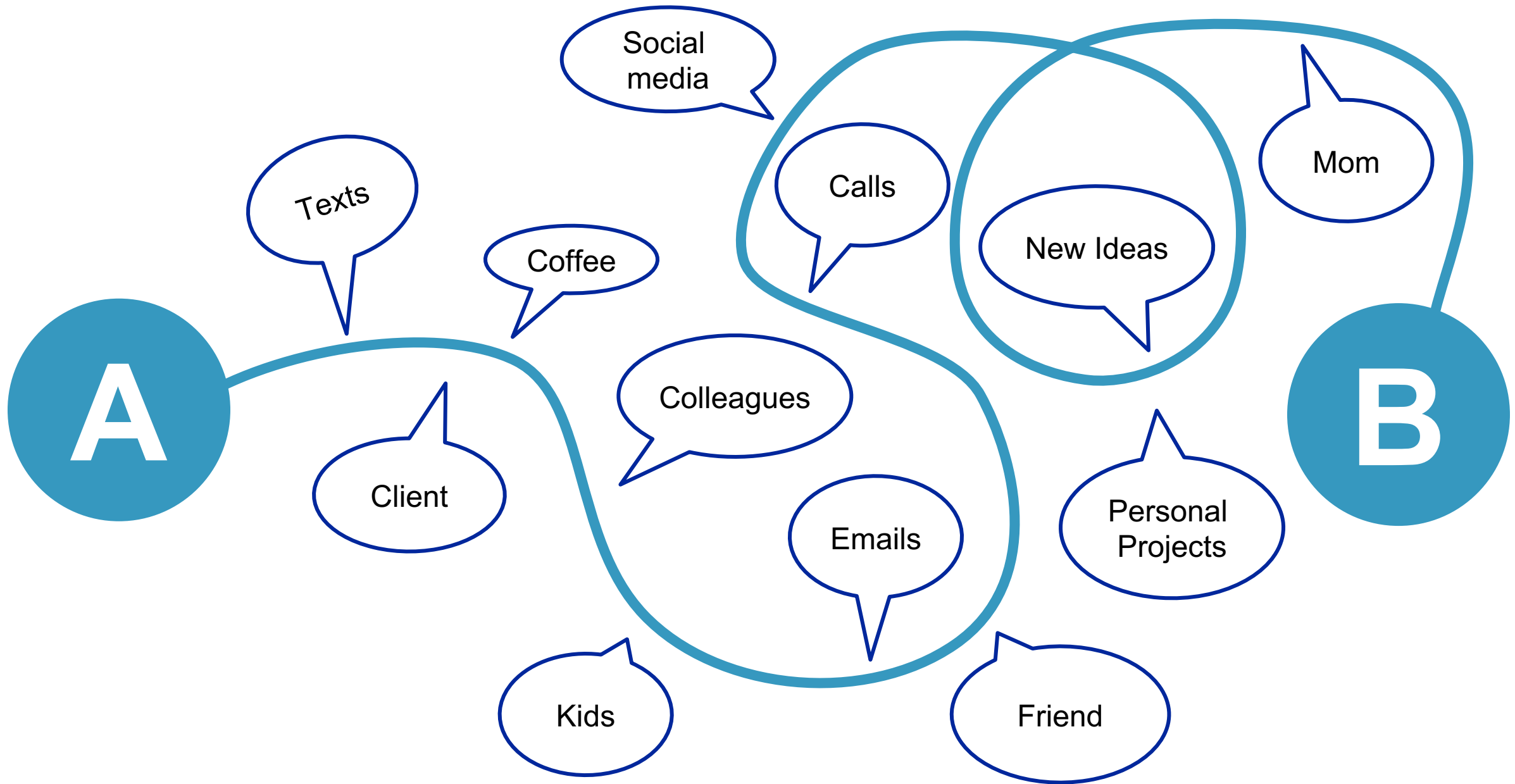
The shortest distance between two points is a straight line.



Faster

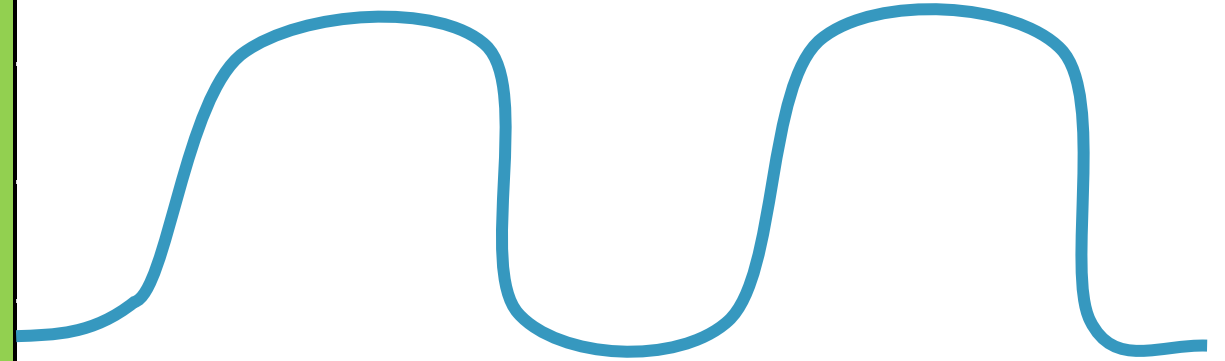
Better

Less
stressful

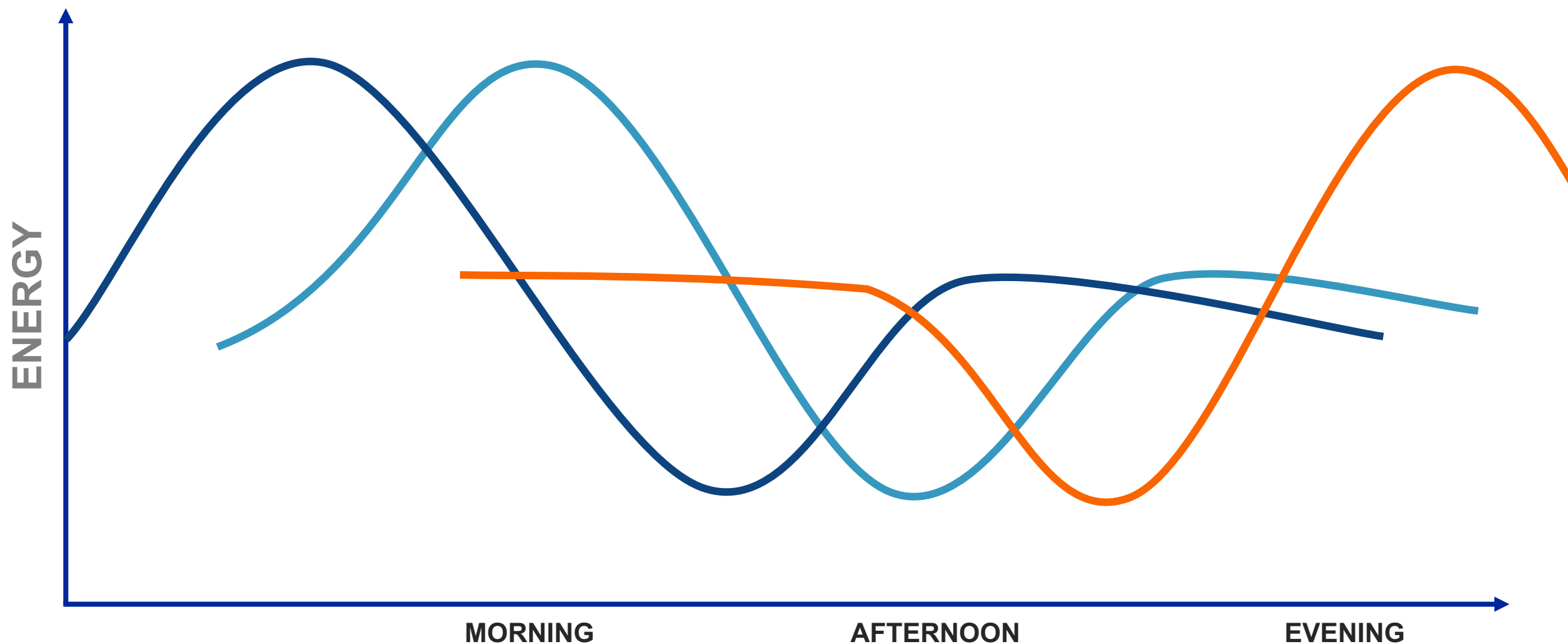


Pay yourself first

8am	Focus Work
9am	
10am	Client / Team Meetings
11am	



When is your peak energy?



Establish Your Proactive Routine

- ✓ Protect time
- ✓ Simplify planning
- ✓ Increase predictability

80%

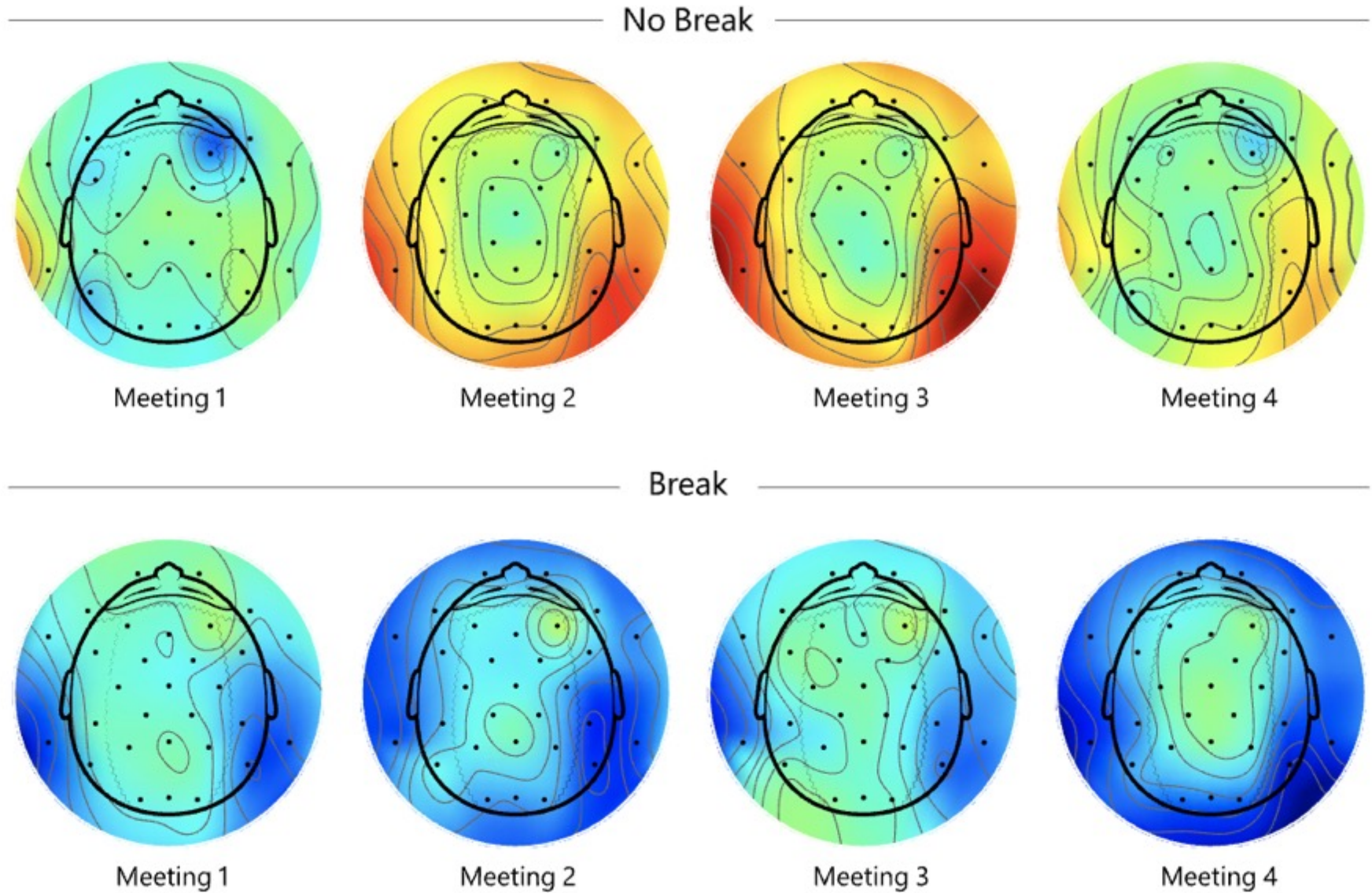
SAMPLE

	Mon (Home)	Tues (Office)	Wed (Office)	Thurs (Office)	Fri (Home)
7:30-8	Focus Work	Commute	Commute	Commute	Focus Work
8-8:30		Focus Work	Focus Work	Focus Work	
8:30-9					
9-9:30					
9:30-10					
10-10:30		Team Meetings	Team Meetings	Team Meetings	
10:30-11					
11-11:30	Meetings & Follow-up				Team Lunch
11:30-12					
12-12:30	Meetings & Follow-up	Team Lunch	Lunch with Colleagues	Lunch with Colleagues	Lunch & Walk
12:30-1					
1-1:30	Meetings & Follow-up	Meetings & Informal Connections	Meetings & Informal Connections	Meetings & Informal Connections	Meetings & Follow-up
1:30-2					
2-2:30					
2:30-3					
3-3:30					
3:30-4					
4-4:30					
4:30-5		Commute	Commute	Commute	
5-5:30					

Parkinson's
Law:
Work expands
to fill the time
allotted



Back-to-back video meetings?



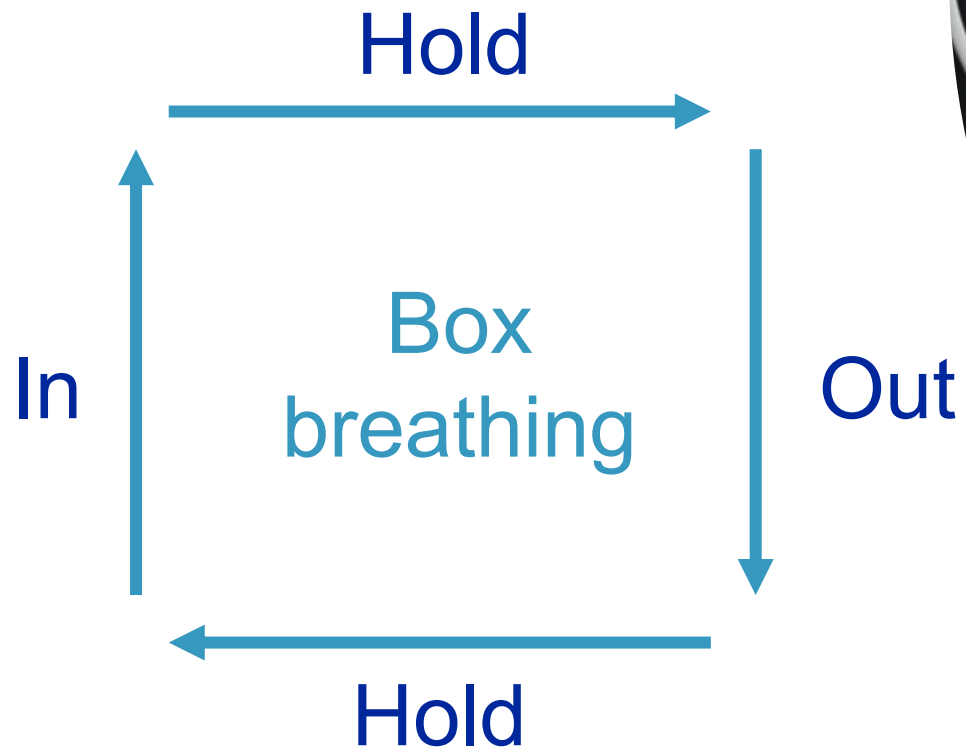
Source: Research Proves Your Brain Needs Breaks.
Microsoft Human Factors Lab (2021)

Protect time for breaks

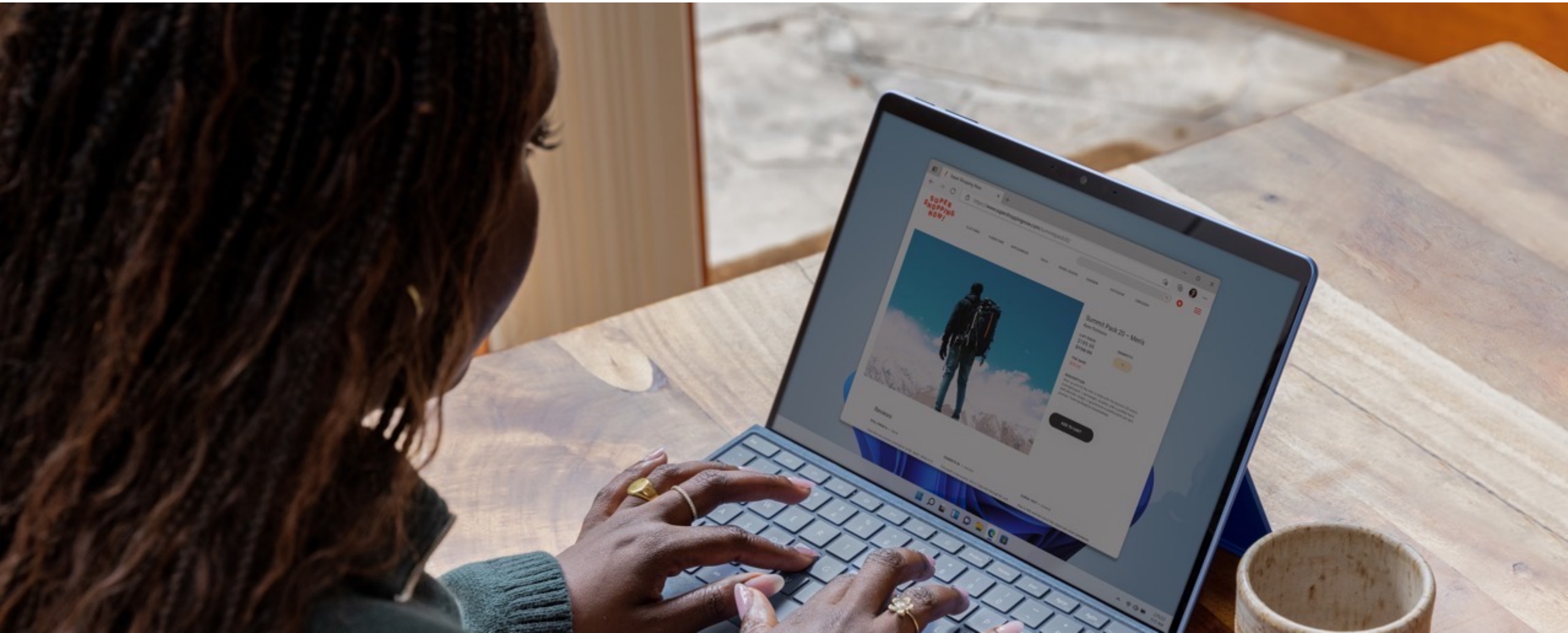
- ✓ Focus
- ✓ Brain function
- ✓ Creativity
- ✓ Ease
- ✓ Memory
- ✓ Energy



Can you take micro breaks?



We determine our boundaries



Drop the right ball



Must do

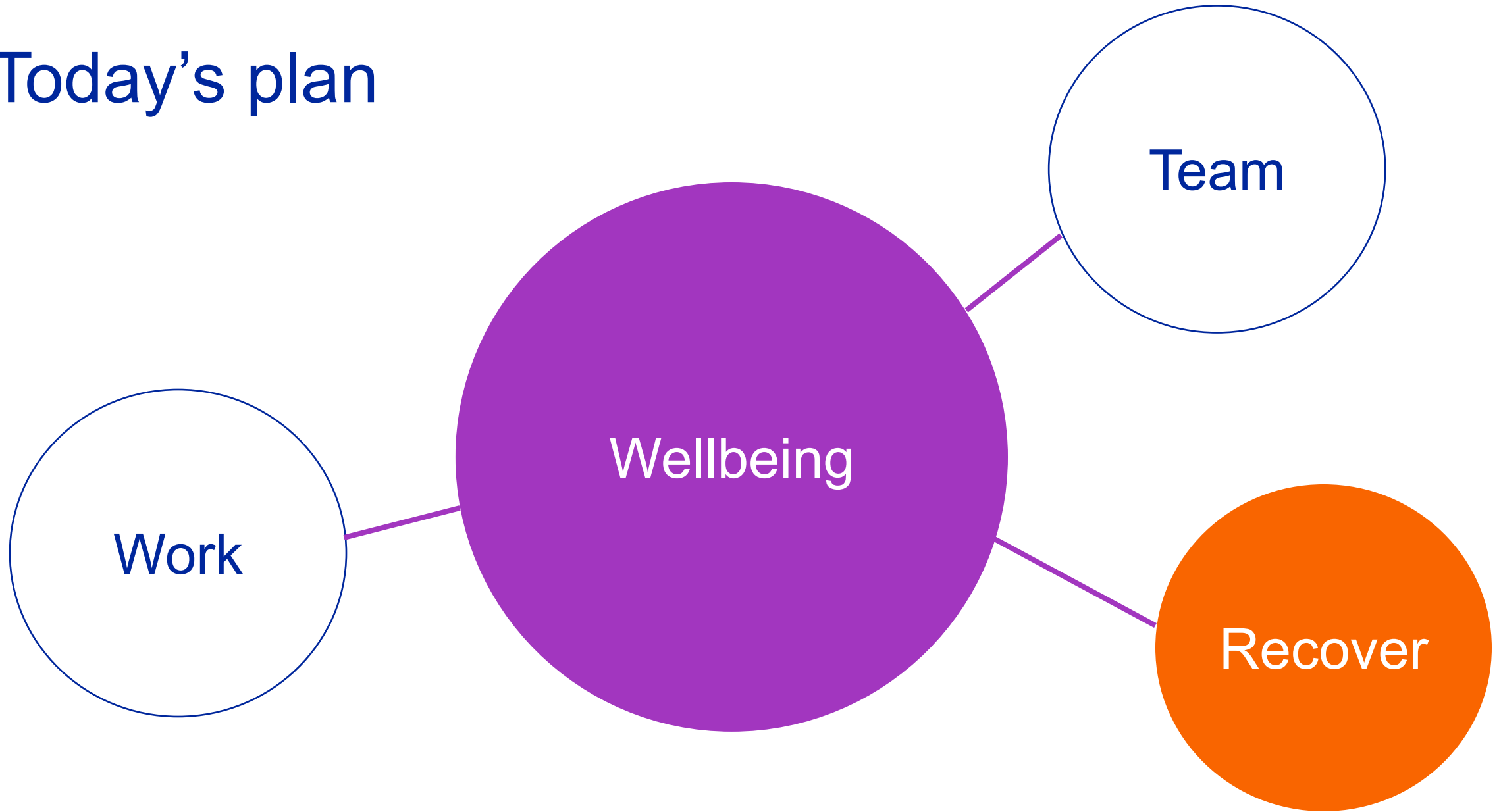


Should do



Could do

Today's plan



What are your sources of stress?

What can you control?

High

Conflict
Unrealistic deadlines
Big change at work
PARKING!!
Commuting
Crime in the city

Ill parent
Insomnia

Always connected
Financial pressure

Overflowing inbox

Making dinner night after night

Too many meetings

Unfinished projects

Grumpy colleague
Frustrating process

Negative self-talk

Grade 5 math

Low

Low printer ink

Well-being Pillars



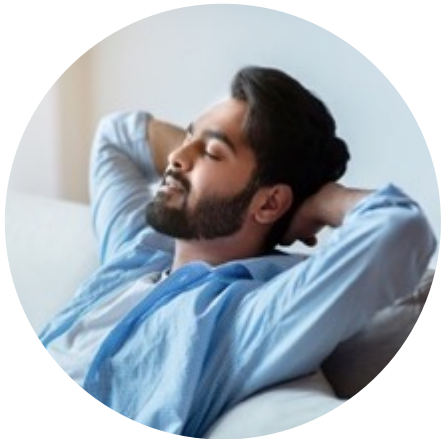
Sleep



Meditation &
Mindfulness



Exercise



Relaxation



Gratitude



Nutrition



Relationships

What are your sleep routines?

- Park your devices
- Dim your lights
- Uniform
- Read/journal
- Meditate
- Cool, dark room



Can't get back to sleep?

- Avoid lights
- Meditation
- Affirmation
- Write it down
- Reset





Exercise routines

- Walking meetings
- Phone calls vs. video calls
- Active social time
- Active before passive downtime
- Consider a treadmill desk

Relaxation routines

- Take daily microbreaks
- Disconnect
- Reclaim a hobby
- Spend time in nature



Meditation routines

- Guided
- Deep breathes
- Body scan
- Mantra
- Walk
- Pray



Why do you see your
car everywhere?



A close-up photograph of a white computer keyboard. A small, rectangular, pink sticky note is placed diagonally across the keyboard. The words "Thank you" are written on the note in a black, cursive, handwritten font. The keyboard keys are visible in the background, showing various symbols like parentheses, equals, and arrows.

Thank
you

What are your
gratitude
routines?

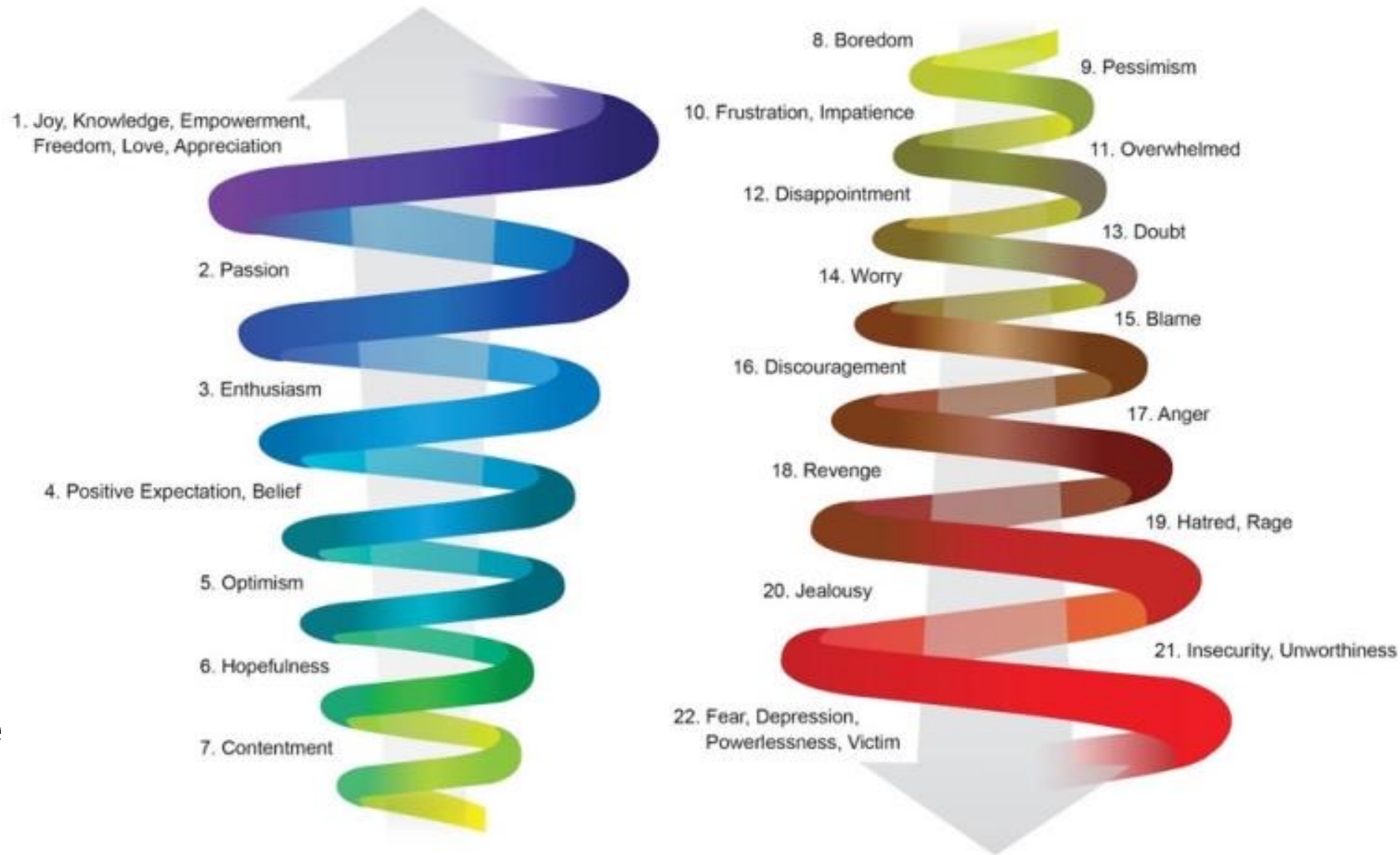
Build your wellbeing routines

- Sleep
- Exercise
- Nutrition
- Gratitude
- Meditation & Mindfulness
- Relationships
- Relaxation

	Mon (Home)	Tues (Office)	Wed (Office)	Thurs (Office)	Fri (Home)
6-6:30	Exercise & Morning Routine				
6:30-7					
7-7:30					
7:30-8	Focus Work	Commute	Commute	Commute	Focus Work
8-8:30		Focus Work	Focus Work	Focus Work	
8:30-9					
9-9:30					
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2:30-3					
3-3:30					
3:30-4					
4-4:30					
4:30-5					
5-5:30		Commute	Commute	Commute	
5:30-6	Dinner & Family Soccer Dinner & Family				
6-6:30					
6:30-7					
7-7:30					

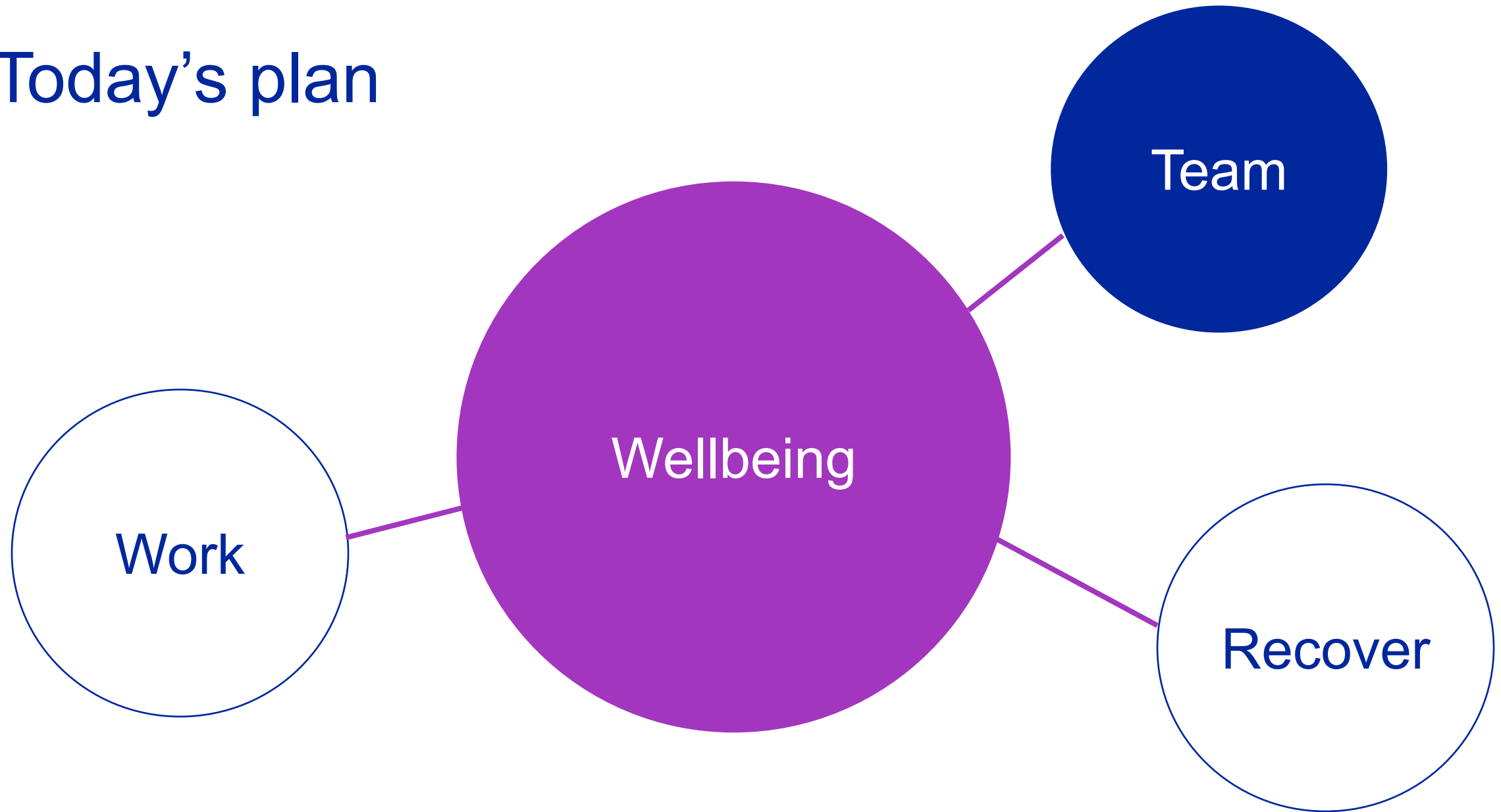
Climb the ladder

Abraham Hicks Emotional Guidance Scale

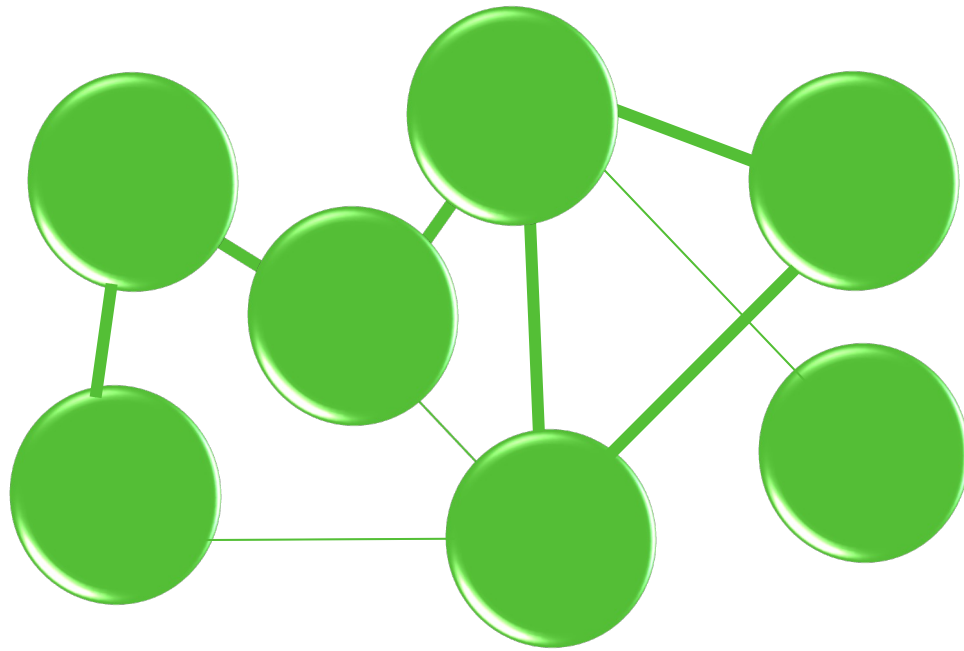


Ask for help

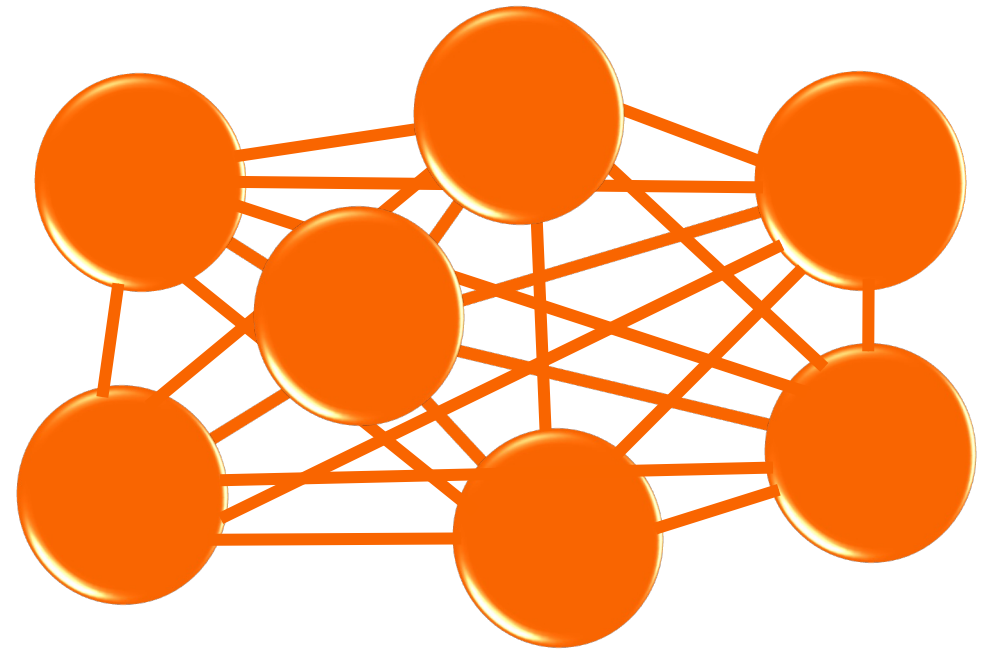
Today's plan



Low-Performing Team



High-Performing Team



A background image showing three women in a professional setting, likely a meeting or collaborative work environment. They are seated around a wooden table, smiling and engaged in conversation. The woman on the left is wearing a light-colored blazer, the woman in the middle has blonde hair and glasses, and the woman on the right is wearing a dark blazer. On the table, there are two smartphones, a white coffee cup on a saucer, and some papers. The background is slightly blurred, showing bookshelves and office decor.

“

“Our relationships with other people matter, and matter more than anything else in this world.”

- Dr. George Vaillant

How can you make the most of office time?

- 
- Strengthen connections
 - Management by Walk About (MBWA)
 - Link office time to amount of teamwork
 - Start meetings with personal updates
 - Eat together
 - Make the office a magnet

Be intentional

- Be curious
- Dedicate team chats
- Remember what they say
- Reach out proactively
- Express gratitude





What about the introverts?

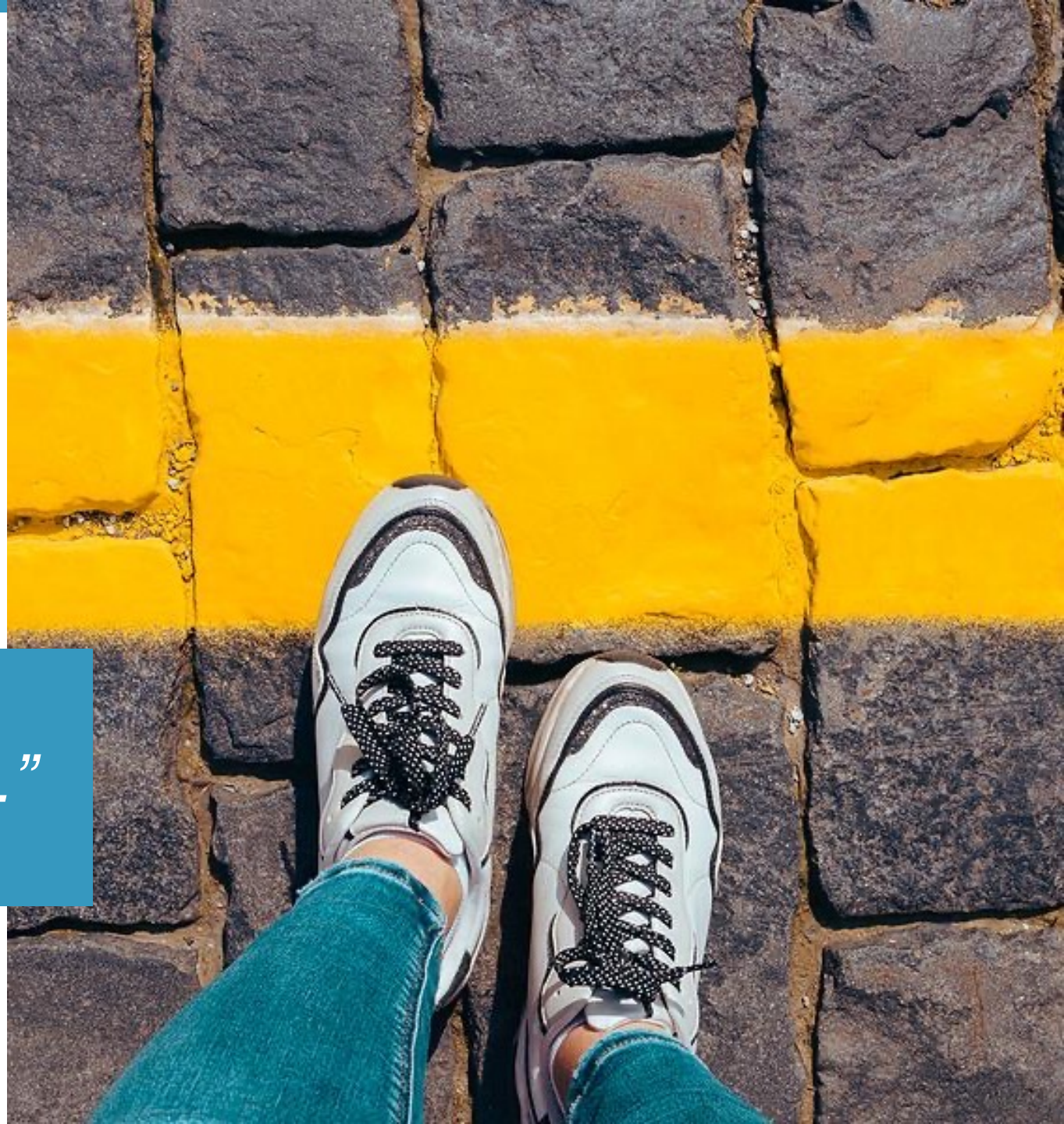
- Consider the benefits
- Lean into your strengths
- Invest in your wellbeing

How many are you
supporting?



Start with tiny steps

“The habits that stick are the most convenient ones.”
- B.J. Fogg





“

*“Small decisions - about how you
eat, move, and sleep
each day - count more
than you think.”*

- Tom Rath



Celebrate
success

What will you do differently after today's session?

Nobody has responded yet.

Hang tight! Responses are coming in.

Take your training FAR

F

Feedback

A

Accountability

R

Reinforcement

- ☐ Protect your focus and buffer time
- ☐ Take breaks
- ☐ Build your well-being routines
- ☐ Strengthen connections



0 surveys completed

0 surveys underway



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