

MENTAL HEALTH AND WELLBEING

We see in the legal practice that there is a debate often focused on the introduction of 'wellbeing weeks' and days, 'wellbeing rooms', yoga and tai chi, self-knowledge and spirituality, 'data detox' periods, etc. What is the balance of responsibilities between the individual and the organisation about "managing"/reaching a balance?

Angela Kerek, Morrison & Foerster:

"As a former tennis professional, I can see the parallels between the approaches used by professional athletes to deliver peak performance in their sports and those used by legal professionals in their careers. There is currently a mental health crisis in the legal industry. To address this crisis we need to take a holistic approach to the physical, mental and social wellbeing of an individual. I would encourage law firms to create guidelines and incentives for management and leaders. They need to implement frameworks of appropriate checks and balances to support the health, both physical and mental, of their work force. I would recommend creating healthy choice programs in the workplace to enable people to live healthier lives. I would individually encourage each of us working within the legal industry to focus on our own self-care. To improve our own overall health and have a chance to thrive in the social environment in which we choose to live and work, we cannot ignore an inward focus. To avoid feeling drained, frustrated or merely surviving, we need to get a handle on our emotional lives. We need to strengthen our bodies and create positive energizing work environments. Anything we do and any small step we take in this regard is progress. Emphasizing our own health has no downsides. Start by being kind, to ourselves and to others. Kindness has an unlimited upside potential."

Angela contributed to our magazine with an article on mental health in the legal industry, [see page 23](#).

