



Stepping Forward 2024

Science Informed Well Being
for the Legal Profession

Stepping Forward is a preventative initiative designed by experts to promote individual and organisational resilience, psychological safety and sustainable wellbeing in the field of law through actionable, science-informed steps.

→ *Enrol now for 2024*



Why?

Too many lawyers are surviving rather than thriving. Developed by experts in the field, the intention of Stepping Forward is to reduce stress, overwhelm, and burnout by empowering lawyers to take small, actionable steps towards sustainable lifestyle balance, boosting physical and mental well-being and productivity.

Stepping Forward focuses on individual and collective wellbeing. It is based on the understanding that wellbeing is not an individual pursuit; rather, it is a team sport. Lawyers cannot solely satisfy their needs and experience autonomous motivation; organisational culture and systemic pressures also play a significant role. It is through this collective effort that lawyers and firms can create the conditions necessary for lawyers to not only survive but truly thrive.

Designed by experts in the field of resilience and behavioural change, our evidence-based approach and scientific foundation is designed to empower legal professionals, and their teams, to enhance their wellbeing through daily intentional actions and micro steps.

What?

Underpinned by the science of wellbeing, positive psychology, and leadership science. Stepping Forward was designed to empower members of the legal profession to live more fulfilling and balanced lives by equipping them with preventative and proactive wellbeing tools and support.

The programme has been developed based on four themes:

- Emotional intelligence competencies
- Relational engagement and connection.
- Self-determination theory
- Growth Mindset

Don't miss this opportunity to be part of Stepping Forward in 2024. Together, let's pave the way for a thriving legal profession built on a solid foundation of wellbeing and success.

How?

Stepping Forward has been developed as an eight-session science-informed intervention, facilitated monthly to promote positive coping, relational engagement, and connection between peers, by bringing together lawyers at a similar level of seniority.

Attendance at each of the eight sessions will provide an opportunity for skill acquisition and development of effective and actionable tools to support positive-coping relevant to the work environment and generalisable to other life domains.

Session One: Lawyer wellbeing is a team sport, but it starts with self.

- Introduction to the application of positive psychology to the field of law.
- Profitability, Productivity and Wellbeing: the business case for individual and collective wellbeing.
- From languishing to flourishing, why promotion of positive mental health matters for lawyers.

Session Two: Too busy to think? How science can help.

- Self-assessment across 4 pillars of wellbeing; Attention, Reflection, Connection & Action.
- Individualised action plan to bridge the gap between where you are now and where you want to be.
- Introduction to self-determination theory as a foundation for high performance and leadership.
- Application of the science of micro steps (small incremental steps, too small to fail) to achieve sustainable wellbeing and enhance motivation.

Session Three: Mastering your mind, why the story you tell yourself matters.

- Cognitive behavioural tools to master your mind and overcome common challenges faced by lawyers.
- Understand how our mindset and beliefs drive common challenges such as perfectionism and imposter syndrome.
- Learn to apply cognitive reappraisal techniques to manage perfectionistic tendencies, alleviate the fear of failure, and develop a growth mindset that enables personal and professional growth.
- Cultivate a mindset that transforms obstacles into opportunities for growth.

Session Four: No Big Emotion

- Build emotional intelligence competencies to effectively handle stress, regulate emotions, and build stronger, more effective relationships.
- Enhance self-awareness: Participants will gain insights into their own emotional states and stress triggers.
- Develop effective regulation strategies: Practical tools for managing emotions, preventing burnout, and fostering resilience.
- Improve social dynamics: Foster a deeper understanding of how emotions influence interactions, enhancing social awareness and relationship management skills.

Session Five: Preventing Burnout and Enhancing Resilience

- Build awareness of the internal and external factors that contribute to stress and overwhelm by understanding how our three fundamental emotion regulation systems interact.
- Develop daily intentional actions to promote activation of the soothe system and buffer from chronic stress.

Session Six: The science of relationships to enhance performance.

- Understand the power of relationships, communication, and feedback to promote individual and team engagement.
- Prioritise relational engagement as fundamental tool to buffer from chronic stress and promote high performance.



Session Seven: Strength-Based Orientation to Legal Practice

- Cultivate a mindset that transforms obstacles into opportunities for growth.
- Integrate character strengths into daily legal practice to enhance individual and team performance.
- Understand how a holistic approach to success benefits both individual lawyers and the legal community.

Session Eight: Focus and Resilience Toolkit

- Develop an individualised and sustainable wellbeing plan to promote generalisation of skills and competencies to other life domains.
- Tools to improve focus and performance to promote productivity and enhance traction and reduce distraction.

Stepping Forward is most relevant for Lawyers and Barristers 7 years + PQE.

- Online group-based workshops.
- Online closed community group to promote connection and learning.
- Library of tools to apply competencies and skills with your team.
- CPD 1.5 points per session for a total of 12 points.

Facilitator

Dr Sarah Anticich

Clinical Psychologist

With more than 18 years' experience as a Clinical Psychologist, Sarah is committed to helping others navigate the often overwhelming demands of the busy world we live in.

A passionate believer in the science of wellness, she translates up-to-date science into real-life strategies and tools to help people of all ages and from all backgrounds to live happier, healthier lives and achieve sustainable wellbeing, one mircostep at a time.

Prior to completing her Clinical Psychology Diploma (University of Canterbury) and PhD (University of Queensland), Sarah completed a Master's degree in Industrial and Organisational Psychology and worked in finance recruitment. Sarah has worked across New Zealand and Australia in the private sector, specialist mental health and organisational wellbeing. This broad experience has given Sarah a unique lens into the psychology of both organisations and individuals across many different settings.

Sarah is a Director and co-founder of GrowDaily, alongside Caroline Black. At GrowDaily we believe in the power of doing, combining our experiences with a depth of expertise to provide a uniquely effective approach when we consult, coach and connect. This ensures that our approach is not just theoretical but rooted in the reality of proactive, meaningful and intentional actions, setting us apart in the pursuit of personal and organisational growth and transformation.



When?

Enrol Now – spaces are strictly limited.

When: The Stepping Forward programme will run in an online format from May – December 2024 (15 May, 12 June, 17 July, 14 August, 18 September, 16 October, 13 November, 4 December)

Time: 1.00pm – 2.30pm

Where: Online link will be available on confirmation of booking

Fee: \$1,150 inc GST

Monthly sessions will run for a duration of 90-minutes each from 1.30pm on a Wednesday. There is a maximum and minimum number of participants for the programme. In the event of over subscription another stream of programmes will be considered in the future.

Enrol now

To enrol now please click on the registration link:

[2024 Stepping Forward – Wellbeing programme.](#)

For enquiries and further information contact:

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