

# PARTICIPATION & ACTIVITY GUIDES

Worksheets, Activities, & Tips for Holistic Well-Being | Updated March 2024

## IDEAS FOR PARTICIPATING IN WELL-BEING WEEK IN LAW

### **What's Working Well in Law Firm Well-Being Programs? >> [Link](#)**

Download this collection of 7 brief profiles of law firms recognized for progress on their well-being programs asked to identify factors supporting their success. Dated: May 2021.

### **What Went Well: Highlights from Past Well-Being Weeks >> [Link](#)**

Many law firms have had great ideas for participating in Well-Being Week. To get our ideas percolating for Well-Being Week in Law (WWIL) 2022, we can look back at some of those highlights. Dated: 2022

### **46 Activity Ideas for Well-Being Week >> [Link](#)**

Ideas to ignite brainstorming about participation in Well-Being Week in Law.

## INDIVIDUAL WELL-BEING ACTIVITY GUIDES & RESOURCES

### **Stay Strong (Physical Well-Being)**

#### **Get Moving Activity Guide >> [Link](#)**

Regular physical activity (at least 150 minutes per week) is essential for mental and physical health—and all types of movement count. The Get Moving Activity Guide offers ideas for moving more while working and in our lives and recommends trying new activities to boost fun and motivation.

#### **4-7-8 Breathing Exercise Activity Guide >> [Link](#)**

The way you breathe (yep, breathe!) may be making you anxious. Learn stress-calming techniques in the 4-7-8 Breathing Exercise Activity Guide.

#### **Desk Yoga Activity Guide >> [Link](#)**

The exercises in this activity will enable physical and psychological recharging and can easily fit into your daily routine.

#### **IWIL's Alcohol Awareness Resources Guide >> [Link](#)**

Provides information and resources that you can use individually, as a team, or to support organization-wide education or activities to better understand problematic drinking and what to do about it. Dated: April 2022.

#### **IWIL's Mind-Body Connection Resources Guide >> [Link](#)**

Crowd-sourced resources and activity ideas focused on cultivating well-being through the mind-body connection. Dated: June 2022.

## Align (Spiritual Well-Being)

### **Take an Awe Walk Activity Guide >> [Link](#)**

Boost the meaningfulness of your everyday stroll by following the instructions in the Awe Walk Activity Guide.

### **Aligning With Your Values Activity Guide >> [Link](#)**

Spiritual Well-Being involves cultivating a sense of meaning and purpose in work and life and aligning our work and lives with our values, goals, and interests. Chronic misalignment between our values and behaviors can contribute to disengagement, burnout, anxiety, and depression. Use this Activity Guide individually or in teams to identify your core values and ways to align those values with your work and personal life.

### **Use Your Strengths For Growth Activity Guide >> [Link](#)**

Understanding your strengths can help you handle stress and challenges, become happier, and master goals. Understanding colleagues' strengths can create resilient and cohesive teams and develop relationships in and out of the office.

### **Personal Mission Statement Activity Guide >> [Link](#)**

This Guide will help you create a personal mission statement by tuning into your aspirations and unique strengths and leveraging them to create positive action towards your goals.

### **Values Challenge Activity Guide >> [Link](#)**

This Activity Guide invites us to assess our core values and plan to integrate them more into our daily lives. Values represent our truest desires for the way we want to interact with and relate to the world, other people, and ourselves. When we are connected to our values, they serve as an inner compass or GPS. When we live in alignment with our values, it contributes to purpose, satisfaction, fulfillment, and overall well-being.

## Engage & Grow (Career & Intellectual Well-Being)

### **Writing for Well-Being >> [Link](#)**

Expressive writing, reflective writing, journaling, and freewriting all describe writing practices that can help us sort out our experience and organize and verbalize our thoughts. Much research has found that it can result in many positive outcomes and improvements to your quality of life—including positive effects on mental health and personal and professional development.

### **Job Crafting Activity Guide >> [Link](#)**

Job crafting is a continual activity in which we seek to create a better fit between our strengths, values, and preferences and our work. To try it out, follow the instructions in the Job Crafting Activity Guide.

### **Get Into Flow with Creativity Activity Guide >> [Link](#)**

Left-brained-logic-loving lawyers and other legal professionals may overlook the rejuvenating force of creativity. Much research shows that everyday creativity can boost health and

happiness. The Activity Guide recommends choosing creative activities that align with who you are, are absorbing and challenging, and enables you to disconnect from stressful thoughts.

**Use Your Strengths For Growth Activity Guide >> [Link](#)**

Understanding your strengths can help you handle stress and challenges, become happier, and master goals. Understanding colleagues' strengths can create resilient and cohesive teams and develop relationships in and out of the office.

**Wheel of Professional Development Activity Guide >> [Link](#)**

The Wheel of Professional Development is a simple but powerful tool that helps you visualize important aspects of your professional development at once. The Wheel can help you to better understand which aspects are flourishing and which ones need the most work.

**IWIL's Growth & Development Resources Guide >> [Link](#)**

Crowd-sources resources and activity ideas focused on growth and development as a pathway toward greater well-being. Dated: July 2022.

## **Connect (Social Well-Being)**

**Community Service Blood Drive Activity Guide >> [Link](#)**

This Activity Guide provides instructions for organizing a virtual or onsite American Cross Blood Drive at a time when the U.S. is experiencing record-level blood shortages. Community service or volunteering is associated with health and well-being benefits for volunteers, including less anxiety, depression, and loneliness and greater happiness, life satisfaction, self-esteem, confidence, purpose, and meaning.

**Loving-Kindness Meditation Activity Guide >> [Link](#)**

Loving-kindness meditation is a practice in which we mentally send goodwill, kindness, and warmth towards others, which builds a foundation for pro-social behaviors. It is also linked to many psychological benefits, including greater positive emotions and reduced depression, anxiety, stress, and loneliness.

**Connecting Over Things in Common Activity Guide >> [Link](#)**

We often share more in common with others than what meets the eye. Getting beyond the surface attributes and gaining a better understanding of the experiences, identities, and other aspects of our lives that we share with our colleagues can help us bridge differences and work together more effectively. Try it out by doing the exercise in this Activity Guide.

**Meaningful Connections Through Movies Activity Guide >> [Link](#)**

Movies have many layers that shape people's experience in ways that can influence well-being—including fostering social connection. This Activity Guide provides ideas for creating a Movie Club that facilitates meaningful connections.

**Grow Your Gratitude Activity Guide >> [Link](#)**

Gratitude is defined as a sense of thankfulness and joy in response to receiving a gift. Multiple studies have found the positive power of gratitude for fostering social connection, pro-social

behaviors, and mental well-being. Try out different ways of practicing gratitude to bolster social connection and well-being.

**Lessen Loneliness Activity Guide >> [Link](#)**

Inside and outside the legal profession, loneliness is a growing threat to mental health. Many science-backed, practical strategies may prevent and alleviate symptoms of loneliness, and, in this Activity Guide, we offer a few for you to try.

**Connect To Thrive Activity Guide >> [Link](#)**

Includes activity ideas, templates, and materials to encourage legal professionals to experience connection and belongingness with others.

**Upward Spiral Activity Guide >> [Link](#)**

Includes activity ideas, templates, and materials to encourage legal professionals to experience connection and belongingness with others through positive ripple effects.

**Make Kindness the Norm Activity Guide >> [Link](#)**

Includes activity ideas, templates, and materials to encourage legal professionals to experience connection and belongingness with others through a kindness challenge.

**Gratitude Challenge Activity Guide >> [Link](#)**

Includes guidance to launch a gratitude challenge to lift individual feelings of optimism and thankfulness by cultivating a gratitude practice for 21 days.

**Ripples of Kindness at Work & Home Activity Guide >> [Link](#)**

This Activity Guide includes lists of ideas for everyday acts of kindness at work and home— --including for siblings, parents, spouses/partners, colleagues, staff, and clients.

**Feel Well (Emotional Well-Being)**

**Vanquish Languishing Activity Guide >> [Link](#)**

After reading the New York Times article by Brad Stulberg ([You've Done Self-Care. You've Languished. Now Try This](#)), take action using the Vanquishing Languishing Activity Guide. It offers guidance on how to use behavioral activation strategies to incorporate more enjoyable and valued activities into your life to foster greater engagement and vitality.

**Retraining Unhelpful Thoughts Activity Guide >> [Link](#)**

Learning to push back on automatic unhelpful thoughts that often flood our minds will help us feel better, enable us to intentionally choose that align with our goals and values, and protect our mental health. Try out two activities to help curb the negative effects of unhelpful thoughts in the Retraining Unhelpful Thoughts Activity Guide.

**Savoring Positive Experiences Activity Guide >> [Link](#)**

Intentionally engaging in thoughts and behaviors that heighten our good feelings about positive events is strongly related to mental health. It includes anything that generates, intensifies, or

prolongs our enjoyment. This Activity Guide will help you assess your own savoring habits and make a plan for more savoring.

**Self-Care Plan Activity Guide >> [Link](#)**

This Guide provides steps to design your own individualized self-care plans based on Maslow's well-known theory of needs.

**Managing Mental Health in the Workplace: Conversation Guide >> [Link](#)**

Open communication about mental health can reduce stigma, break down barriers, and build trust—which, in turn, promotes long-term, positive behavioral change. The Conversation Guide provides basic tips to give supervisors and colleagues confidence to initiate such conversations.

**Resilient Thinking Worksheet #1: 6 Steps to Tame Negative Emotions >> [Link](#)**

A key insight from resilience research has been life-changing for many: Stress is not triggered by adverse external events but by our avalanche of thoughts, predictions, and interpretations that adverse events trigger. Resilient thinking starts with learning to separate our thoughts from the emotional and behavioral consequences of those thoughts and cultivating optimism.

**Resilient Thinking Worksheet #2: Activities to Boost Positive Emotions >> [Link](#)**

Many people (including many lawyers) face a lot of negativity in their daily lives. This makes it important to actively counter the harmful effects of negative emotions by actively bolstering positive emotions. People who more frequently experience positive emotions have better mental and physical health and are more successful and engaged at work. This worksheet suggests activities to foster more positive emotions in our everyday lives.

**IWIL's Mental Health Awareness Resources Guide >> [Link](#)**

Provides tools, assessments, websites, apps, gadgets, and other resources to support psychological well-being. Dated: May 2022.

## WORKPLACE WELL-BEING ACTIVITY GUIDES

### Recognition & Rewards

*Perceived efforts/contributions are fairly balanced with perceived rewards provided by the employer (e.g., compensation, esteem and social rewards, job security, career opportunities).*

### Strengths-Based Feedback Activity Guide >> [Link](#)

This Guide provides practical guidance for supervisors on delivering strengths-based feedback.

### Balance

*Our culture supports members ability to maintain good health and functioning while feeling fully engaged in and satisfied with their contributions to their work and families and themselves without perceiving too much conflict among those roles.*

### Aligning With Your Values Activity Guide >> [Link](#)

This Guide explains individual and team activities to identify one's core values and ways to align those values with one's work and personal life.

### Effective Leadership

*Our leaders positively impact organizational members' well-being through their leadership style, creation of a psychologically healthy work culture, management of mental health matters in the workplace, and support for workplace well-being programs.*

### IWIL's Leading Well-Being Resources Guide >> [Link](#)

Resources and information focused on how organizational and supervisory level leaders can protect and promote mental well-being for their teams, themselves, and their organizations.  
Dated: August 2022

### Effective Leaders: The Lynchpins of Workplace Well-Being >> [Link](#)

Leaders in their people supervisory roles make or break workplace cultures of well-being. A large body of research has found that supervisors with the most direct and frequent contact with employees have the biggest impact on their work experience—good or bad. In this white paper, Dr. Anne Brafford, JD, PhD, provides do-able, science-based activities and behaviors for supervisory lawyers to cultivate thriving teams. This "[Cheat Sheet](#)" provides specific examples of recommended behaviors.

### Positive Leadership Development Activity Guide >> [Link](#)

Effective leadership is a key contributor to workplace well-being. This Guide provides multiple activities for starting down the path of leader development.

## **Inclusion**

*Our organizational members feel supported and valued for their unique, individual traits and talents; feel a sense of belonging; and have access to and feel fairly treated by the organization's structures and processes.*

### **Connecting Over Things in Common Activity Guide >> [Link](#)**

We often share more in common with others than what meets the eye. Getting beyond the surface attributes and gaining a better understanding of the experiences, identities, and other aspects of our lives that we share with our colleagues can help us bridge differences and work together more effectively.

### **Culture of Trust, Fairness & Transparency**

*Our work environment is characterized by the shared values of trust, honesty, transparency, and fairness.*

### **Positive Leadership Panel Activity Guide >> [Link](#)**

Guidance for organizing a panel of top leaders addressing issues related to trust, fairness, and transparency.