



Stepping Through 2024

A Science Informed Intervention to Promote Sustainable Wellbeing and Adjustment to the Field of Law.

This intervention has been designed to lead change in New Zealand in the area of Junior Lawyer wellbeing by actively promoting psychological and physical health and sustainable change. Stepping Through is science informed, with a focus on **how** to apply wellbeing science through small actionable steps.



Why?

In the dynamic and demanding landscape of the legal profession, early career lawyers often find themselves navigating high-stakes situations, tight deadlines, and intense workloads. The nature of legal practice can be inherently stressful, contributing to the emergence of various challenges that impact the overall wellbeing of these professionals. However, the skills and competencies required to work effectively in a high-pressure environment are often not explicitly taught at university or as part of legal training. Consequently, junior lawyers have been identified to be at an elevated risk of experiencing negative stress or overwhelm.

This intervention aims to redefine the narrative surrounding junior lawyers' wellbeing by emphasising strengths, resilience, and strategies for cultivating a positive mindset. By incorporating evidence-based positive psychology principles, we seek to empower junior lawyers with practical tools to enhance their psychological resilience, emotional intelligence, and overall satisfaction in their professional lives.

What?

Stepping Through is a science informed intervention, designed to support Junior lawyers to develop effective and intentional daily habits, build practical wellbeing skills, and enhance connection with peers through a series of 8 group-based workshops, developed to support the transition from university to the practice of law.

The program is designed for practitioners 1-6 years PQE.

- Online group-based workshops.
- Online closed community group to promote connection and learning.
- Participants will develop a toolbelt of '6-minute skills', which will be practiced throughout the intervention, the purpose of which is to develop effective, generalisable skills to promote wellbeing.

How?

Workshop 1 – Introduction to Wellbeing & Positive Psychology for Early Career Lawyers

Wellbeing is a pivotal driver for performance, happiness, and human capacity.

To build daily, intentional habits and practices that promote wellbeing and buffer us from overwhelm and burnout, it is critical that we understand the

neuroscience of engagement, wellbeing, and positive psychology. This workshop

will focus on; common challenges faced by early career lawyers and introduce a holistic and actionable model of wellbeing relevant to the field of law.

6-minute skill – set a micro step. Apply the science of micro steps (small incremental steps, too small to fail) to achieve sustainable wellbeing.

Workshop 2 – Pillars of health and performance Self-Determination Theory

(SDT) is a psychological framework that focuses on human motivation. It posits that people have three basic psychological needs: autonomy (the need to feel in control of one's own life), competence (the need to feel capable and effective), and relatedness (the need to connect with others). When these needs are satisfied, individuals are more likely to experience higher levels of motivation and well-being. This workshop will focus on developing an individualised action plan based on SDT principles to promote motivation, meaning, and belonging at work.

6-minute skill – Fill the gap. Where am I and where do I want to be.

Workshop 3: Toolkit to Improve Focus and Productivity with Keystone Habits.

Understanding the importance of keystone habits and tools to promote focus, motivation, and performance. This workshop will focus on understanding the neuroscience of sleep, movement, and regulation to support sustainable focus and motivation.

6-minute skill – Fill up your pool.

Workshop 4: The Power of Connection

The power of connection to buffer from stress and promote psychological safety and motivation. Develop an understanding of the powerful regulating effects of healthy relational interactions to buffer us from stress and promote flourishing.

6-minute skill – craft a connection

Workshop Five: Emotional Resilience

Self-awareness is simply knowing what makes you tick. It involves the ability to identify and understand emotions as well as the urge to respond. When one can make sense of feelings, we develop the capacity to respond rather than react and perform with pressure.

6-minute skill – internal mirror.

Workshop Six: Balance in Briefs: A Quick Guide to Self-Regulation & Understanding Emotions

Actionable tools to promote effective self-regulation, defined as the ability to manage one's actions, thoughts, and feelings in flexible ways to get the desired result. Optimal self-regulation contributes to a sense of well-being, autonomy, competence, and connectedness to others.

6-minute skill: Flipping your lid – mastering self-regulation in minutes.

Workshop Seven: Mindset Matters, how to reframe the way we think about stress.

Develop an understanding of the biology of stress and how to shape your mindset to promote a healthier response and promote resilience through practical tools.

6-minute skill: Habit stacking.

Workshop Eight: Toolkit for Sustainable Wellbeing, Productivity and Focus.

Develop a personalised action plan to promote positive coping, resilience, and performance.

6-minute skill: Taking action.

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 Through programme will run in an online format from May – December 2024 (16 May, 13 June, 18 July, 15 August, 19 September, 17 October, 14 November, 5 December)

Time: 1.00pm – 2.30pm

Where: Online link will be available on confirmation of booking

Fee: \$690 inc GST

Monthly sessions will run for a duration of 90-minutes each from 1.30pm on a Thursday. 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 Through – Wellbeing programme.](#)

For enquiries and further information contact:

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