



Thriving Under Pressure

Prioritizing Well-Being as a Land Use Professional



Well-Being:

“A Continuous Process Toward Thriving in All Dimensions of Life.”

Surviving

to

Thriving



- Physical/mental illness risk
- Impaired executive functioning, concentration, or memory
- Poorer job performance, satisfaction, commitment, or motivation
- Burnout
- Ethical lapses & civility concerns
- Difficulty with handling stress
- Poor relationships, quicker to anger

- Better physical/mental health
- Lower turnover & absenteeism
- Better memory, improved executive functioning
- Higher job performance, satisfaction, commitment & motivation
- Higher resilience & ability to handle stress
- Better relationships
- **Greater professional identity**

Duties of Ethics & Professionalism

U.C.J.A. 1. 1 **Competence.** “A lawyer shall provide competent representation to a client.”

Comment 9. “Lawyers should be aware that their mental, emotional, and physical well-being may impact their ability to represent clients and, as such, is an important aspect of maintaining competence to practice law and compliance with the standards of professionalism and civility. Resources supporting lawyer well-being are available through the Utah State Bar.”

Rule 14.301. Standards of Professionalism and Civility. Preamble. “A lawyer’s conduct should be characterized at all times by personal courtesy and professional integrity in the fullest sense of those terms.”

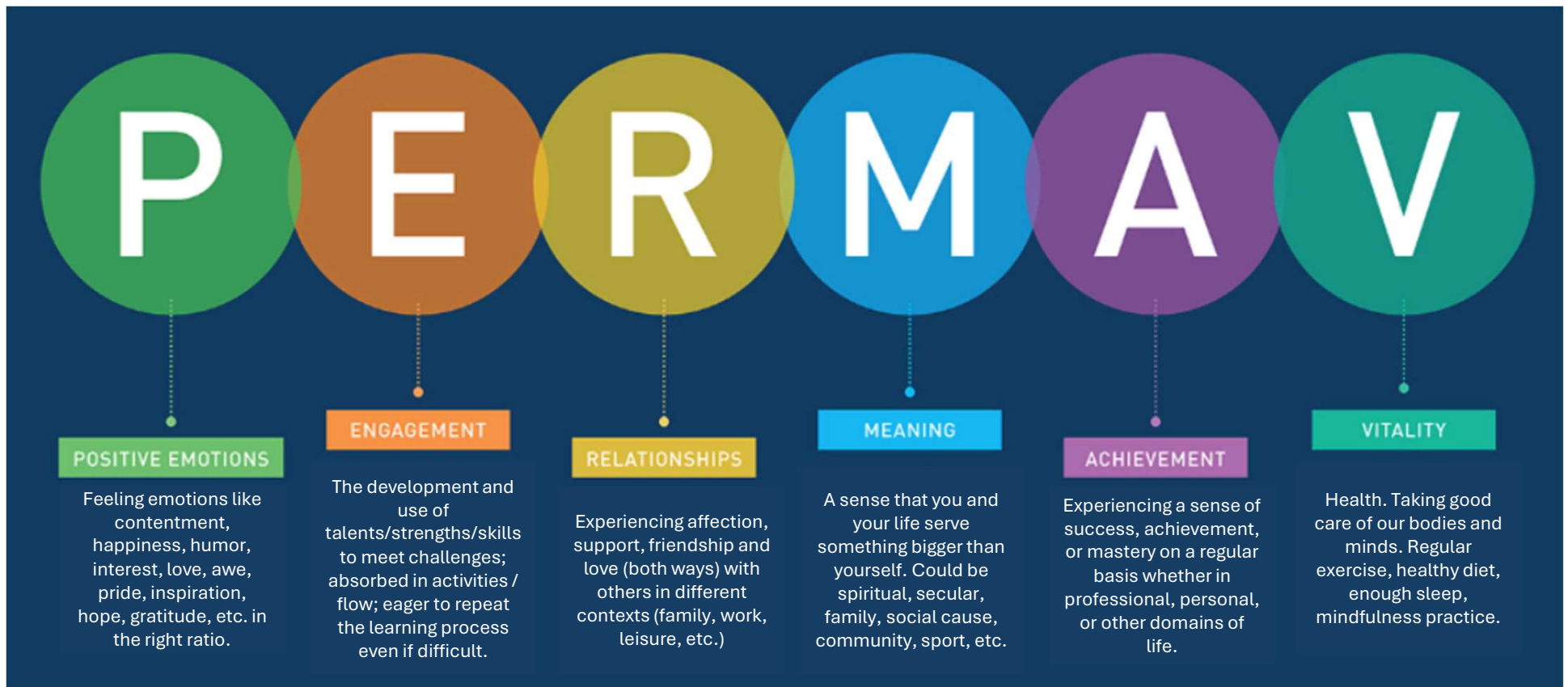


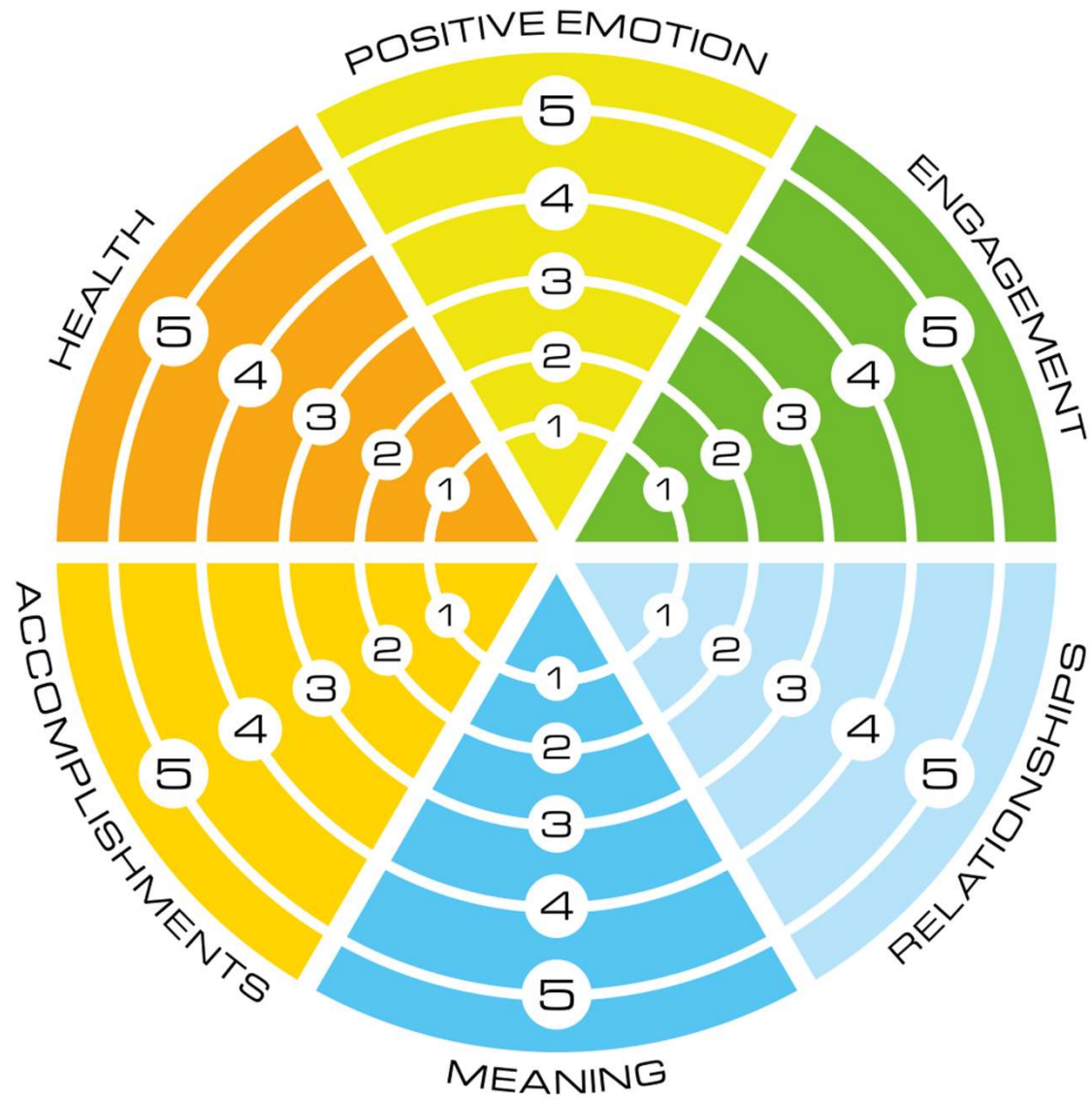
Prehabilitation vs. Rehabilitation

Caring for our well-being helps ensure we can rise
to the occasion in future challenges.



The Building Blocks of Flourishing







Stress



Strategies

Small is All!



KNOW YOUR CHECK ENGINE LIGHTS

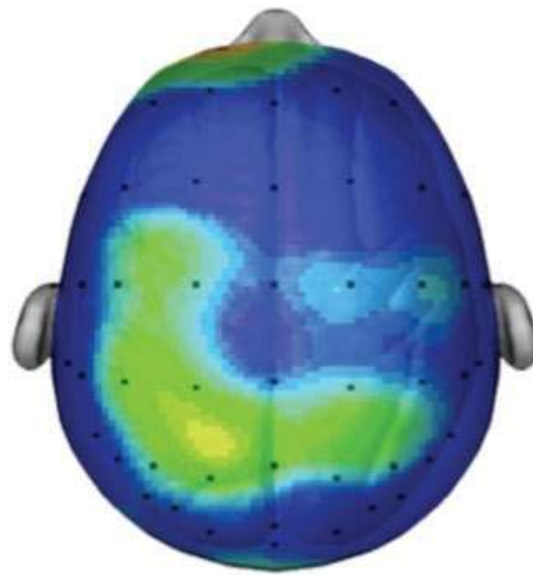


Physical	Behavioral	Psychological
Physical exhaustion	Increased substance use & other addictions	Emotional exhaustion
Insomnia or hypersomnia	Lowered concentration or focus	Distancing / Isolation
Headaches	Absenteeism / Avoidance (leaving early, coming in late)	Negative self-image
Getting sick more often	Anger & irritability	Depression / Anxiety
Somatization	Exaggerated sense of responsibility / hypervigilance	Reduced ability to feel sympathy & empathy
	Avoidance of clients	Cynicism / Resentment
	Ethical lapses, lack of professionalism	Dread of working with certain clients
	Impaired decision-making	Feeling professional helplessness
	Forgetfulness	Depersonalization
	Personal relationship problems	Failure to develop non-work-related aspects of life

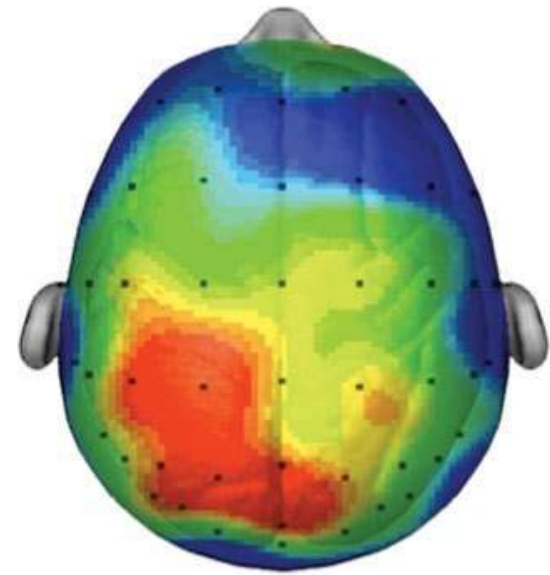
Health & Vitality



Prioritize
Movement



**After 20 minutes of
sitting quietly**



**After 20 minutes of
walking**

Research/scan compliments of Dr. Chuck Hillman, University of Illinois

Prioritize Sleep

“The difference between smart and wise is two more hours of sleep a night.” - Dr. John Ratey & Richard Manning

5 hours of sleep or less =



SAME IMPAIRMENT AS
A 6 PACK OF BEER



UP TO 40% DECREASE
IN PRODUCTIVITY

The HALT Method
a mental self-check

HUNGRY
ANGRY
LONELY
TIRED



Social & Relational

- **Good relationships may be the single most important source of psychological well-being (Peterson, 2006).**
- **Supporting relationships and a sense that we belong and are valued are vital to health and well-being.**



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Connection
speeds stress
recovery &
increases well-
being





High-Quality Connections

Small moments of positive
connection and respectful
engagement



High-Quality Connection Moves

- Use an appropriate and respectful tone
- Avoid sarcasm, make eye contact, greet by name
- Say please and thank you
- Let people know you value them
- Keep people informed
- Use inclusive language
- See co-workers as people first
- Show interest, listen and don't interrupt
- Pay attention to those around you
- Communicate support, encouragement, and belonging
- Provide access to resources and information
- Help remove obstacles
- Schedule five minutes every day to offer gratitude, lend a hand, or just to get to know a person

Handling tough interactions at work



Notice the sensation of your feet on the floor. Be present.



Stay calm and use non-judgmental language to actively listen to their concerns.

“Let me understand what you’re asking.”

“What I’m hearing is that you want / need _____.”



Validate their feelings even if you can’t agree. De-escalate.

“It sounds like this must be hard for you.”

“What I’m hearing is that you’re feeling [frustrated, angry, upset, etc.]”



Set boundaries. Communicate what you can and can’t do.

Remember, you can’t control them. You can only control your reaction.



Seek support from a trusted colleague, supervisor, or professional to help you process emotions and seek guidance.



Prioritize your well-being and healthy habits. How’s your PERMA-V?

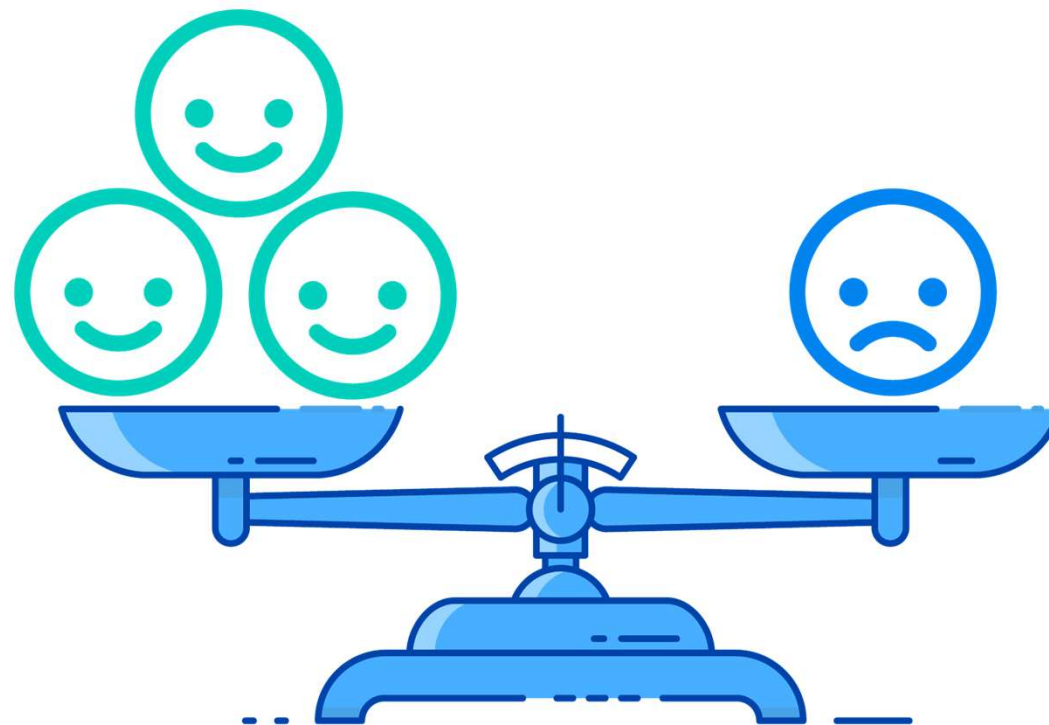


Prioritize
Authentic Feel-
Good Emotions

serenity
awe
optimism
inspiration
love
joy
hope
confidence
gratitude
curiosity
pride
humor




Challenging Emotions are Stronger Than Pleasant Emotions – Cultivate Opportunities for More Authentic Positive Emotions!





Ask for Help When You
Need it!



What small shift can you make today to strengthen your own well-being and to support that of your colleagues?



Questions?

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