

RESILIENT WORKING

DR BILL MITCHELL

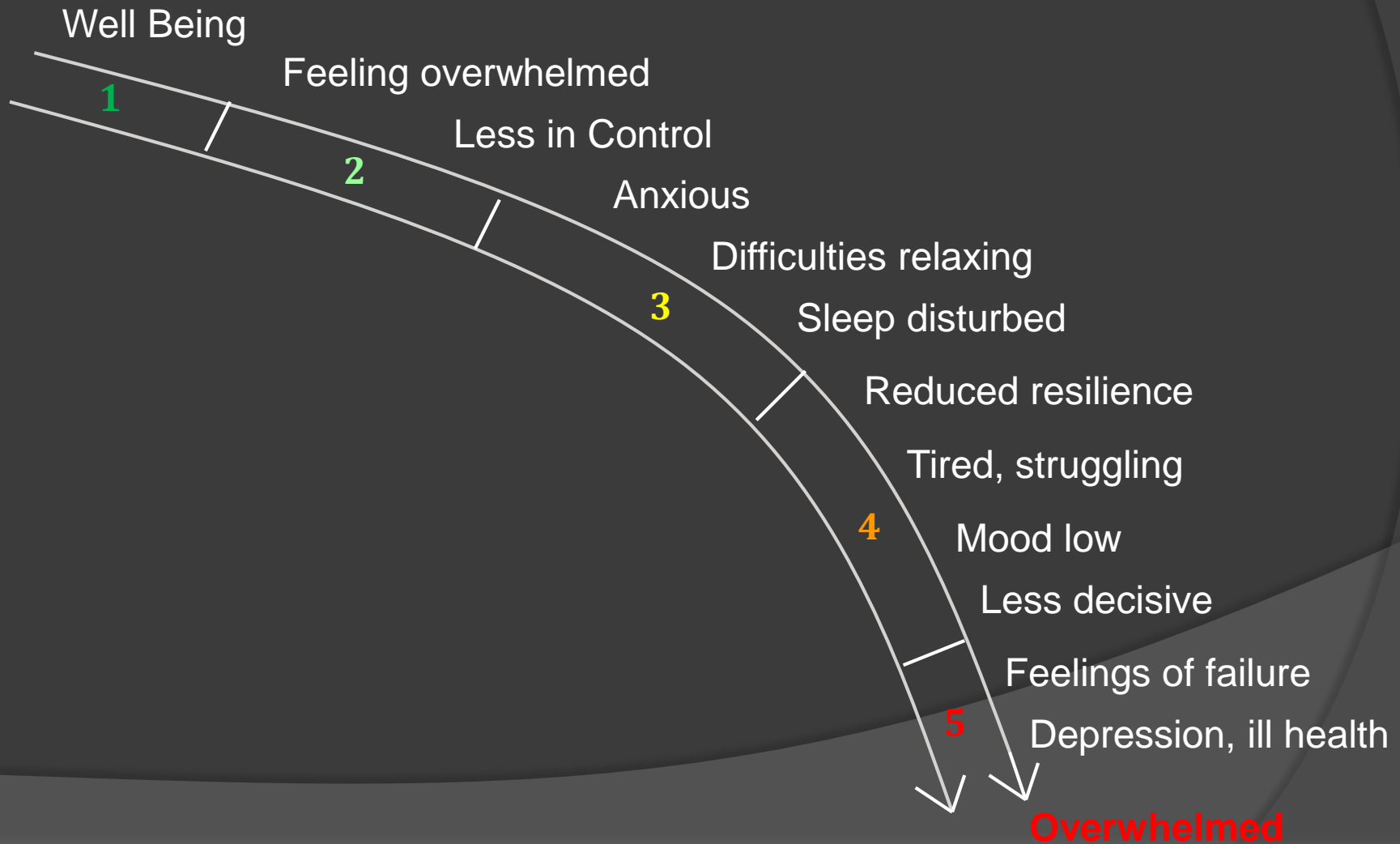
Realities of life

- ⦿ Constant expectations to deliver
- ⦿ No boundaries to the job
- ⦿ Insecure environment
- ⦿ Instant access – instant expectation
- ⦿ Time away from home
- ⦿ Difficult relationships
- ⦿ Struggle to balance life

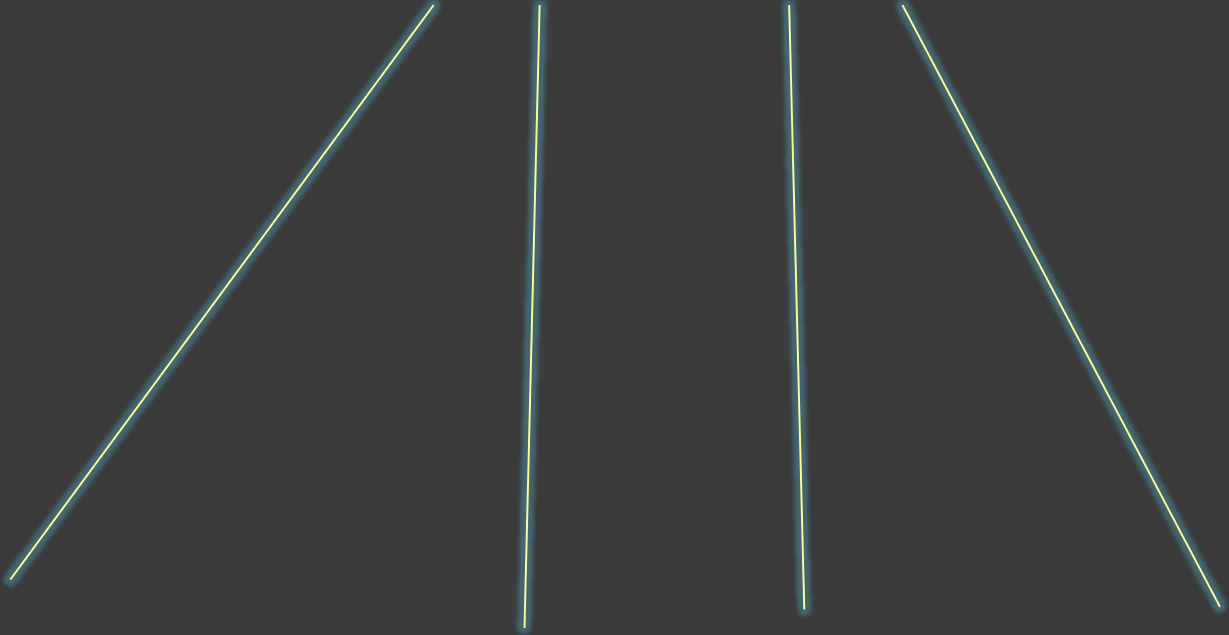
Personal pressures

- Very conscientious
- High standards of themselves
- Guilty if they do not give their best
- Self-criticism; self-blame
- Not self-protective enough
- Identity too dependent on work success

Gradually going off track



Ill health



Exhaustion
Burn-out

Depression

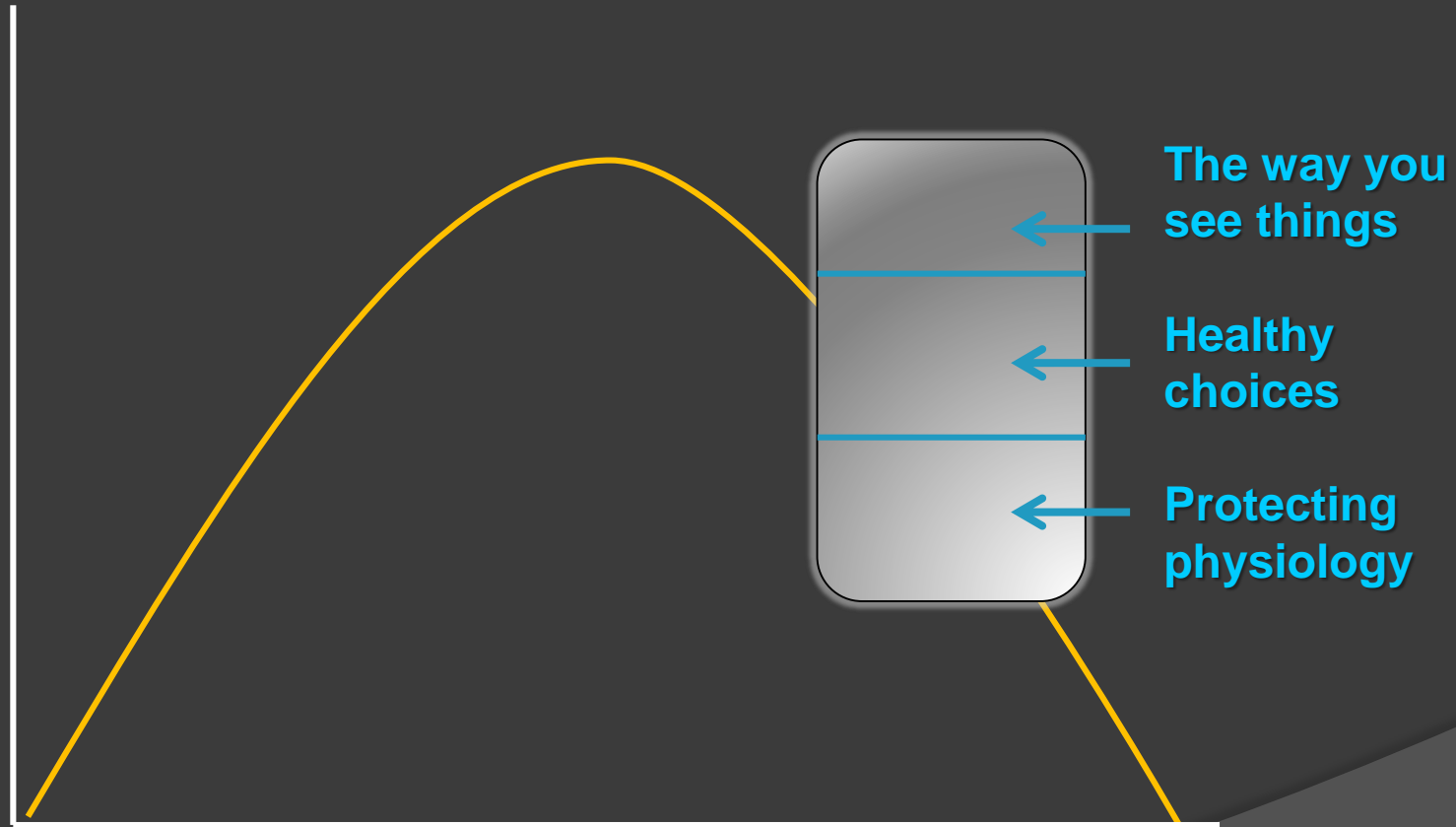
Raised arousal
Anxiety

Immune system
changes

Early signs

- Facial expression
- Withdrawn
- Frustration, irritability
- Concentration, mistakes
- Forgetful
- Less coherent
- Less focused, more reactive
- More emotional
- Intense, panicky

Psychological fitness



The Physiology of Mental Fitness

- ⦿ Adrenal/Cortisol System
 - Energy
 - Mental Effectiveness
 - Response to Challenge

- ⦿ The Neurotransmitter System
 - Mental Energy
 - Concentration, creativity
 - Positive Mood
 - Capacity to engage

How Are You Doing?

⦿ Exercise	+ 2	+1	- 1
⦿ Relaxation	+ 2	+ 1	- 1
⦿ Sleep	+ 2	+ 1	- 1
⦿ Diet	+ 2	+ 1	- 1
⦿ Alcohol		- 1	- 2
⦿ Social	+ 2	+ 1	
⦿ Relationships	+ 2	+1	

Habits Vs Decisions

- ⦿ Responding to emails through to bed
- ⦿ Working through lunch
- ⦿ Responding to emails as they come in
- ⦿ Working a few hours every Sunday
- ⦿ Same start time each day
- ⦿ Staying late
- ⦿ Working on the commute

“People who believe they have the power to exercise some measure of control over their lives are healthier, more effective and more successful than those who lack faith in their ability to effect changes in their lives.”

Albert Bandura

“Everything lies in our attitudes... If we can master our attitudes, we can master ourselves and our lives.”

AC Grayling

Challenge V threat

Perceiving an event as challenging activates the adrenal system motivating us to succeed; perceiving the event as threatening activates the cortisol system, which is the stress system.

Helpful conversations

- Checking on how people are
- Developing trust
- Conversations about managing workload
- Encouraging balance
- Being supportive

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Resilience at the Bar: for you and your chambers

Panel:

Dr Bill Mitchell, Clinical Psychologist, The Mitchell Practice

Elizabeth Rimmer, Chief Executive, LawCare

Hormoz Ahmadzadeh, Professional Performance Coach, You
Do Ltd