Resilient Lawyering: Strengthening Skills in Times of Uncertainty

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Consider….

- What are the unspoken rules that drive behavior in your group, team, and organization?
- What happens when someone challenges the status quo?
- How do leaders communicate about risk and failure?


Change is
Global

Constant




Inevitable
END

Stressful




Breathe


Rhythm

Measuring Resilience

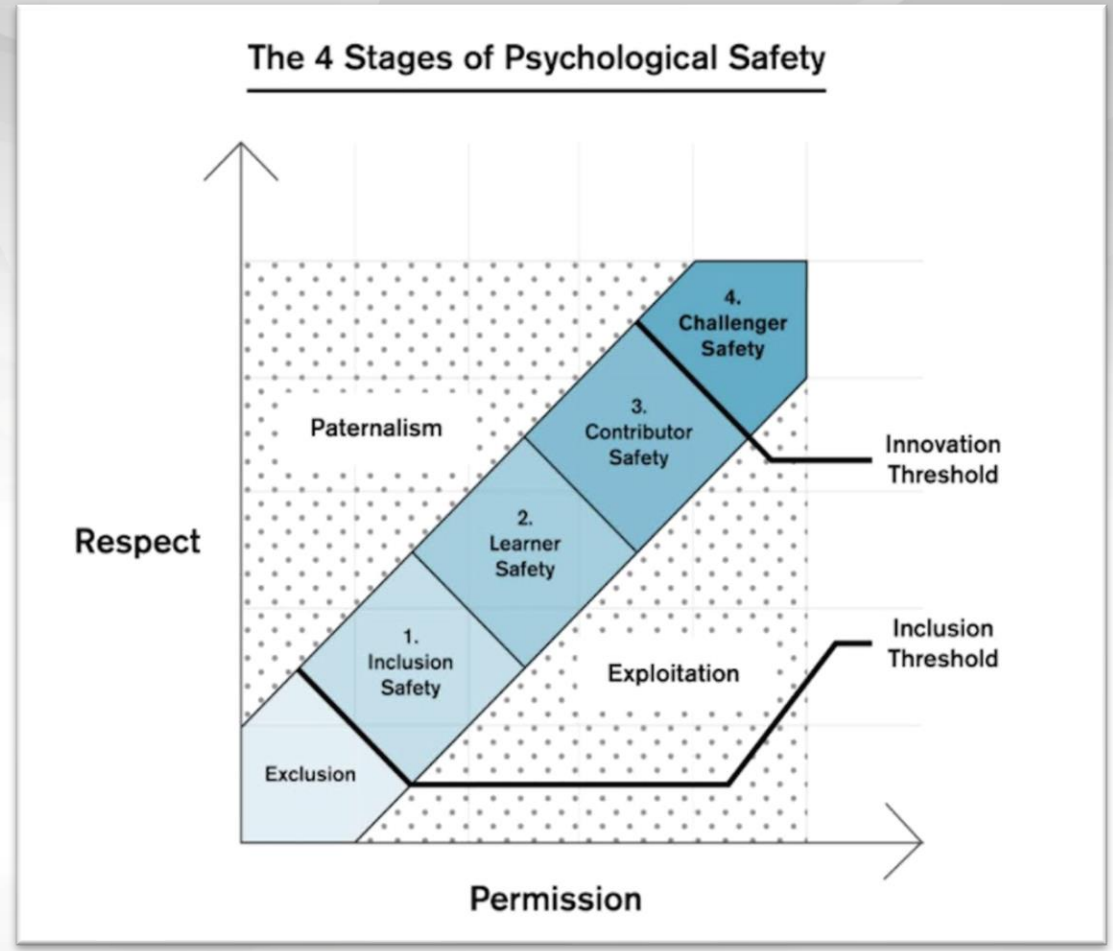
- Smooth energy
- Focus
- Internal motivation
- Optimism
- Fulfilling intimate relationships
- Creative and innovative
- Vitality and enthusiasm
- Little to no use of caffeine, nicotine, alcohol
- Achievement with ease
- Optimal productivity
- Feeling on top

Resilience Practices

- Change the narrative
- Face the fear
- Self-compassion
- Forgiveness
- Gratitude
- Mindfulness

Psychological Safety

	Low Permission	High Permission
High Respect	Paternalism	Psychological Safety
Low Respect	Exclusion/Neglect	Exploitation



Timothy R. Clark, *The Four Stages of Psychological Safety*

Respect or Permission

Stage	Respect Means…	Permission Means…	Bias Risk	Resilience Builder	Action
Inclusion	You belong	You can show up	Affinity bias	Connection	Invite all voices
Learner	Your curiosity matters	You can err safely	Competency bias	Growth	Model curiosity
Contributor	You're valued	You can make impact	Role bias	Purpose	Share credit
Challenger	Your view matters	You can question	Power bias	Adaptability	Reward dissent

Resilience and Safety

- What is the best opportunity this situation could lead to?
- What has this challenge cleared up for you?
- What are the lessons here, and how can you use them in the near future?
- What skills, knowledge, habits do you have that will work here?
- What can you let go of, or eliminate now?
- What will you celebrate?
- What requests could you make?

Reflection Questions

- How will this make me better?
- How will I use this to help other people?
- What action will I take to improve my situation?

Meet Judy



Judy Hissong is the President of Nesso Strategies

A former law firm Chief Operating Officer, she helps firms become more profitable by advising leaders in strategic and leadership development challenges. Her mission is "world domination for Good®." By creating actionable, lightbulb moments that leaders want to share and spread, she intends to improve the world one person at a time. When she's not speaking, training and consulting, Judy teaches quarterly online workshops and facilitates Leaders Lab, a monthly video conference that enables small groups of leaders to brainstorm strategies and solutions to work through common issues that keep firms stuck.

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