

Well-Being:

What is it?

Why Do I
Care?



Erin Conlon

WELL-BEING:

A STATE OF BEING WHERE A PERSON IS HEALTHY AND WELL ENOUGH TO BE CONSISTENT, RELIABLE, AND EXTRAORDINARY.

Well-Being is individualized, subjective, multidimensional, and measurable.

High levels of well being are associated with decreased risk of disease, illness, and injury; better immune functioning, speedier recovery, and increased longevity.

Individuals with high levels of well-being are more productive at work and are more likely to contribute to their communities.



Well-Being is directly related to Burnout

The Mayo Clinic defines burnout as a form of job-related stress that has not been successfully managed.

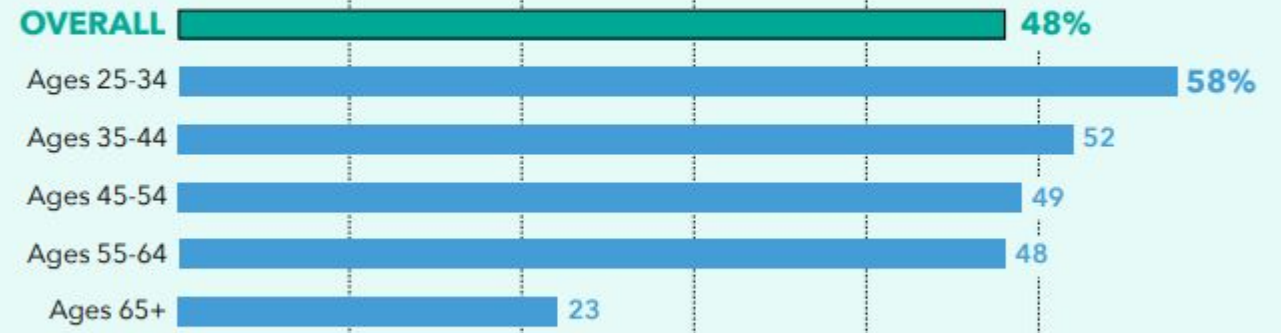
Common symptoms include feelings of energy depletion, cynicism about one's job, and reduced professional efficacy.

Causes and triggers of burnout might include:

- Lack of control
- Unclear job expectations
- Dysfunctional workplace dynamics
- Mismatch in values
- Poor job fit
- Overwhelmed with tasks
- Lack of social support
- Work-life imbalance

Attorneys Feel Burned Out Almost Half the Time

In Q3 and Q4 of 2023, what percentage of the time did you feel burned out?



Source: Bloomberg Law Workload & Hours Survey (Q3-Q4)



Challenges in 2024

**Trouble focusing
on work tasks** **48%**

Inability to "disconnect"
from work **45**

Sadness/anxiety/fear
about world events **38**

Feelings of inadequacy/
Imposter syndrome **35**

Unmanageable workload **32**

Feeling a lack of meaning
or purpose in life **31**

Loneliness or isolation **26**

Source: 2024 Attorney Well-Being Survey

Studies show that external efforts to pull someone out of burnout – no matter how well intentioned – often fail.

While this doesn't rescue employers from taking accountability for supporting the well-being of their attorneys, recent research suggests that when a person is feeling burned out, the best person to help you recover might actually be yourself.



Everything is harder when you aren't well.

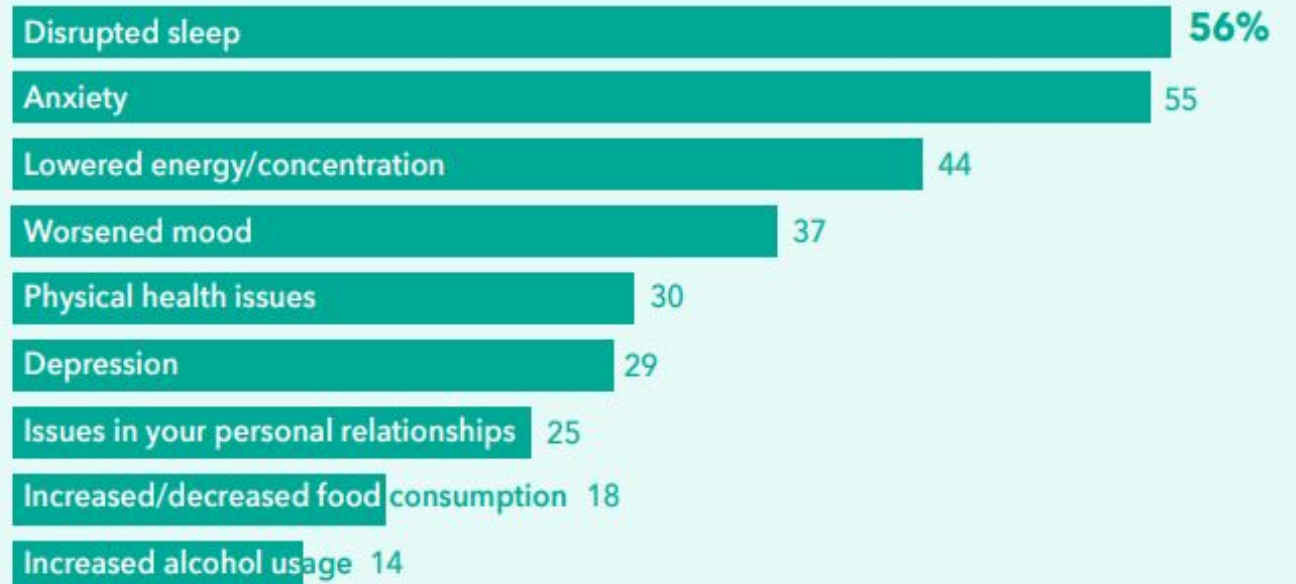
Work is harder.

Relationships suffer.

Self-esteem becomes conditional.

Poor Well-Being is a direct cause of burnout

Which of These Have You Experienced This Year?



Source: 2024 Attorney Well-Being Survey



Thriving Humans Build Thriving Businesses



- **Burnout = disengagement, low innovation, higher turnover.**
- **Wellness improves creativity, productivity, resilience.**
- **Happier employees = better client outcomes + revenue growth.**
- **Leaders who prioritize well-being model sustainable success.**

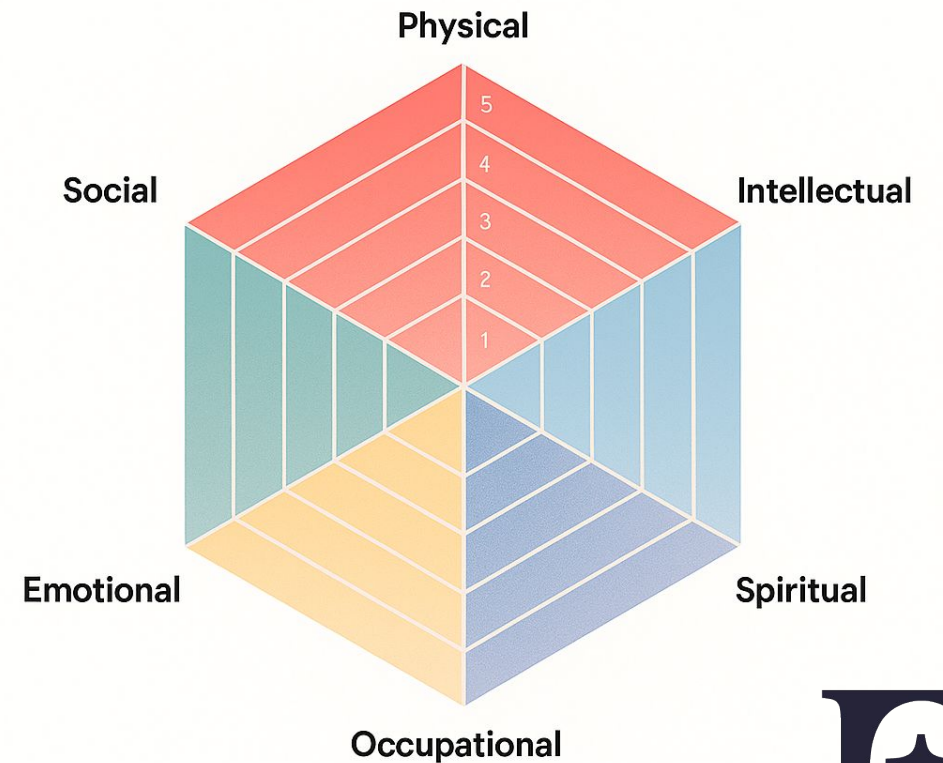
Draw the grid on a piece of paper.

On a scale of 1-6 , answer honestly how you would rate yourself on the following wellbeing factors with:

1 = Poor

6 = Positive

Measuring Your Well-Being Across 6 Dimensions



● Physical

I get 7-8 hours of sleep a night

I am satisfied with my level of physical activity

I have healthy eating habits

● Social

I feel connected to my community or environment.

I play an active role in making life better for others.

I am intentional about spending time to enhance important relationships

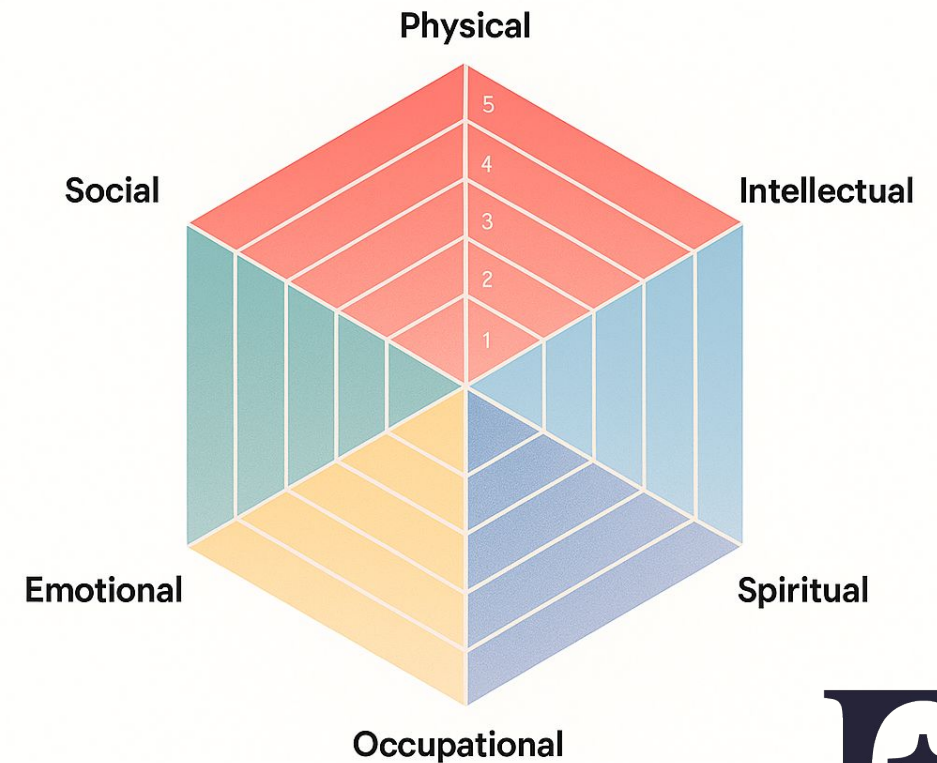
● Intellectual

I regularly try to expand my knowledge and skills.

I actively pursue personal interests.

I share my knowledge and skills with others

Measuring Your Well-Being Across 6 Dimensions



Spiritual

I feel a sense of purpose in my personal or professional life.

I regularly act in ways that are consistent with my beliefs.

I can articulate my values and are able to make decisions that are in line with my values

Emotional

I effectively manage stress.

I am able to regulate and express my emotions.

I feel positive about my life

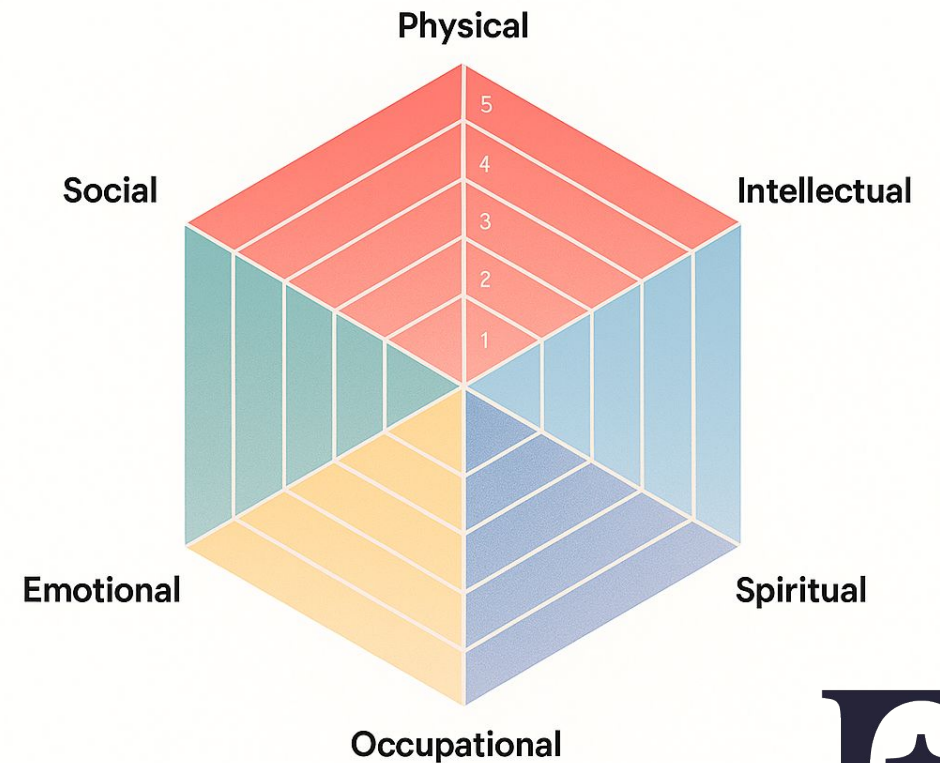
Occupational

I find my career to be rewarding and gratifying.

My work gives me meaning.

I have a positive attitude about my occupational development

Measuring Your Well-Being Across 6 Dimensions





Erin Conlon

Erin Conlon is an Executive Coach, Non-Practicing Attorney, podcaster, and all-around creative being.

As an attorney and executive coach, I'm an expert in coaching to the specific challenges and limitations high performers encounter in their personal and professional lives. With tools and structures designed specifically with your needs in mind, together we will establish building blocks for a successful, productive, and abundant life.

Links

Global Wellness Market Growth

- **Stat:** The global wellness economy reached \$6.3 trillion in 2023 and is projected to hit \$6.8 trillion in 2024.
Source: Global Wellness Institute, 2024 Global Wellness Economy Monitor
Link: <https://globalwellnessinstitute.org/industry-research/2024-global-wellness-economy-monitor/>

Consumer Attitudes Toward Wellness

- **Stat:** 82% of Americans, 87% of Chinese, and 73% of UK consumers rank wellness as a top priority.
Source: McKinsey – The Future of Wellness 2024 Report
Link: <https://www.mckinsey.com/industries/consumer-packaged-goods/our-insights/the-trends-defining-the-1-point-8-trillion-dollar-global-wellness-market-in-2024>

Corporate & Workplace Wellness Investment

- **Stat:** 91% of employers are investing more in mental health; 66% in stress management, 55% in mindfulness.
Source: Wellable's 2024 Employee Wellness Industry Trends Report
Link: <https://www.wellable.co/resources/employee-wellness-industry-trends-reports/2024/>

Cost of Mental Health Issues

- **Stat:** Depression and anxiety cost the global economy **\$1 trillion/year** in lost productivity (~12 billion workdays).
Source: World Health Organization (referenced via Financial Times article)
Link: <https://www.ft.com/content/81eedab5-3dd0-41cb-802b-2390f9aa6f4e>

Business Impact of Wellness

- **Stat:** Companies that prioritize employee mental health see up to 40–60% higher productivity.
Source: Financial Times – Employee Wellbeing and Workplace Burnout
Link: <https://www.ft.com/content/81eedab5-3dd0-41cb-802b-2390f9aa6f4e>