



Strategies For Maintaining Your Stamina and Avoiding Burnout

ACC - Northeast

March 6th, 2025

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is to promote well-being and resilience in the legal community, improve lives, nurture competence, and elevate the standing of the legal profession.

What is Burnout?

A state of chronic stress that leads to:

- Physical and emotional exhaustion
- Cynicism and detachment
- Feelings of ineffectiveness and lack of accomplishment



Stamina: Your Battery Life

What drains and recharges you



Stamina

- “the bodily or mental capacity to sustain a prolonged stressful effort or activity” (Merriam-Webster)
- Endurance



Smart phone metaphor

- How are you similar to your phone battery?
 - Activity drains your power source.
 - More taxing/multiple activities drain it faster.
 - Regular recharging is required.
- How are you dissimilar?
 - You can't recharge while you are also maintaining the same output.
 - You don't have an icon to tell you how much longer your battery will last.
 - You don't suddenly shut off when you are in need of a recharge. (Burnout can be the result)



Stamina Affects...

- Energy (having the physical, mental, and emotional energy needed)
- Bandwidth (the mental and emotional capacity to deal with a situation)
- Focus (the ability to sustain attention and avoid distractions)
- Productivity (efficiently accomplishing tasks to their completion)
- Resilience (the ability to gain strength from challenges)



Strategies to Maintain Stamina

1. Awareness of what drains your battery (Battery Drain)
2. Techniques for efficient battery use (Preserving Battery)
3. Utilizing multiple wellbeing practices (Recharging Battery)

Recognize What Drains Your Battery

Understand the Demands

Inefficient Efforts

- Trying to Control what is Outside of Our Control (can lead to burnout)
- Perfectionism
- Fear of failure
- Inability to maintain boundaries
- Trying to do too much
- Running on empty (Scarcity mindset with time)



Preserving Your Battery

Provides you more options and control



Boundaries

You need them!

ER Mode vs OR Mode

- Know when to be like an Emergency Room Doc
 - Don't let perfection be the enemy of the good.
- Know when to be like a Brain Surgeon
 - What tasks require in depth, careful, and sustained attention

Use Helpful Systems

- Reduce distractions
- Optimize work environment
- Break down tasks
- Plan ahead/Use your calendar
- Eliminate multitasking





Don't Go It Alone

Social isolation

Impostor Syndrome



Be Intentional

- Consciously choose what needs to be “put on hold” for now.
- Have a time frame in mind.
- Preserve what is necessary for wellbeing.

Recharging Your Battery

Physical – Mind/Body – Psychological – Social

Healthy Coping Mechanisms

Sleep

Diet and Exercise

Mindfulness

Social Supports

Cognitive Restructuring

Hobbies

Healthy Boundaries

Organizational techniques





What If Burnout Occurs
Regardless...

Contributors to Burnout

Lack of
Control/Autonomy

Overcommitting /
Saying “Yes” too much

Lack of community

Values alignment

Excessive Workload

Too little recognition

Lack of
validation/appreciation

Perfectionism

Symptoms/Warning Signs



Every day is a bad day



Caring about tasks seems pointless



More difficult to complete tasks



Trouble focusing / more distracted



Pessimistic about your abilities



Lack of excitement or interest



Feeling physically unwell or exhausted

Soothing the Burn



GET MORE SLEEP



SAY "NO" FIRST



SCHEDULE TIME FOR EMAIL



DO LESS, FOCUS MORE




ASK FOR HELP
(COLLEAGUES,
SUPERVISORS, FAMILY,
FRIENDS)



COMMUNICATE TO
SUPERVISORS/MANAGERS



Recovering from Burnout

- 
- Stop what you're doing
 - Take an intentional break
 - Focus on boundaries
 - Prioritize Self-Care
 - Reevaluate/Values realignment
 - Increase community

Burnout Re-evaluation

Write down everything you do right now

Ask yourself 5 questions: What should I...

- stop doing?
- work on later?
- automate?
- delegate?
- keep doing?

Recovering,
cont.

Eat more of the good stuff

Sleep

Meditate / Relax

Exercise for fun

Pursue fun and passion




Increase Fun and Passion

- Brainstorm 5 activities you used to love to do or have always wanted to do
- Pick one of those things and commit to doing it (actually schedule it in your calendar) for one hour a week
- Call/meet up with a friend who makes you laugh or brings you joy – and tell them about your fun activity



But what if
it's a sign...

- Are your passions/interest elsewhere
 - What would you do instead of this?
 - Absence makes the heart grow fonder
 - Take time off
 - Use the 80/20 rule to evaluate
 - 80% of our stress comes from 20% of work
 - Are you using your natural strengths?
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Helping Others

As a manager/supervisor/boss

- Communicate your interest in their well-being
- Show appreciation for the work/effort
- Provide support/feedback/opportunities for advancement and growth
- Give more autonomy and control
- Discuss how values can be aligned





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Thank you!

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