

## Taking the long view: tackling the causes of stress and anxiety

Here are a few things your organisation can do to help tackle the causes of stress and anxiety...

Create a framework in which everyone has someone they can turn to for help – someone they trust.

Ensure that senior staff are role modelling the behaviours you want: managing their own workloads realistically and collaboratively and acknowledging when they need help.

No one should be dismissed as “lightweight” or “difficult” for admitting they’re overwhelmed.

Do these things at **all levels** and for **all roles**.

If paralegals and support staff are stressed, that’s also bad for team productivity and morale.

Create a culture where people can – and do – speak out if they’re struggling. Let them know they don’t need to reach crisis point before they do.

Ensure people are heard when they do speak out, and their problems addressed with practical, pressure-relieving changes.

For trainees:

Consider reducing their regular workload and scheduling more time for exam-focused activities, both within the working week and through private study days.

You may find they become competent and productive more quickly with the pressure relieved.