

Too busy to flourish: thinking more creatively about working practices and culture

Here are a few things you can do as a manager to help your staff to thrive ...

Be respectful and responsible.

Manage your emotions.

Be accessible and sociable.

Demonstrate integrity.

Aim to support individuals in what works best for them.

Ensure you get the training you need to develop and embed these behaviours, in order to effectively support your team.

Help your staff to thrive at work by considering the “ABC” of wellbeing:

Autonomy
Belonging
Competence

Resources:

[WHO guidelines on mental health at work](#)

[SRA Workplace Culture Thematic Review](#)

[LawCare’s Fit for Law online courses](#)

[Back to basics: how employers can help solicitors’ well-being](#)

Deal with conflicts and difficult situations promptly and fairly.

Proactively manage and communicate existing and future workloads.

Engage empathetically with staff.

Allow staff to choose when and where they work.

Flexibility means something different to everyone – consult your staff about what’s working or not.