

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

Here are a few things your organisation can do to help your employees to thrive ...

Challenge traditional ways of working.

Give staff more autonomy.

Aim to support individuals in what works best for them.

Have case co-workers / ensure back-up.

Consider a 4-day working week - 100% of pay for 80% hours for 100% output.

### Benefits for businesses:

Improved growth  
Happier and more productive staff  
Improved staff retention  
Ease of attracting new staff  
Improved client care, risk reduction and regulatory compliance

### 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](#)

Ensure managers are trained in good people management and supervision.

Flexible working:  
Allow staff to choose when and where they work.  
Flexible annual leave policy.

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

No individual time or billing targets – consider team-wide targets instead.

Collective decision-making – enabling colleagues to challenge each other's capacity and provide back-up.