



## LEARNING TO MANAGE STRESS AS A TEAM

### *Griffin Legal – 21 staff*

*Griffin Legal partners with business, government, national bodies, community organisations and sport, to deliver a range of quality legal services in a practical and reliable way.*

Formalising their values and commitment to a healthier working life was the motivator for Griffin Legal to create a goal-oriented health and wellbeing plan. As a professional office, Griffin Legal wanted to establish a plan that recognised the value of incorporating physical health, mental health, and nutrition strategies into every working day. These strategies included signing up for walks and runs, encouraging walking meetings, using mindfulness phone apps, a session with a registered nutritionist, and engaging in a salad club.

Recognising the early signs of burn-out and the toll stress can take on their mental health has also been a strong driver for the team at Griffin Legal.

As part of their first health and wellbeing plan, staff were invited to attend stress-management and stress-resilience seminars run by Lifeline.

“This has been an invaluable tool for all our employees,” says Claire Carton, Managing Partner. “The seminars have taught us to change our relationships with stress by teaching us to recognise the benefits of stress, how to gauge our stress level, and see the signs of burn-out.”

These seminars have been complemented by a monthly Healthier Work internal newsletter that provides succinct information on nutrition, physical activity, and mental health, as well as upcoming local healthy events in the Canberra community.

This year’s physical activity focus has seen staff delighted to receive a FitBit as their birthday gift to help them track their physical activity. While healthy eating has been encouraged by swapping chocolate for fruit.

“We successfully replaced our office chocolate box with a fruit delivery and staff have welcomed the change and appreciate not feeling tempted to eat chocolate,” says Claire.

Griffin Legal also sought feedback from staff on what else they would like to see the firm do in the area of mental health. This generated ongoing discussion about recognising and responding to mental health.

These wide-ranging initiatives and activities sends a message to staff that health and wellbeing should be a focus for all. And that this focus is encouraged and supported by their employer, who in turn receives the benefit of increased morale and reduced absenteeism.

