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Program Title:

The Art of Managing Stress

Program Description:

With the intense pressure to bill and keep clients happy, stress is an unavoidable part of a lawyer's career. From an employer's or a law firm's perspective, the effects of stress--weakened immune systems, decreased energy and engagement levels, increased absenteeism--can stifle productivity. Yet in and of itself, stress is not the enemy. The problem arises when people let themselves be so overcome by stress that they risk their health and performance.

When exposed to prolonged periods of stress, people can lose the ability to see healthy choices and make constructive decisions, which further compounds stress and energy levels—a vicious cycle. Bad habits are easy to fall into but hard to overcome. In fact, some studies suggest that it takes 28 days--a month--to break a bad habit and replace it with a new one.

This workshop will equip participants with tools and techniques to create healthy stress management habits. Similar to building a muscle, participants will practice identifying when it is important to step away from stress before it has a debilitating effect. Further, they will learn productive ways to recover from stress and maximize their energy levels.

Often stress is caused by external forces such as bosses, co-workers, clients, or work in general. It would be unfair, however, to blame all stress on external forces, particularly because we can learn to overcome it. This workshop helps participants make healthy choices whenever possible, from the foods they eat to how they stay organized, by teaching them to understand the role their physical, mental, emotional and spiritual well-being plays in stress management.

Program Length/Size:

Two hours for up to 30 participants per workshop.

Target Audience:

Ideal for summer and first-year associates or for new hires in general. Content can also be adapted for all levels of associates and partners at law firms and managers, directors and administrators at other types of professional service firms or organizations.

Content:

- Understand the role of health and wellness in stress management.
- Learn how to harness and maximize energy constructively.
- Establish policies to safeguard against being overcome by stress.
- Use specific tools to manage stress.

- Create and use effective stress recovery techniques.
- Make managing stress a daily, sustainable activity.
- Appreciate the role of organization and time management in stress management.

Components:

- Before the workshop, participants will fill out a stress management exercise to help prepare them to create a stress management plan.
- Specific tools and techniques to proactively manage stress.
- Creating a stress-management plan.
- List of suggested readings and resource materials.

Optional Components for Additional Cost:

- 360° feedback for each participant on how they currently manage stress. Before the workshop, the facilitator will get solicit feedback from up to five people in each participant's life (a blend of work and personal shareholders works best) through a written survey about their current approach to coping with stress. This feedback will be provided to each participant in the workshop for review before creating their stress management plan.
- Can be combined with Myers Briggs Personality Type Indicator ® results and feedback session. Adds one hour onto the workshop.
- Individual one hour one-on-one coaching sessions for each participant specific to his or her stress management plan.
- The Proactive Stress Management Workshop is a nice complement to The Shingle Approach to Career Management Workshop.