

MEMORANDUM

To: NALP Board of Directors

From: Shannon Callington, Co-Chair, Well-Being Section
Yoonhwi Cho, Co-Chair, Well-Being Section

Date: October 16, 2025

RE: Well-Being Section Q3 Board Report

I. Section Meetings

The Well-Being Section will hold our quarterly meeting on Tuesday, October 21, 2025. We will begin this meeting with a breathing exercise for a mindful meditation and relaxation. Other agenda items included:

- Updates from Vice Chairs and Well Being Champions
- Takeaways from Zen Mode Well Being Circle
- Brainstorming for winter/spring Bulletin
- Open discussion

Similar to our past meetings, we attached a calendar invite to this meeting in the NALP Connect announcement.

There were discussions outside of the Section meetings this quarter. There were interests and inquiry among members regarding employer well-being benefits and policies, including on-site psychologists or other mental health professionals at the workplace and credited/non-credited well-being hours.

II. Well-Being Champions

We have received confirmation of the following Well-Being Champions to date.

<u>SECTION</u>	<u>WELL-BEING CHAMPION</u>
Canadian	
Diversity, Equity, & Inclusion	Nada Llewellyn, Herbert Smith Freehills Kramer
Experienced Professionals	
International & Advanced Degree Advising and Recruiting	
JD Career Advisors Section	Patrick Niebauer, New England Law
Judicial Clerkship Section	
Law Student Professional Development	
Lawyer Professional Development	
Legal Employer Alumni Relations/Programs	Philip Sanford, Freshfields
Newer Professionals	Erica Peacock, Gonzaga Law

Public Service	
Recruiting	Sara Kakuris Murrell, Morrison Foerster
Small and Solo Career Services Offices	Casey Parker, Southern Illinois University
Small and Mid-Size Firm	Sherry McLamb, Smith Law
Lawyer Onboarding & Integration Interest Group	Andrea Korphage, Quarles & Brady

III. Work Groups & Charges

A. Annual Education Conference/*Bulletin*+ Article and Webinar Planning

We will remind the members about the Winter/Spring *Bulletin*+ opportunity at the October 21 meeting. We also designated meeting time for members to brainstorm topic ideas and request for volunteers.

B. Wellness Fundamentals / Well-Being Circles Vice Chair: Kendra Brodin, EsquireWell

On September 26, 2025, Kendra Brodin hosted a Well-Being Circle with guest speaker, Rosana Fernandez, Performance & Wellbeing Strategist and Founder of The FlipSide Plan.

Session Details

Title: Zen Mode: Minimize Distractions & Maximize Focus

Description: In today’s 24/7 connected world, lawyers and legal professionals are flooded with constant inputs - emails, pings, notifications, and the pressure to always be available. This session reframes distraction not just as a productivity challenge, but as a performance and well-being issue. In this Well-Being Circle, we’ll explore how digital overload, cognitive switching, and self-interruptions quietly erode focus, stamina, and effectiveness - especially in high-pressure environments where billable time is the currency.

Blending science with real-world stories, participants will learn practical strategies to reduce noise, structure deep work time, and create the conditions for meaningful, high-impact work. Rather than eliminating distraction altogether, the focus is on designing the architecture for deeper thinking, protecting attention, and sustaining energy in a system that rewards speed and availability.

Recording Link: Zen Mode: Minimize Distractions & Maximize Focus

We had 141 registrations, and we had terrific engagement and feedback on this session.

Upcoming Well-Being Circles are tentatively set for November, January, March, and May. Current topics in the works include:

- How to handle difficult/awkward conversations around the holidays
- Financial well-being
- “Performance-driven” meditation

C. Best Practices Guide and Resource List

Vice Chairs: Kim Underdown, St. Mary's and Claire Makhlouf, Crowell & Moring

The guide continues to be a work in progress. The vice chairs aim to have the guide completed by the new year.

D. Well-Being in the Recruitment Process
Vice Chair: Tara Rhoades, The Sanity Plea

Tara is currently in the process of reviewing and reflecting an additional round of input on the revised Guide to Well-Being in the Recruitment Process.