



PROGRAM MATERIALS
Program #3696
April 28, 2026

Resilience in the Workplace for Lawyers

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Resilience in the Workplace for Lawyers

Marlo Lyons

J.D., Executive, Career, and Team Coach



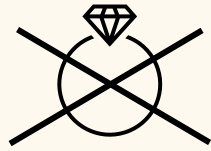
Learning objectives

1. Understand the difference between resilience v. resistance
2. Learn different kinds of resilience, why resilience is important, and why lawyers struggle with resilience
3. Explore internal and external factors that impact our level of resilience
4. Understand how to develop resilience

A little about me



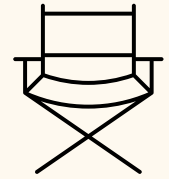
Journalist



Broken
Engagement



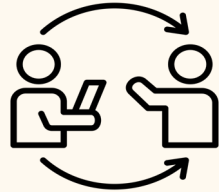
Entertainment
Lawyer



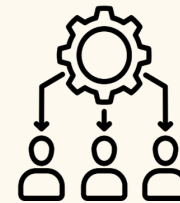
Movie
Producer



Marriage/Babies



Certified Executive,
Career, and
Team Coach



HR Executive

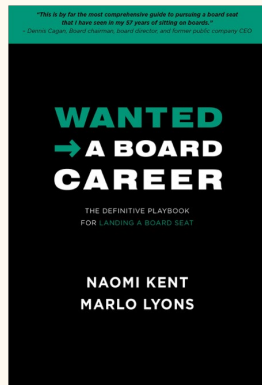


Entrepreneur

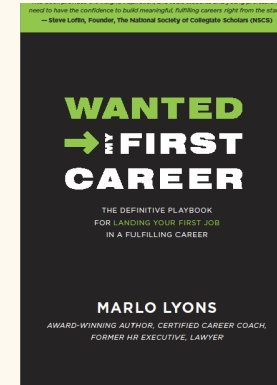
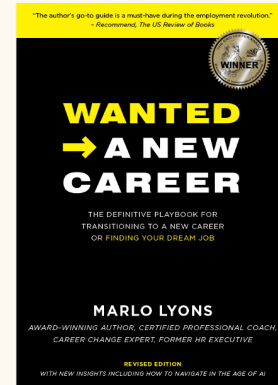
A little more about me



Podcast
Work Unscripted



Award-Winning and Best-Selling Author



HBR Contributor

Resilience



Life isn't linear

What you have

How did you hold on?

What you **want**

How you feel

How you **want** to feel



Cultivate resilience

Re·sil·ience

/rə'zilēəns/
noun

The capacity or ability to recover quickly from a difficult experience.*

American Psychological Association

**Any trauma, adversity, tragedy, threats, or even significant sources of stress*

Cultivate resilience



Resilience v. resistance

Re·sil·ience

noun

The capacity or ability to recover quickly from a difficult experience, including stress and trauma.

Re·sistance

noun

The act or power of resisting.

Resisting

verb

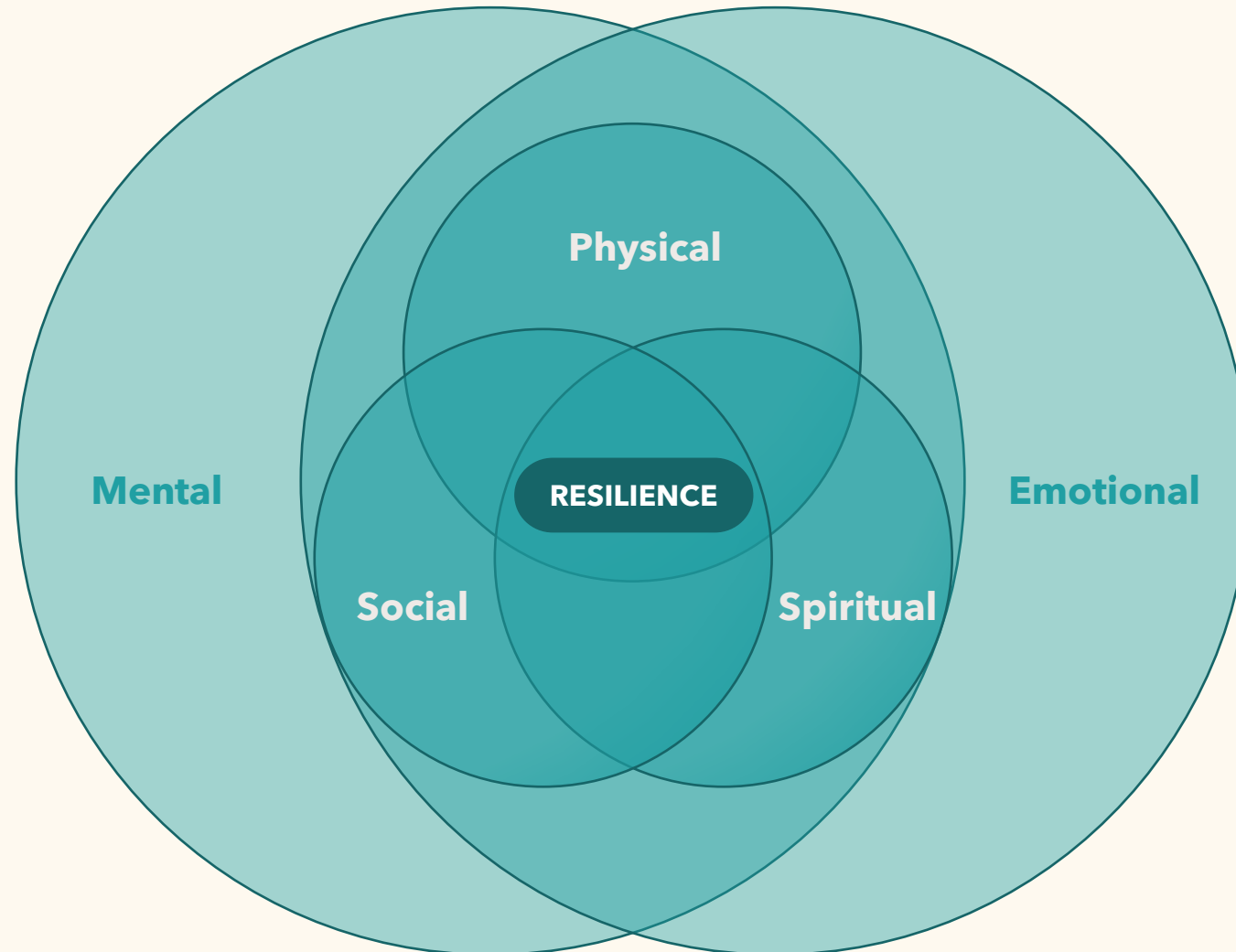
Enduring or withstanding a difficult experience.

What is resilience?

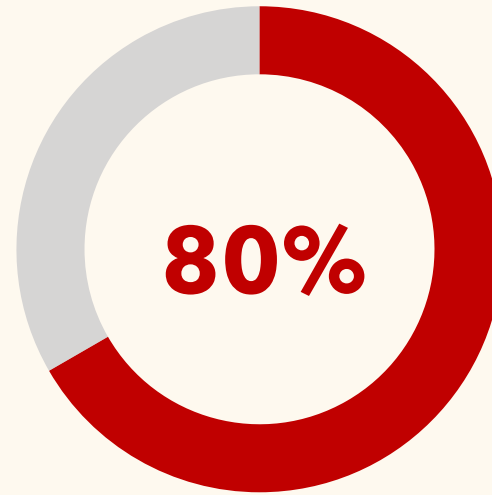
Resilience is accepting your new reality, even if it's less good than the one you had before. You can fight it, you can do nothing but scream about what you've lost, or you can accept that and try to put together something that's good.

— Elizabeth Edwards
Attorney, Author, Health Care Advocate

Kinds of resilience



Why having resilience matters?



**of US workers feel stressed
in the workplace**



Why having resilience matters?

- Increasing workloads
- Interpersonal issues
- Imbalance between work and personal lives
- Adverse working conditions
- Lack of job security
- Lack of support
- Conflicting/overlapping roles
- Poor communication
- Low sense of contribution to society

- Economic pressures
- Competition
- Talent acquisition
- Ways of working models
- Downsizing
- Tight budgets
- Overall uncertainty

Why having resilience matters?

- Depression
- Aches and pains
- Heart disease
- Headaches/Migraines
- Digestive problems
- Concentration issues
- Dizziness
- Forgetfulness

- Insomnia
- Elevated blood pressure
- Decreased sex drive
- Weight gain
- Irritability
- Diabetes
- Heart palpitations
- Reproductive issues



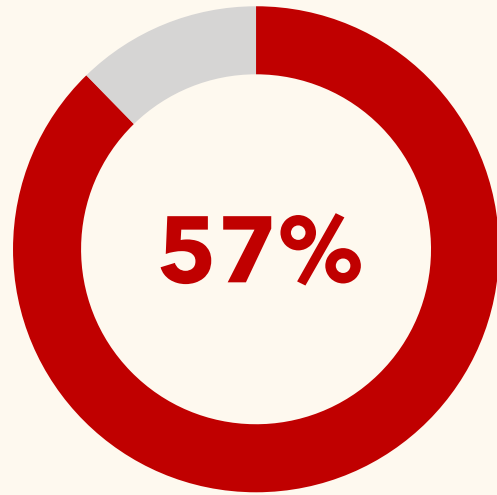
Why having resilience matters?

Mental health impacts

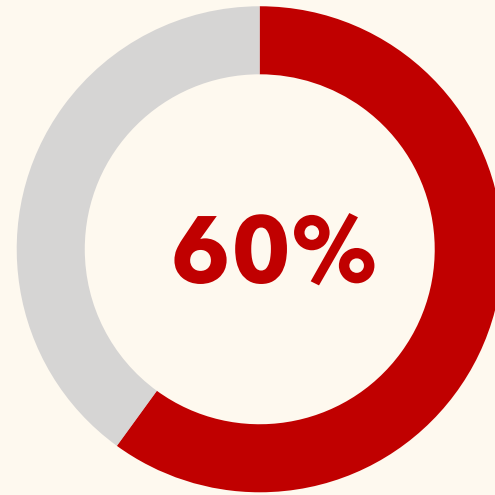
Those who have lower resilience have **4x more prevalence of depression** and **3x more prevalence of anxiety** compared to those who have higher resilience.

Higher resilience in the workplace is associated **with better mental health, reduced stress, and greater overall well-being.**

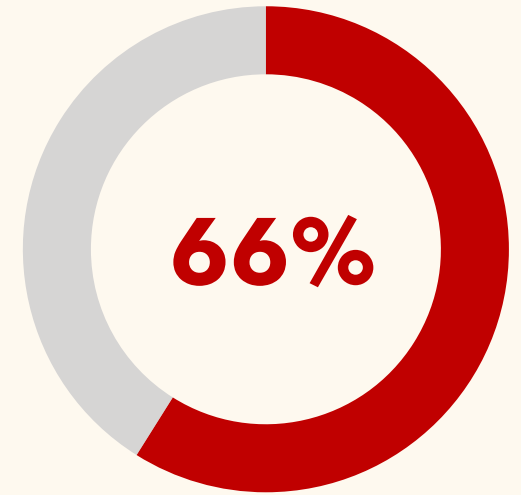
Why having resilience matters?



Career does not provide enough work-life balance



Rated stress level high or very high



Time in the legal profession is a detriment to their mental health

Attorney resilience



Emotional resilience



Attorney resilience

Why lawyers struggle with resilience:

- ❑ Profession is inherently high stress, tight deadlines, high stakes and intense scrutiny
- ❑ Adversarial nature of work; high conflict situations
- ❑ Drive for perfection and high professional standards
- ❑ Setbacks feel deeply personal
- ❑ High value on reputation and public perception
- ❑ Emotional isolation due to work demands
- ❑ Ethical and moral dilemmas which clash with personal values or ethical standards

Why some people are more resilient?

Inner strength + Outer resources =



**Higher
resilience**

Factors that impact level of resilience

External factors: Outer Resources

- Support system
- Nurturing relationships
- Interactions
- Access to resources
- Safe environment

Internal factors: Inner Strength

- Self-confidence
- Adaptability / Embracing change
- Optimism / Gratitude
- Perfectionism
- Overall health
- Self-awareness
- Emotional regulation
- Neurodivergence

Why some people are more resilient?



When we learn how to become resilient, we learn how to embrace the beautiful broad spectrum of the human experience

— *Jaeda Dewalt*
Photographic Artist



Developing resilience

Mental

- Accept change/adversity
- Cultivate a growth mindset
- Build coping strategies when not in a situation that needs resilience
- Understand your values
- Observe and learn from others

Emotional

- Manage anxiety through concentrated breathing
- Prioritize self-care
- Build deep connections/relationships
- Find meaning in work/life
- Monitor news intake
- Develop positive lifestyle habits (sleep, nutrition)
- Monitor and be self-aware of the length of emotion
- Give yourself grace

Developing resilience



Avoid

- Negative self-talk
- Limiting beliefs
- Isolation
- Quick fixes
- Comparing to others
- Fear of failure

Developing resilience



- Identify triggers**
- Monitor reaction**
 - What emotion do you feel?
 - How does your body feel?
- Practice the power of the pause**
 - Practice mindfulness
 - Engage in self-care
 - Break down tasks
 - Lean on your support system
 - Stop doing things that trigger you
 - Step outside of yourself in the moment
- Shift perspective to a growth mindset**
 - Turn negative thoughts into positive affirmations
- Reflect and learn**
- Celebrate successes**



Resilience case studies

Resilience case study 1



Triggers and reactions

- People who didn't listen the first time
 - Baffled and disappointed
- Lack of urgency
 - Annoyed
- Clients who withheld information
 - Aggravated and exasperated
- Technology issues
 - Upset and impatient

Resilience case study 1



Power of the pause

- Breathing
- Meditation
- Sipping cold water
- Staring out the window at nature

Step outside himself in the moment

- No one was dying
- Concern for the person's health
- Would not tolerate this behavior

Resilience case study 1: Shifting perspective

Triggers and reactions

- People who didn't listen the first time
 - Baffled and disappointed
- Lack of urgency
 - Annoyed
- Clients who withheld information
 - Aggravated and exasperated
- Technology issues
 - Upset and impatient

Growth mindset

- Teach associates how to listen effectively.
- Set specific deadlines
- Accept the challenge
- Believe the universe is sending a message



Resilience case study 1: Reflection

Every trigger is an action by someone else he couldn't control—he can only control his own actions and reactions.

When he was frustrated or angry, **he wanted others to feel the same way.**

He will practice **mindset shift in the moment.**

Developing resilience

Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time.



*— Thomas Edison
American Inventor*

Resilience case study 2: Deshauna Barber

Captain, US Army Reserves



Miss USA, 2016

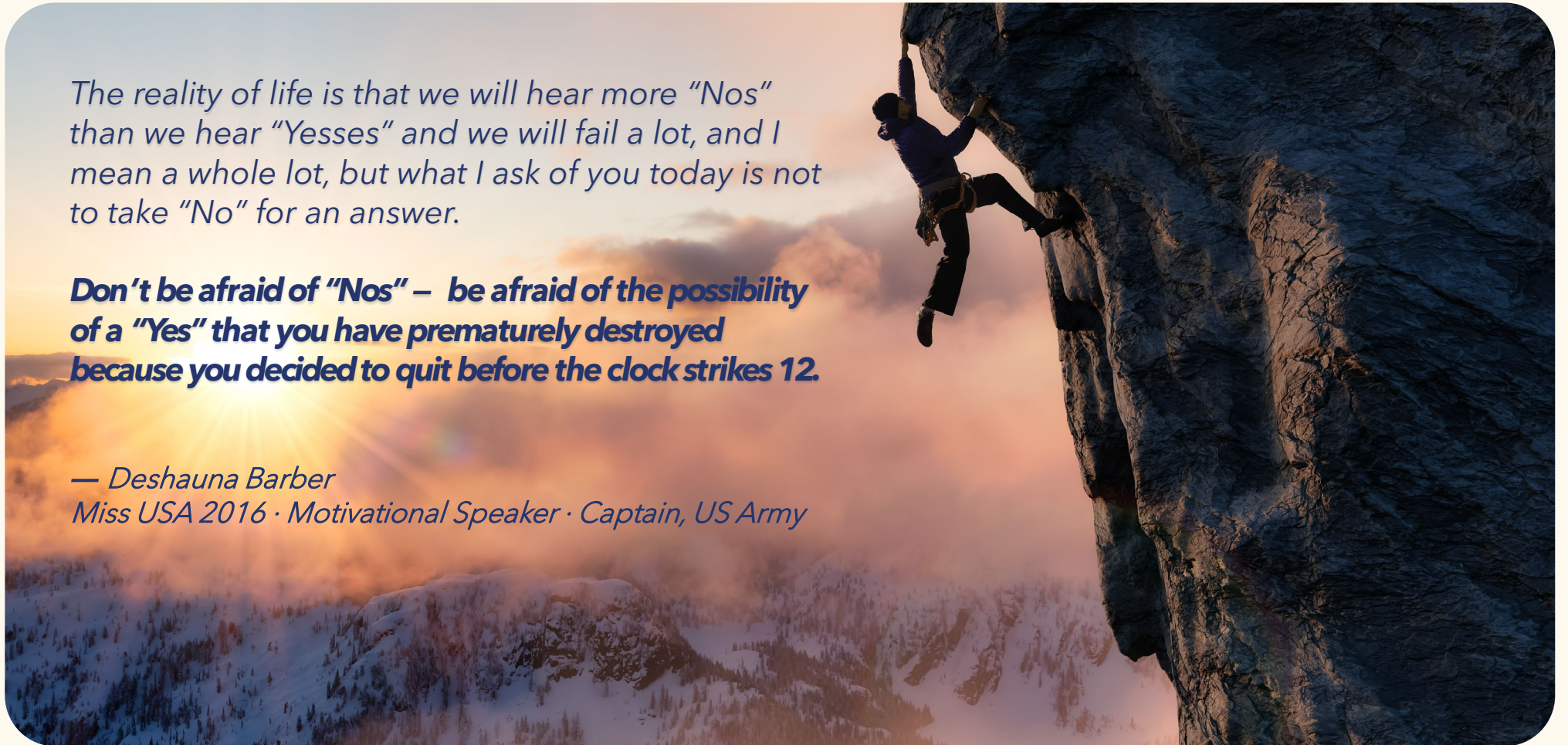


Resilience leads to success

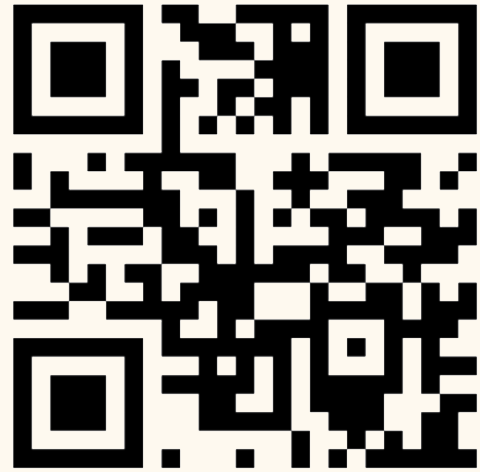
The reality of life is that we will hear more “Nos” than we hear “Yesses” and we will fail a lot, and I mean a whole lot, but what I ask of you today is not to take “No” for an answer.

Don’t be afraid of “Nos” – be afraid of the possibility of a “Yes” that you have prematurely destroyed because you decided to quit before the clock strikes 12.

*— Deshauna Barber
Miss USA 2016 · Motivational Speaker · Captain, US Army*



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