



JUDICIAL
COLLEGE

Increasing Judicial Resilience 2015

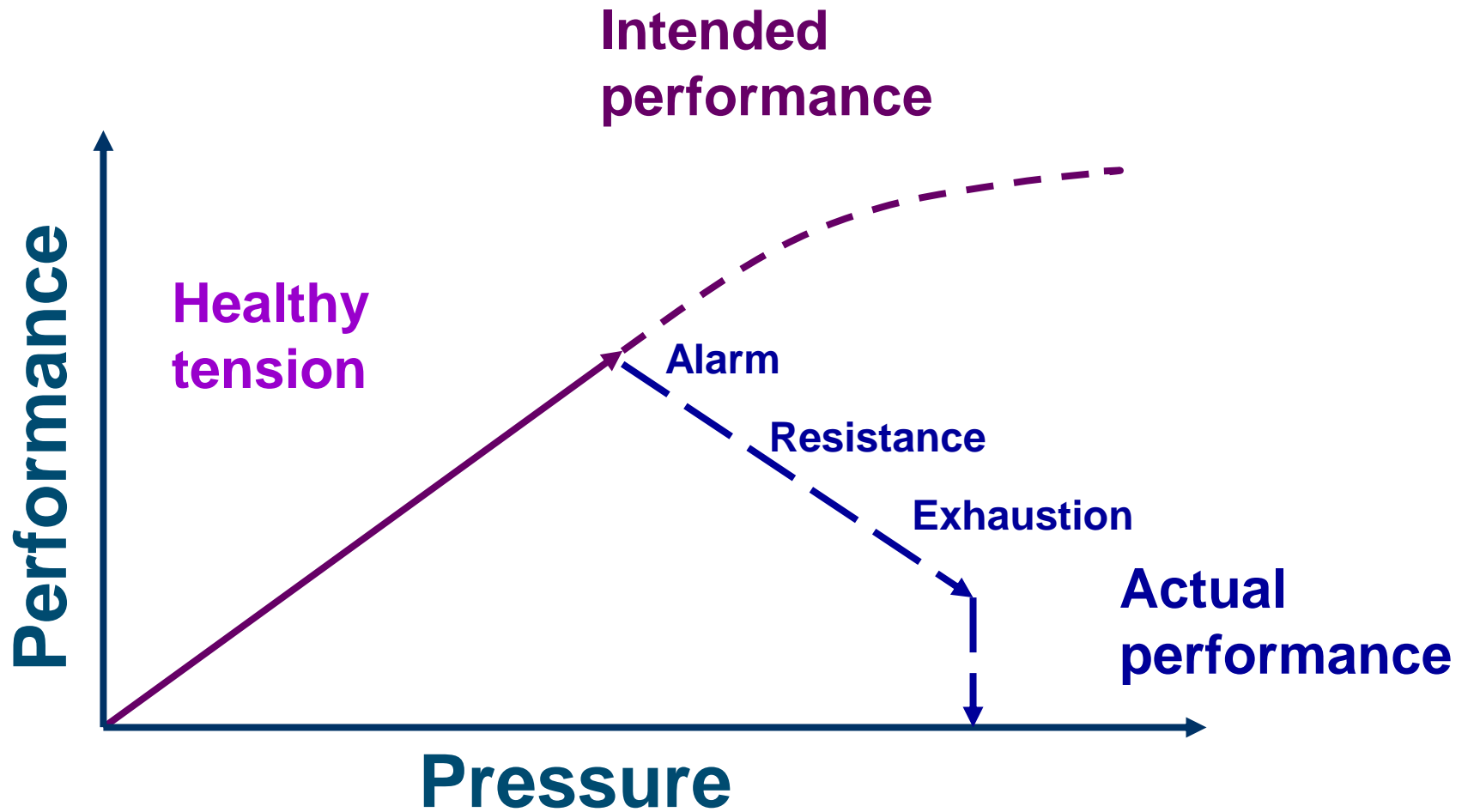
- 1. Introduction to stress**
- 2. Impact of stress in the judiciary**
- 3. Managing your resilience**



1. Introduction to stress



Effect of pressure on performance



Definition of stress



‘Stress occurs when pressure exceeds our perceived ability to cope’

(Cooper and Palmer, 2000)

Fight / Flight



Facts about stress

Stress is not an illness

TRUE: Stress can *lead* to illness, but it is a state.

A bit of stress is good for you

FALSE: There is a difference between pressure and stress. People who get things done under stress are succeeding *in spite* of their stress, not because of it.

Stress is not linked to strength/weakness:

TRUE: Stress affects people in different ways and what one person finds stressful can be normal to another.

Stress is inevitable in some jobs

FALSE: Stress doesn't come from what is going on in your life. It comes from *your thoughts about* what is going on in your life.

2. How stress may impact the judiciary



Factors that can lead to stress at work

1. **Demands:** caseload, work patterns, timescales and the work environment
2. **Control:** how much say a person has in the way they do their work
3. **Support:** encouragement and resources provided by the judiciary, leadership, government and court staff
4. **Relationships:** positive working to avoid conflict and dealing with unacceptable behaviour
5. **Role:** understanding their role within the judiciary, whether there are conflicting roles and degree of satisfaction with their role
6. **Change:** how changes (large or small) are managed and communicated in the judiciary.

Judicial stressors

- ❖ Taking one of the 6 factors in your tables, please capture your discussions on flipchart about:
 - ❖ How might judges be at risk in that factor?
 - ❖ What are you likely to see and hear that might indicate there is a problem in that factor?
 - ❖ What can you do to reduce the impact of that factor?



Which of these best describes your personality type?

Type A Personality

- ❖ Ambitious, driven to do well and love a challenge
- ❖ Focus on deadlines, is never late
- ❖ Has many iron's in the fire, multi – task
- ❖ Dislike delays and ambivalence
- ❖ Hide feelings

Type B Personality

- ❖ Mellow, patient, never rushed
- ❖ Not competitive
- ❖ Approach tasks methodically and focuses on the process.
- ❖ Is relaxed about deadlines
- ❖ Like to laugh and take time for self

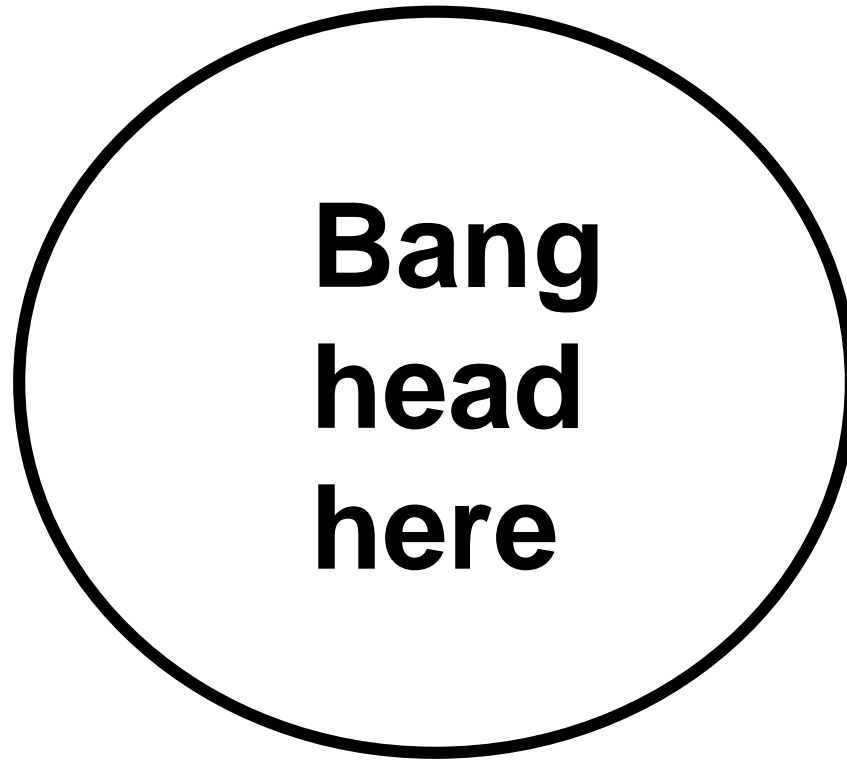
3. Managing your Resilience

- ❖ Latin “resilient”: “to bounce back”
- ❖ ***“The ability to bounce back from setbacks and stay effective in the face of tough demands and difficult circumstances”***

Robertson Cooper



Stress Reduction Kit



- 1. Bang head where instructed**
- 2. Repeat until satisfied or unconscious**

Reactive strategies - coping

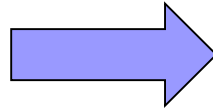
Vent

Get support

Humour

Take a mini break

Relaxation exercises



Opposite of Fight / Flight

Reduces heart rate

Decreases in respiration rate

Lowered blood pressure

Reduced muscle tension

Increased oxygen supply

Exercise Three: Dr. Andrew Weil's 4-7-8 Breath Work

Breathe in through your nose to the count of 4

Hold to the count of 7

Breath out through your mouth to the count of 8

Repeat 4 times (twice per day)

Source: Weil, A. & Kabat-Zinn, J. (2001).

The ingredients of resilience



Robertson Cooper model

i-resilience questionnaire: www.robertsoncooper.com/iresilience/

Proactive strategies = eliminating

In pairs or threes, please discuss how you might improve your resilience:

- ❖ In what area(s) do you need to strengthen your resilience (self confidence, purposefulness, social support, adaptability)?
 - What do you need to do?
 - What support might you need?
 - Please share one thing you currently do that helps your resilience levels



Summary

We are like teabags – we don't know our own strength until we are in 'hot water'

