A systems approach to understanding poor lawyer wellbeing

A **systems approach** helps us see that 'lawyer wellbeing' is not "one problem" but a complex set of inter-related factors that exist at different levels of the system.

The Systems Theory of Change project identified **45 drivers** of poor lawyers wellbeing that sit across different levels of the system. Drivers can be classified as sitting at the:

Sector Level	Factors that span multiple organisations, or the entire legal sector.
Organisation	Factors that manifest within an organisation or workplace.
Interpersonal	Factors found in person-to-person interactions.
Individual	Factors that are 'felt' internally.

The **biggest drivers of poor lawyer wellbeing** at each level of the system are shown in the map below. These drivers helped determine the outcomes of the Systems Theory of Change framework.

Legend
- Focus Area
- Sectoral Level
- Organisational Level
- Interpersonal Level
- Individual Level

For more information on the 45 drivers, see :First Person Consulting (2024). *Systems-Level Theory of Change for Lawyer Wellbeing Project: Results from the System Effects Survey.*

Learn more at: **lsbc.vic.gov.au/wellbeing-change**

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