

Lawyer Wellbeing Systems Theory of Change

Key outcomes needed across all levels of the legal sector to drive systemic change in lawyer wellbeing.

Current Challenge

Sector Level

- Expectations of perfection
- Regulatory pressures
- Increasing volumes of work and information
- Discrimination
- Underfunding
- Limited opportunity

Organisation

- High workload
- Poor leadership
- Toxic workplace cultures
- Unrealistic targets
- Low morale

Interpersonal

- Unrealistic client expectations
- Adversarial dynamics
- Hyper-competitiveness

Individual

- Stress
- Insufficient boundaries
- Unhealthy coping mechanisms
- Burnout

The outcomes for us all to focus on in the shorter term

The outcomes for us all to focus on achieving in the longer term

Vision for the Future

The Victorian legal system fosters a connected and empathetic legal profession that values wellbeing while delivering services to a high standard for clients.

The profession supports and sustains its members and respects the humanity of all involved.

Lawyers are valued as people and professionals, promoting excellence, diversity, inclusivity, and connection.

Personal and professional growth through meaningful mentorship, development, and balance is encouraged and supported.

Successful performance and outcomes for individuals, organisations and the sector are redefined through models grounded in values and equity.

Leaders promote and model boundaries, good mental health in practice, and respectful engagement.



lsbc.vic.gov.au/wellbeing-change

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