



**Thriving Under Pressure: Building Resilience and Well-Being in the Legal
Profession CLE
May 6, 2026
Dill Dinkers Pickleball, Newport, DE**

Agenda

Presented by: John DePrince, Certified FocalPoint Business and Executive Coach

Check-in: 3:30 p.m. – 4:00 p.m.

Presentation: 4:00 – 5:00 p.m.

Participants will learn to address the significant impact of stress on staff performance, morale, and overall firm culture. Participants will learn effective stress management techniques and strategies to cultivate a healthier work environment.

Snacks and Networking: 5:00 p.m. – 5:30 p.m.

Pickleball Lesson and Playing Time on the Court: 5:30 – 6:30 p.m.

This seminar offers 1.0 credits to Delaware and Pennsylvania Attorneys; and 1.2 credits to NJ Attorneys.

CLE Workshop

Thriving Under Pressure

Managing Stress Within Your Law Firm

Supportive Culture Leadership Clear Structure Work-Life Balance Resilience & Growth

Presented to Members of the Delaware State Bar Association

**PA CLE
Accredited**

OUR CORE VALUES



GROWTH



CONSISTENCY



HAPPINESS



TEAM



PROFITABILITY



PASSION

Improved: Teamwork, Culture, Productivity & Results

My Bio

John DePrince **Business Leadership Coach**

Business Leadership Coach supporting law firms and attorneys on strategies for practice development and profitable growth.

- ✓ **Growth & KPI-Driven Execution**
- ✓ **Clear, Repeatable Processes**

Experience as an owner and operator of businesses for most of my career, from fitness to medical to legal.

Most recently, directed all aspects of a 200+ attorney law firm, managing a region of Delaware to New York.

Orchestrated growth and profitability of health/wellness and medical practices, collectively generating over \$50M in revenues within visionary startup settings.

As a coach, I help law firms and attorneys run their practice like a business.

Get The Most







The Goal



SAME PRESSURE. DIFFERENT APPROACH. DIFFERENT OUTCOME.

Thriving Under Pressure in the Business of Law

ATTORNEY A

Pushing Through

- ✗ Always available
- ✗ Says yes to everything
- ✗ Long hours, constant emails
- ✗ No clear boundaries
- ✗ Reactive, overwhelmed
- ✗ Mistakes increase
- ✗ Stress, frustration, burnout

TOO BUSY TO THINK

**BURNOUT. STRAINED RELATIONSHIPS.
INCONSISTENT RESULTS.**

ATTORNEY B

Operating with Intention

- ✓ Clear priorities
- ✓ Strong boundaries
- ✓ Systems & structure
- ✓ Proactive, focused
- ✓ Effective communication
- ✓ Consistent performance
- ✓ Resilient & energized

**FOCUS. PREPARED.
MAKING AN IMPACT.**

**STRONG CLIENT RELATIONSHIPS.
SUSTAINABLE SUCCESS.**

PRESSURE IS INEVITABLE.

HOW YOU MANAGE IT CHANGES EVERYTHING.

THRIVING UNDER PRESSURE ISN'T ABOUT WORKING HARDER—
IT'S ABOUT **WORKING SMARTER.**

THE POINT OF THE STORY

PRESSURE ISN'T THE PROBLEM.
HOW YOU MANAGE IT IS.

WITHOUT STRUCTURE

Pressure Takes You Down



OVERWHELMED
Constantly behind



REACTIVE
Always putting out fires



BURNED OUT
Drained and depleted



DISCONNECTED
From clients, colleagues,
and what matters most



INCONSISTENT RESULTS
Mistakes increase,
relationships suffer

Every attorney in this room is under pressure.
The difference is *how that pressure is managed.*



THE DIFFERENCE
ISN'T TALENT.

**IT'S STRUCTURE,
SUPPORT & HOW
YOU OPERATE
UNDER PRESSURE.**

WITH STRUCTURE

Pressure Drives You Forward



FOCUSED
Clear priorities



PROACTIVE
Planning with purpose



SUSTAINED ENERGY
Resilient and balanced



CONNECTED
Stronger relationships,
greater support



CONSISTENT RESULTS
Clients trust you.
You grow your practice.



THRIVING UNDER PRESSURE ISN'T ABOUT WORKING HARDER—
IT'S ABOUT WORKING SMARTER.

Thriving Under Pressure





Conduct a Stress Audit

- *Employee Surveys & Questionnaires*
- *One-on-One Interviews*
- *Observation & Workplace Analysis*

The PROBLEM



We're Really Busy



Difficult In The Fog



3 Common Sources of Stress:

1. Heavy Workload and Long Hours
2. High-Pressure Environment
3. Client Expectations and Relationship Management



3 Effects of Stress:

1. Decreased Productivity and Performance
2. Increased Employee Burnout and Turnover
3. Negative Impact on Mental and Physical Health



Recognizing Your Stress Triggers:

1. Self-Reflection and Awareness
2. Monitoring Physical and Emotional Responses
3. Developing Coping Strategies

The OPPORTUNITY



The BIG IDEA



Thriving Under Pressure: Begins with Self-Awareness and Systematic Stress Management"

By understanding your triggers and implementing structured strategies, you can create a healthier work environment that boosts morale, productivity, and long-term success.

The Best Ability Is Availability: Stress Management and Building Resilience in Your Law Firm

In sports, there's a well-known saying: **"The best ability is availability."** An athlete who shows up consistently and is ready to perform, no matter the obstacles, is often their team's greatest asset. This same principle applies perfectly to managing stress and building resilience in your law firm.





Imperfect action is better than
perfect inaction.

Harry S. Truman



What's Key For You?

5 KEY PRINCIPLES

**5 KEY
PRINCIPLES**

Managing Stress



Leadership



Building Resilience



Supportive Culture



Work-Life Balance



Training / Development

Leadership:

Here are 3 Things leaders can do to help manage stress within a law firm

1. Foster Open Communication and Transparency
2. Promote Work-Life Balance
3. Provide Access to Mental Health Resources



A Culture of Well-Being:

1. Offer Mindfulness and Stress Management Programs
2. Health and Wellness Challenges
3. Regular Social and Team-Building Activities.



Maintaining Balance is the Key!

Building Resilience:

1. Embrace a Growth Mindset
2. Practice Mindfulness and Self-Care
3. Maintaining Strong Support Networks
4. Practicing Self-Compassion



Creating a Growth Mindset Culture in Your Law Firm

What is a Growth Mindset?

- A growth mindset is the belief that **improvement** comes from **learning, feedback, and experience**—including **mistakes**.
- In high-performing law firms, **mistakes** are not ignored or punished — they are examined and used as learning opportunities.

Why It Matters in Law Firms

- When attorneys and staff fear making mistakes:
- Communication decreases
- Problems are hidden longer
- Innovation and improvement slow down
- Stress levels increase across the firm

What Growth Mindset Leadership Looks Like

- Treat mistakes as learning moments
- Encourage open communication
- Focus on improvement, not blame
- Ask “What can we learn from this?”

The Result

- Accountable
- Innovative
- Collaborative
- Resilient under pressure

When people are not afraid to make mistakes, they become more:

- Accountable
- Collaborative
- Innovative
- Resilient under pressure

"THE WORLD AIN'T ALL SUNSHINE AND RAINBOWS.
IT'S A VERY MEAN AND NASTY PLACE,
AND I DON'T CARE HOW TOUGH YOU ARE,
IT WILL BEAT YOU TO YOUR KNEES
AND KEEP YOU THERE PERMANENTLY IF YOU LET IT.
YOU, ME OR NOBODY IS GONNA HIT AS HARD AS LIFE.
BUT IT AIN'T ABOUT HOW HARD YOU HIT,
IT'S ABOUT HOW HARD YOU CAN GET HIT
AND KEEP MOVING FORWARD.
HOW MUCH YOU CAN TAKE AND KEEP MOVING FORWARD.
THAT'S HOW WINNING IS DONE!"

-ROCKY BALBOA



What is Resilience?

- The ability to bounce back from adversity and maintain mental well-being.

Why it Matters in Law?

- Enhanced Adaptability to Change.
- Improved Employee Well-Being and Retention
- Sustained Client Trust and Satisfaction



What's Key For You?

Supportive Culture:

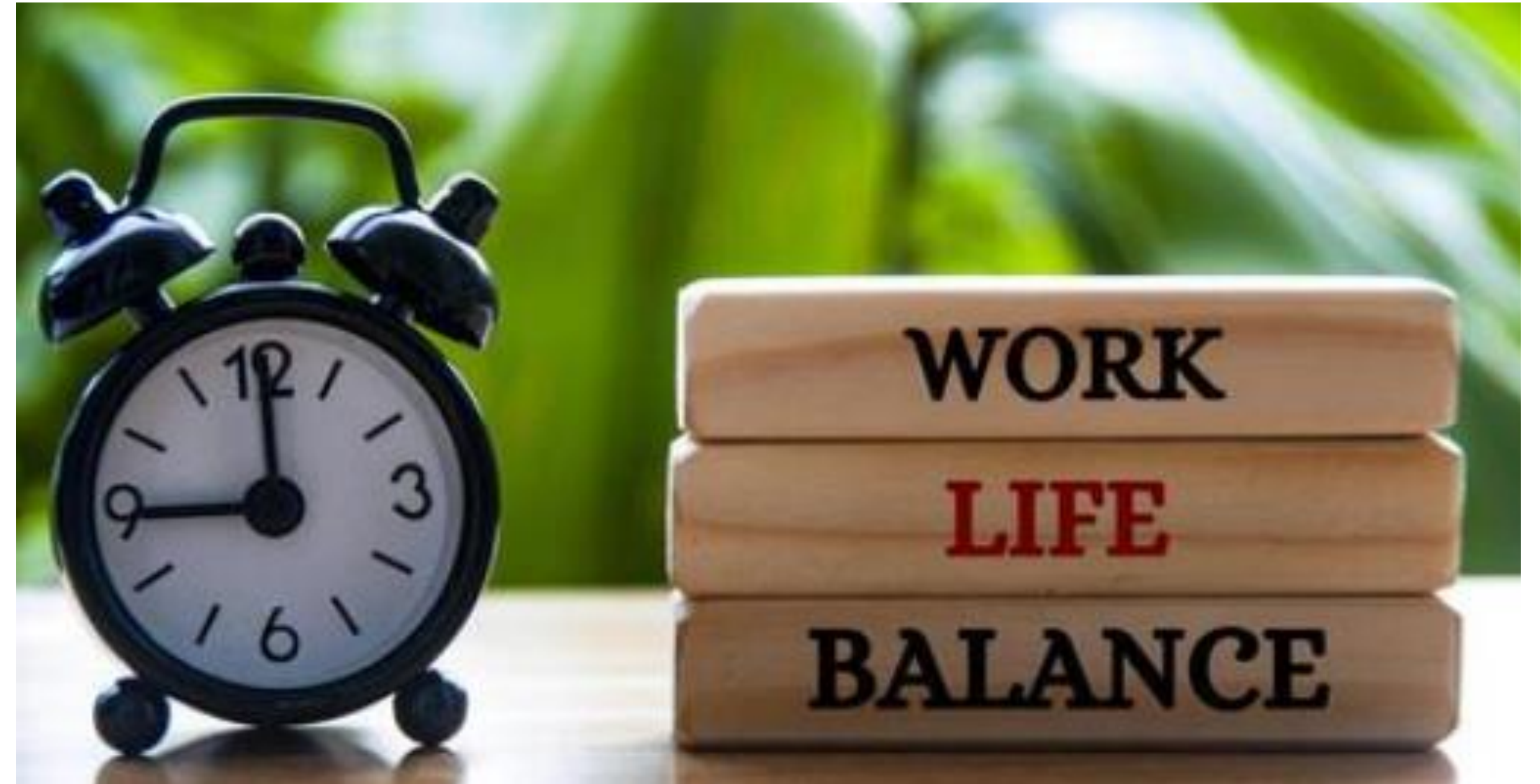
1. Encourage Open Communication
2. Recognize and Celebrate Achievements
3. Invest in Professional Development



Work-Life Balance:

Here are 3 Things to do to create the balance

1. Promoting Team Collaboration / Delegate
2. Time Management Strategies
3. Detach from Technology



Detach from Technology



Training / Development:

1. Enhanced Coping Skills
2. Organizational Skills
3. Increase Job Satisfaction and Engagement



***Building Resilience and Cultivating a Growth Mindset:
Every Mistake is a Step Forward***



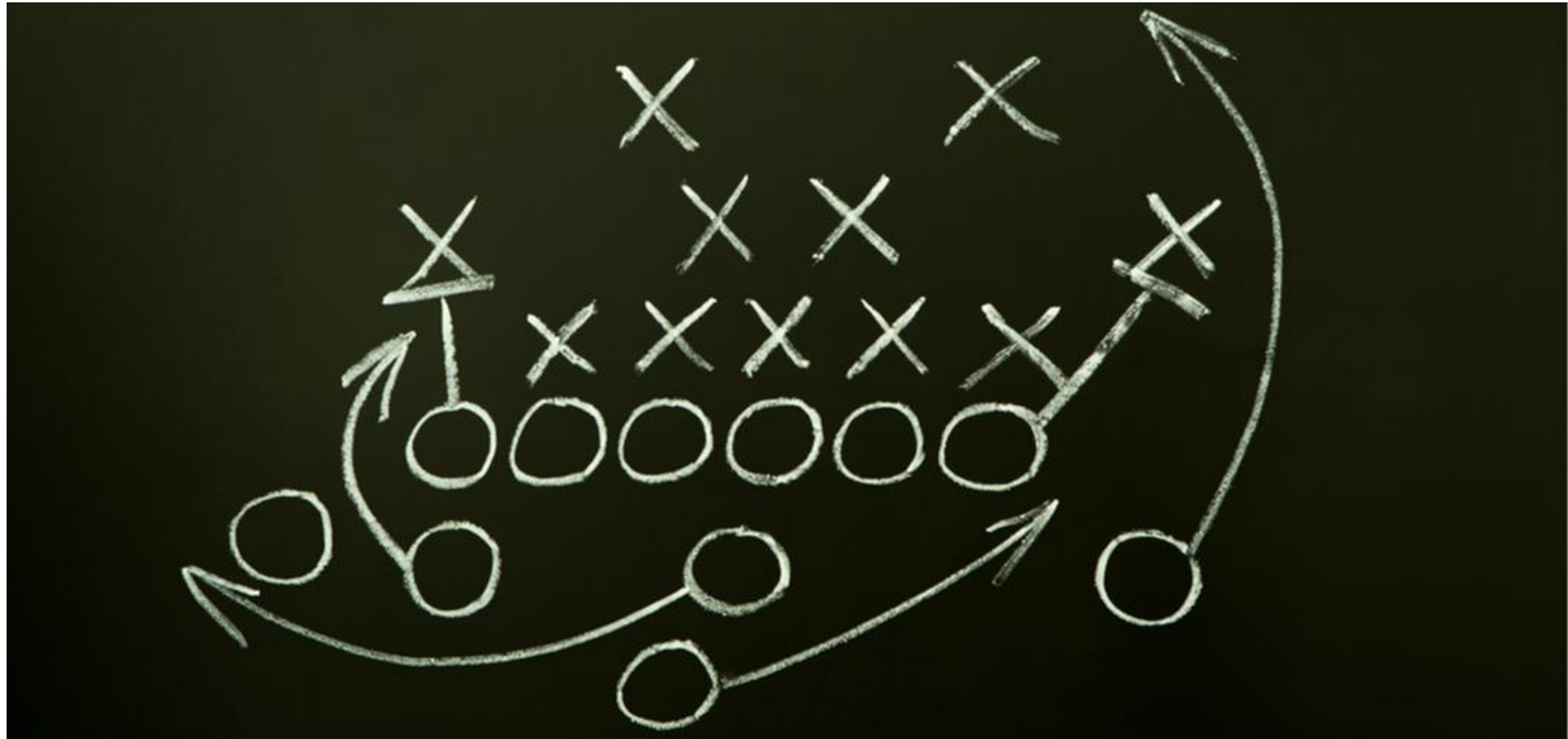


One
More
Thing...



In the words of Benjamin Franklin, "Tell me and I forget, teach me and I may remember, involve me and I learn." This quote resonates deeply with the essence of learning through engagement and experience, a philosophy I embody in my coaching practice.

Now, let's turn to the Coaching Form so we can share some take away items and action items.



Game Plan



Thank you!

My Contact Information:**John DePrince****Mobile:** (610)952-4047**Email:** jdeprince@focalpointcoaching.com**Website:** <https://johndeprince.focalpointcoaching.com/>**Linkedin:** <https://www.linkedin.com/in/john-deprince-4927331a/>



Thriving Under Pressure

Managing Stress Within Your Law Firm



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May 6, 2026

**Workbook: Thriving Under Pressure
Building Resilience & Managing Stress in Your Law Firm**

Page 1: Understanding Stress & Building Awareness

1. Identify Your Stressors

- What are the top three sources of stress in your work environment?

- _____
- _____
- _____

2. Recognize Your Personal Stress Triggers

- When do you feel most overwhelmed? (Check all that apply)

- Deadlines approaching
- Difficult client interactions
- Heavy workload / case flow
- Lack of support or unclear expectations
- Long hours / work-life balance issues
- Other: _____

3. Impact of Stress in Your Firm

- How does stress affect your team and your practice? (Briefly describe)

4. My Awareness Action

- One thing I will do this week to increase awareness of stress in my firm:

Page 2: Strategies & Action Plan for Thriving Under Pressure

1. Choose Your Stress-Relief Strategies

(Select at least two that you will practice regularly)

- Mindfulness & meditation
- Deep breathing exercises
- Regular breaks & walk routines
- Prioritizing tasks & setting boundaries
- Exercising or physical activity
- Seeking support from colleagues or professionals
- Other: _____

2. Building a Resilient Team — What's One Action You Will Take?

- _____
- _____

3. Creating a Supportive Environment

- How will you foster open communication and support within your team?

4. Your Resilience Action Plan

- Write down three specific steps you will implement in your firm over the next month to reduce stress and build resilience:

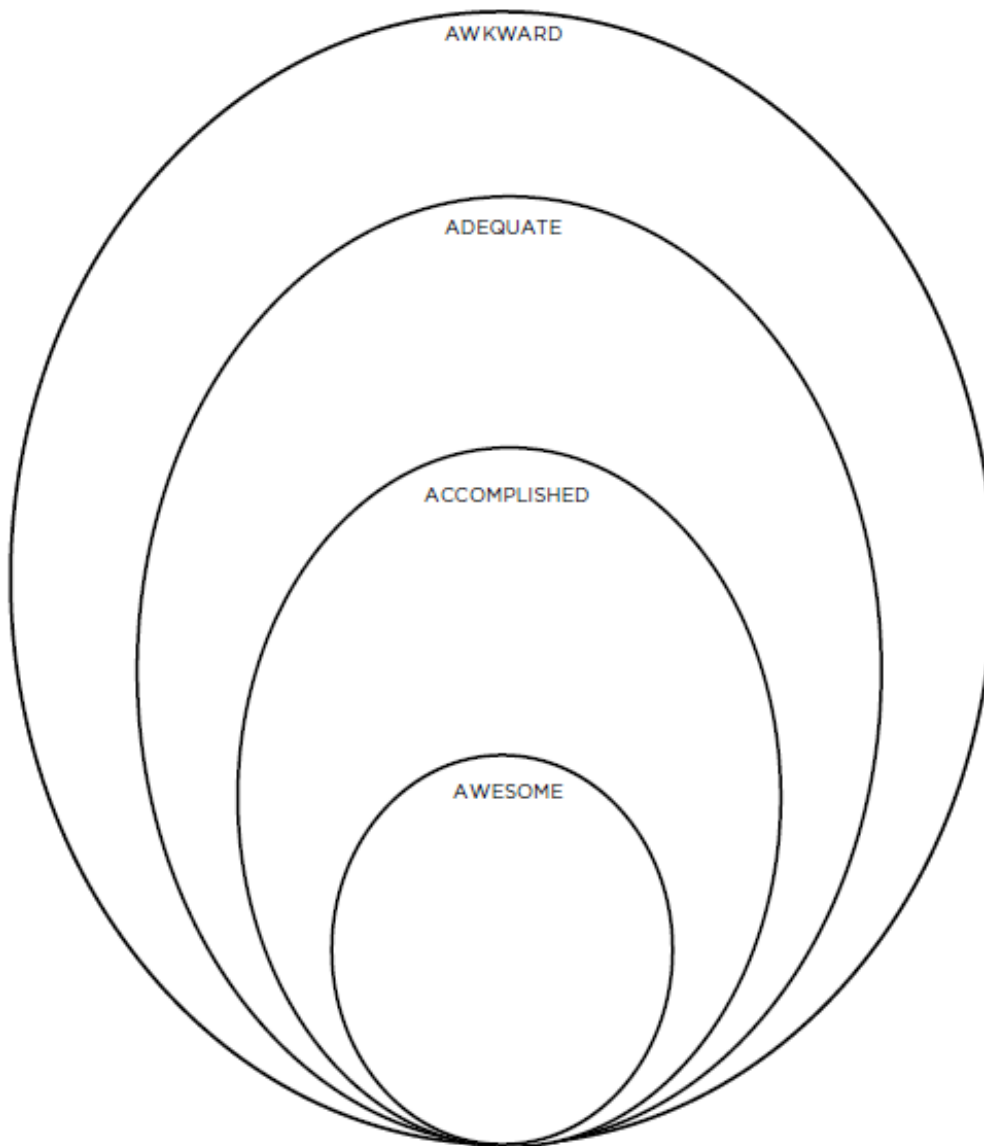
1. _____
2. _____
3. _____

Remember: Building resilience is a continuous process. Use this workbook to reflect, plan, and commit to actions that will help you thrive under pressure.

This worksheet can help you identify high value tasks or areas of awesome and lower valued tasks that you can delegate to help you lead a better work / life balance.

Area of Awesome

Most tasks we do land outside our "Area of Awesome". Examples: AWKWARD (not good at, don't like doing); ADEQUATE (Okay at but still don't like doing); ACCOMPLISHED (Great at); AWESOME (Easy, comes naturally AND it generates energy). Review tasks done each week, or month, and place them in the circle that you feel best applies currently to that task.



CLE Workshop Quizzes

Thriving Under Pressure: Building Resilience and Well-Being in the Legal Profession.

Instructions: Choose the best answer for each question.

1. **What is the MOST significant impact of chronic stress in a legal practice?**
 - a) Enhanced creativity and problem-solving abilities.
 - b) Increased billable hours and profitability.
 - c) Decreased staff performance, reduced morale, and negative impact on firm culture.
 - d) Improved time management and organizational skills.

2. **Which of the following is MOST effective for managing stress and promoting resilience in a legal team?**
 - a) Ignoring stress and encouraging staff to "toughen up".
 - b) Providing access to wellness resources, encouraging work-life balance, and fostering open communication.
 - c) Mandating overtime to ensure all deadlines are met.
 - d) Implementing strict policies to minimize distractions.

3. **How can leaders in a law firm MOST effectively promote well-being among their staff?**
 - a) By solely focusing on achieving billable hours and revenue targets.
 - b) By modeling healthy behaviors, acknowledging stress, and prioritizing employee well-being.
 - c) By creating a competitive environment that motivates high performance.
 - d) By limiting communication and interaction to minimize potential conflicts.

4. **What is an essential strategy for building personal resilience in the face of professional pressure?**
 - a) Isolating oneself to avoid distractions.
 - b) Regularly practicing self-care, setting boundaries, and developing healthy coping mechanisms.
 - c) Working longer hours to achieve more.
 - d) Suppressing emotions to maintain a professional demeanor.