



JUDICIAL
COLLEGE

Increasing judicial resilience

EJTN Judgecraft

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Session aims:

- ❖ Identify ways to enhance resilience within your work and your judiciary



Outcomes:

- ❖ Be mindful of the various pressures on resilience
- ❖ Able to draw on strategies to strengthen your resilience

Resilience

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

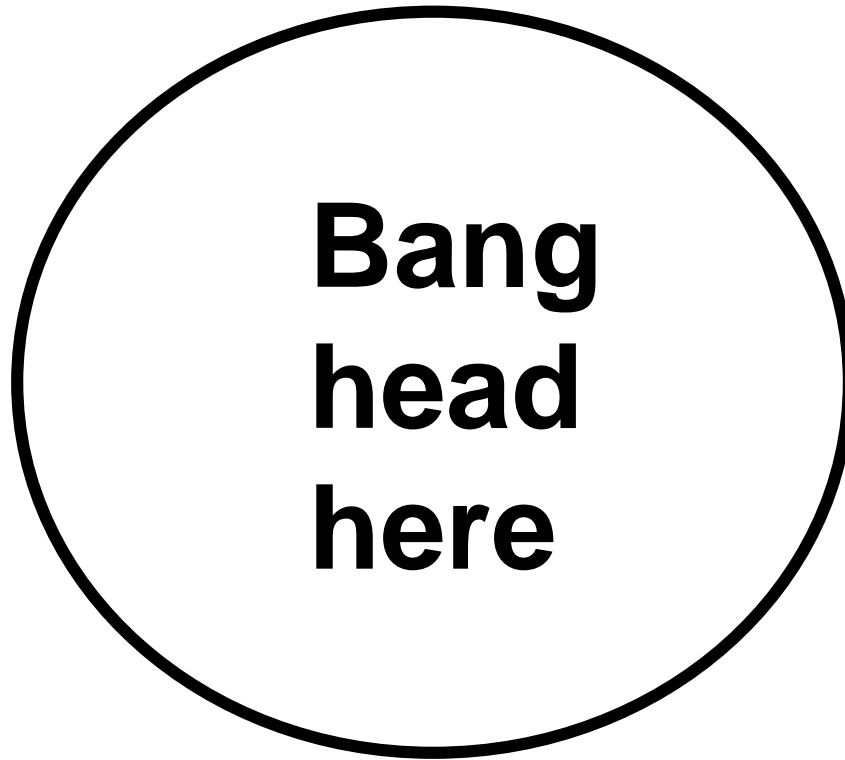
Robertson Cooper



Robertson Cooper model

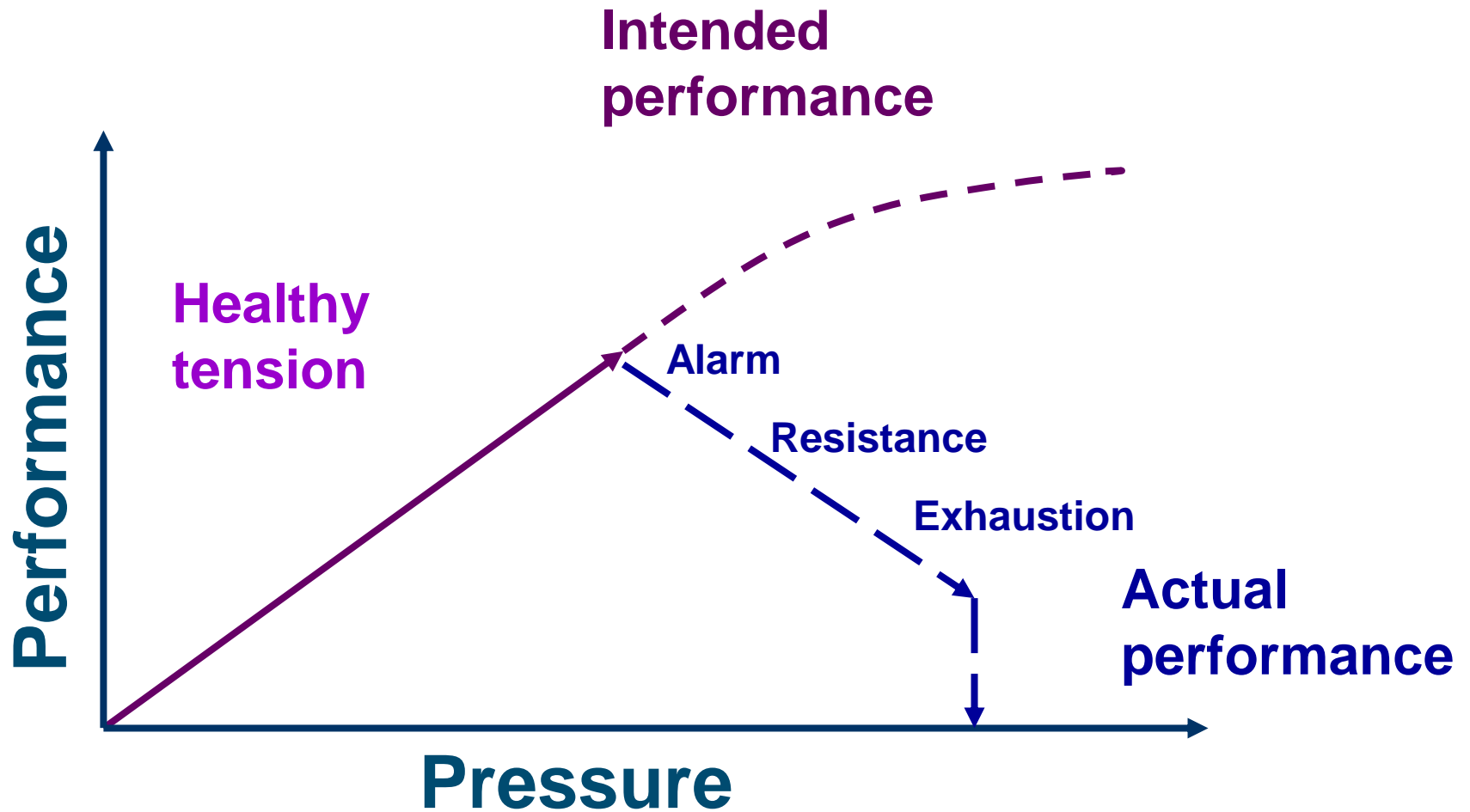
i-resilience questionnaire: www.robertsoncooper.com/iresilience/

Stress Reduction Kit



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

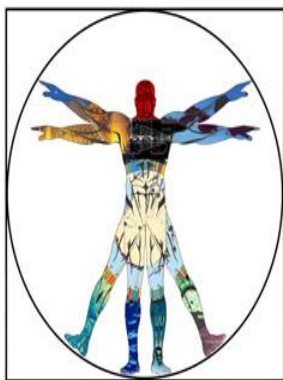
Effect of pressure on performance



Fight or flight



Indicators of stress?



Physical

Aches and pains
Diarrhoea or constipation
Nausea, dizziness
Chest pain, rapid heartbeat, shortness of breath
Loss of sex drive
Frequent colds



Mental

Memory problems
Inability to concentrate
Poor judgment
Seeing only the negative
Anxious or racing thoughts
Constant worrying
Depression



Behavioural

Eating more or less
Sleeping too much or too little
Isolating yourself from others
Procrastinating or neglecting responsibilities
Nervous habits (e.g. nail biting, pacing)
Using alcohol, cigarettes, or drugs, excessive TV to relax



Emotional

Moodiness
Irritability or short temper
Agitation, inability to relax
Feeling overwhelmed
Sense of loneliness and isolation
Depression or general unhappiness

Activity:



Stress Assessment Questionnaire



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.

Definition of stress



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

(Cooper and Palmer, 2000)



Factors that can lead to stress at work

1. **Demands:** workload, work patterns, 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 colleagues, judges, managers, court staff
4. **Relationships:** positive working to avoid conflict and dealing with unacceptable behaviour
5. **Role:** understanding your role, whether there are conflicting roles and degree of satisfaction with your role
6. **Change:** how changes (large or small) are managed and communicated in your organisation.



Potential sources of judicial pressure

1. **Safety concerns** – Violence and threats of violence against judges and their families
2. **Work-related burnout** – case-related burnout (unique to the judiciary) and administration related burnout (common to many professions).
3. **Secondary Traumatic Stress** – Vicarious trauma

(Chamberlain & Miller, 2009)

Discussion



Think about your area of work:

- ❖ **What might be the top 5 potential pressures upon your resilience?**
- ❖ **How might you and your colleagues manage those pressures?**

Sources of Support

Leadership Judge

Colleagues

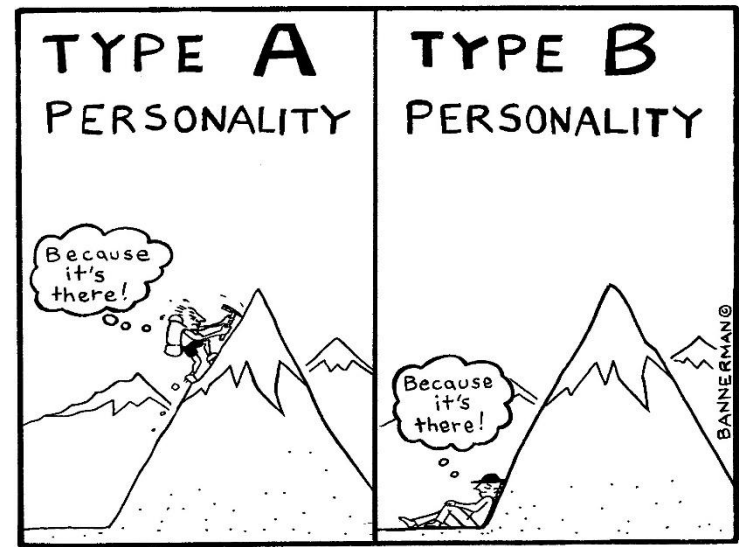
Welfare Judge

Judicial Office

Lawcare

Judicial Helpline

Internal impact on resilience



Type A Personality

- ❖ Ambitious, driven to do well, 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



Self Confidence

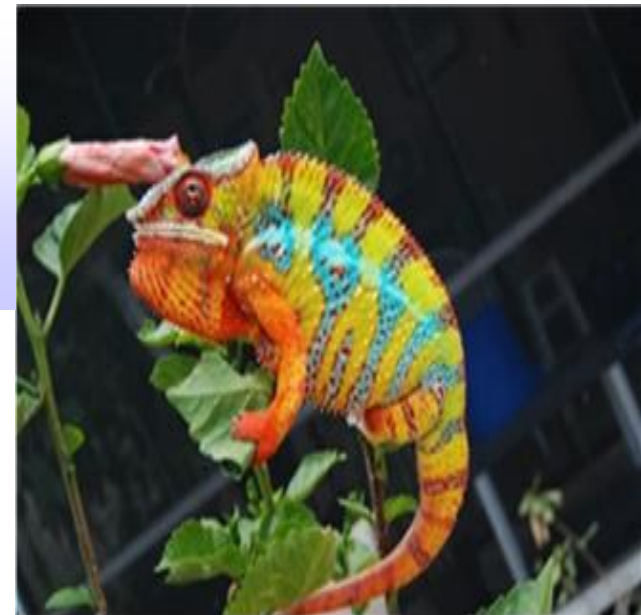
Ingredients of resilience



Purposefulness



Social Support

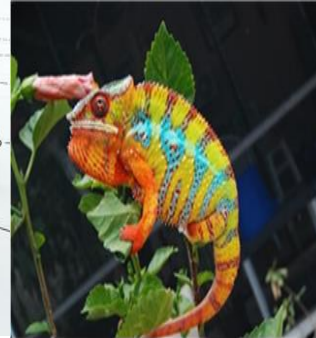


Adaptability

Discussion:



Social Support



Adaptability



**Self
Confidence**



Purposefulness

Think about the ingredients of resilience. Please discuss in pairs:

- ❖ In which ingredient(s) are you most resilient?
 - ❖ How do you maintain your resilience in this area?
- ❖ In which ingredient(s) would you like to strengthen your resilience?
 - ❖ What might you do differently?

Mindfulness



Mind Full, or Mindful?

“Mindfulness means
paying attention
in a particular way;
On purpose, in
the present moment,
and non-judgmentally.”

Jon Kabat-Zinn

Who uses mindfulness?

- ❖ Mindfulness Based Stress Reduction (MBSR)
- ❖ Mindfulness Based Cognitive Therapy (MBCT)
- ❖ Police forces
- ❖ Criminal justice system (prisons)
- ❖ UK National Health Service
- ❖ Schools



Evidence that it works

- ❖ NICE - an effective form of therapy for dealing with physical and psychological stress
- ❖ Hundreds of studies in universities all over world looking at chronic pain, grief and bereavement, anxiety, obsessive compulsive disorders, ADHD and general wellbeing

Activity: Mindfulness



Summary

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

