

A systems approach to improve lawyer wellbeing

Lawyer wellbeing is not a singular issue, but rather a series of interconnected challenges that sit across the system.

As we better understand the current challenges, meaningful and impactful intervention points emerge and create a pathway for change at all levels of the system.

The experiences and expertise of people working in the Victorian legal sector have created the **Lawyer Wellbeing Systems Theory of Change**.



Lawyer Wellbeing Systems Theory of Change represents a shared framework for change, highlighting outcomes to achieve at four levels of the system – the sector level, the organisation level, the interpersonal level and the individual level.

It provides a roadmap from:

- the current challenge where there are many drivers that create poor lawyer wellbeing, which sit at each of the four levels of the system,
- along a set of shared outcomes that also sit at each of the four levels of the system, and across time,
- towards a future vision where the drivers for poor lawyer wellbeing have been removed or reduced.



When interpreting the Systems Theory of Change remember that there are connections across all described components. Change at the individual level will only work when complemented by change at other levels.