

WORKING SMARTER: A GROWTH MINDSET FOR TODAY'S LAW PRACTICE

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Agenda



Homework

[Growth Mindset for Lawyers: Rethinking Our Relationship with Stress](#)



Research

Stress
Mindset



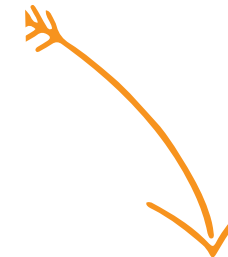
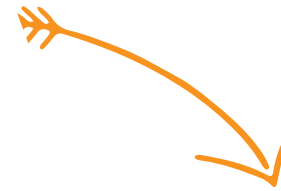
Application

Practice
Management
& Technology



Action Plan

Next Steps



Tracey Meyers, Psy.D.

Growth Mindset for Lawyers: Rethinking

Our Relationship with Stress



What creates Stress?

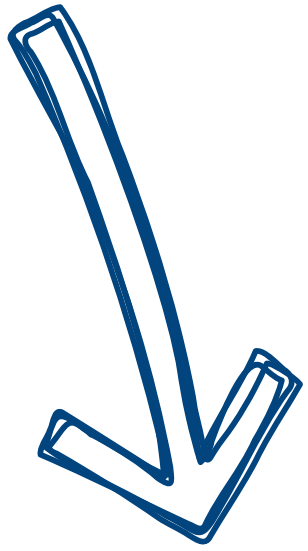
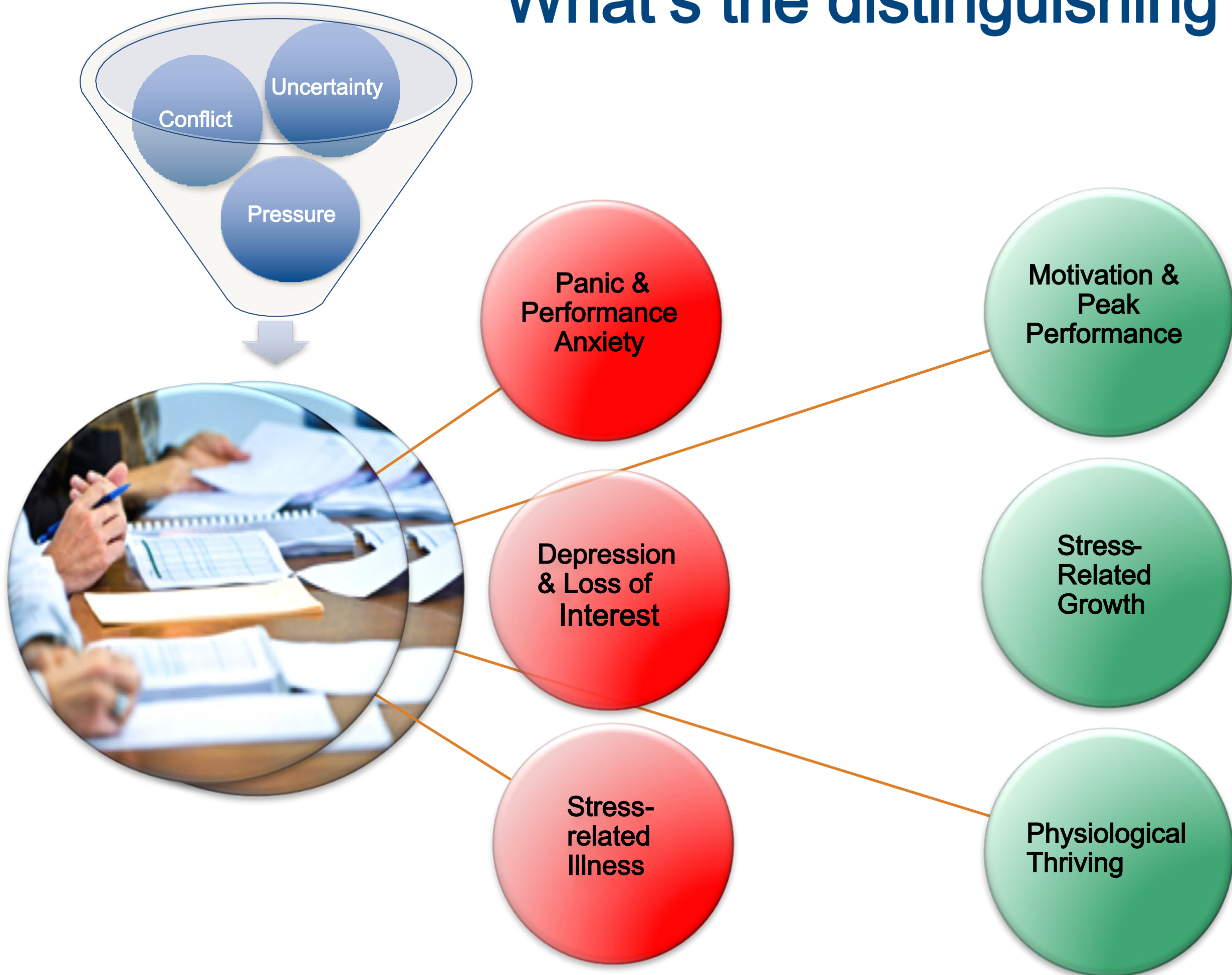
Conflict
• When what you have and what you want differ

Uncertainty
• When you don't know what is going to happen

Pressure
• When you need to be better, quicker & faster



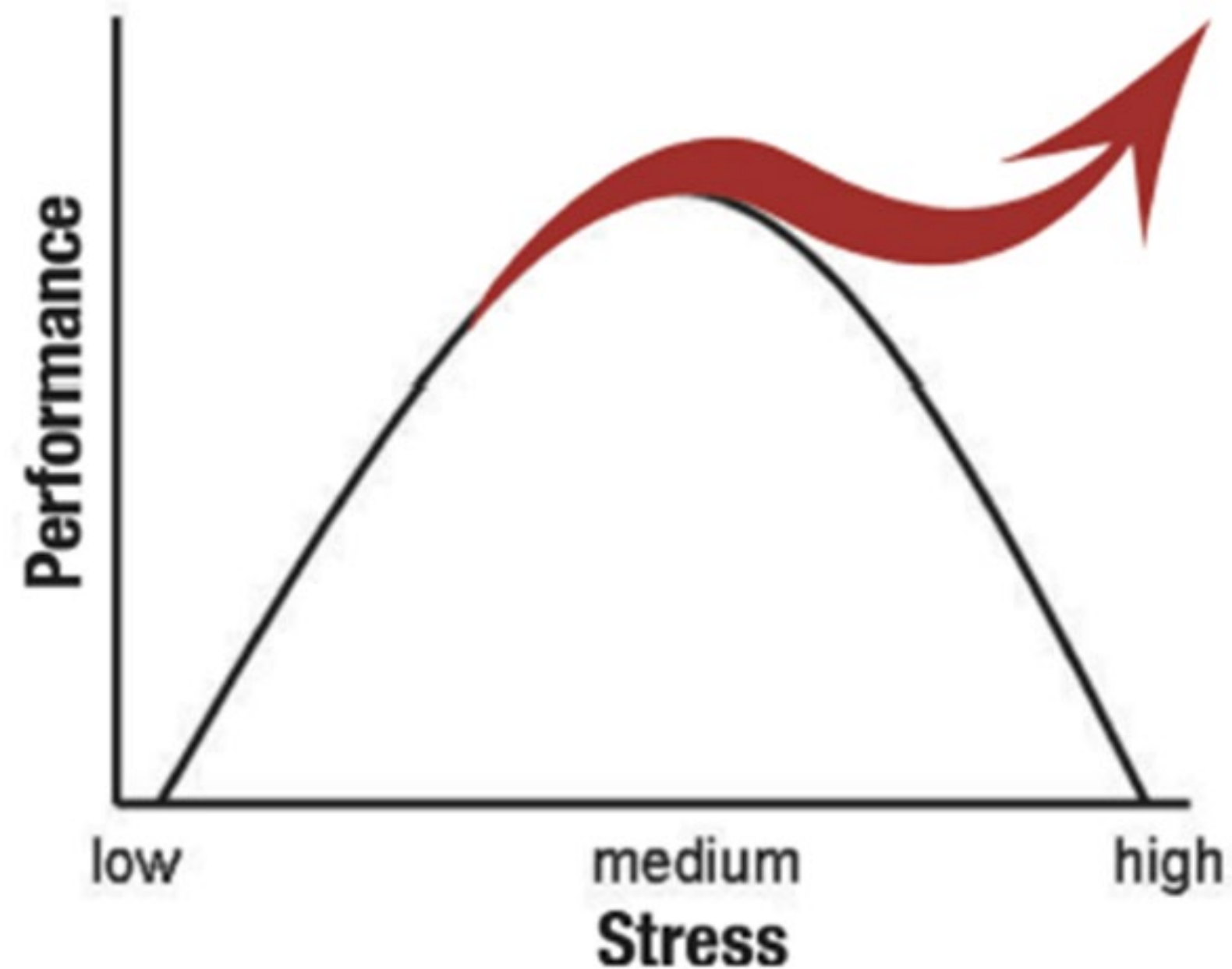
What's the distinguishing factor?



Mindset!
(Brain's Frontal Lobe/Prefrontal Cortex)



Positive Stress Mindset



01

Acknowledge Stress
It is what it is

02

Welcome Stress
You are stressed because you care

03

Utilize Stress
Stress is designed to facilitate



LIMITATIONS

This is not a substitute for mental health for trauma or prolonged persistent stress

Which means:

- We are not oversimplifying serious trauma
- We are not ignoring structural and systemic barriers that may limit available choices or capacity for change, particularly for underrepresented, historically excluded, and systemically oppressed populations

Use this framework to support decision-making—not to minimize those realities.



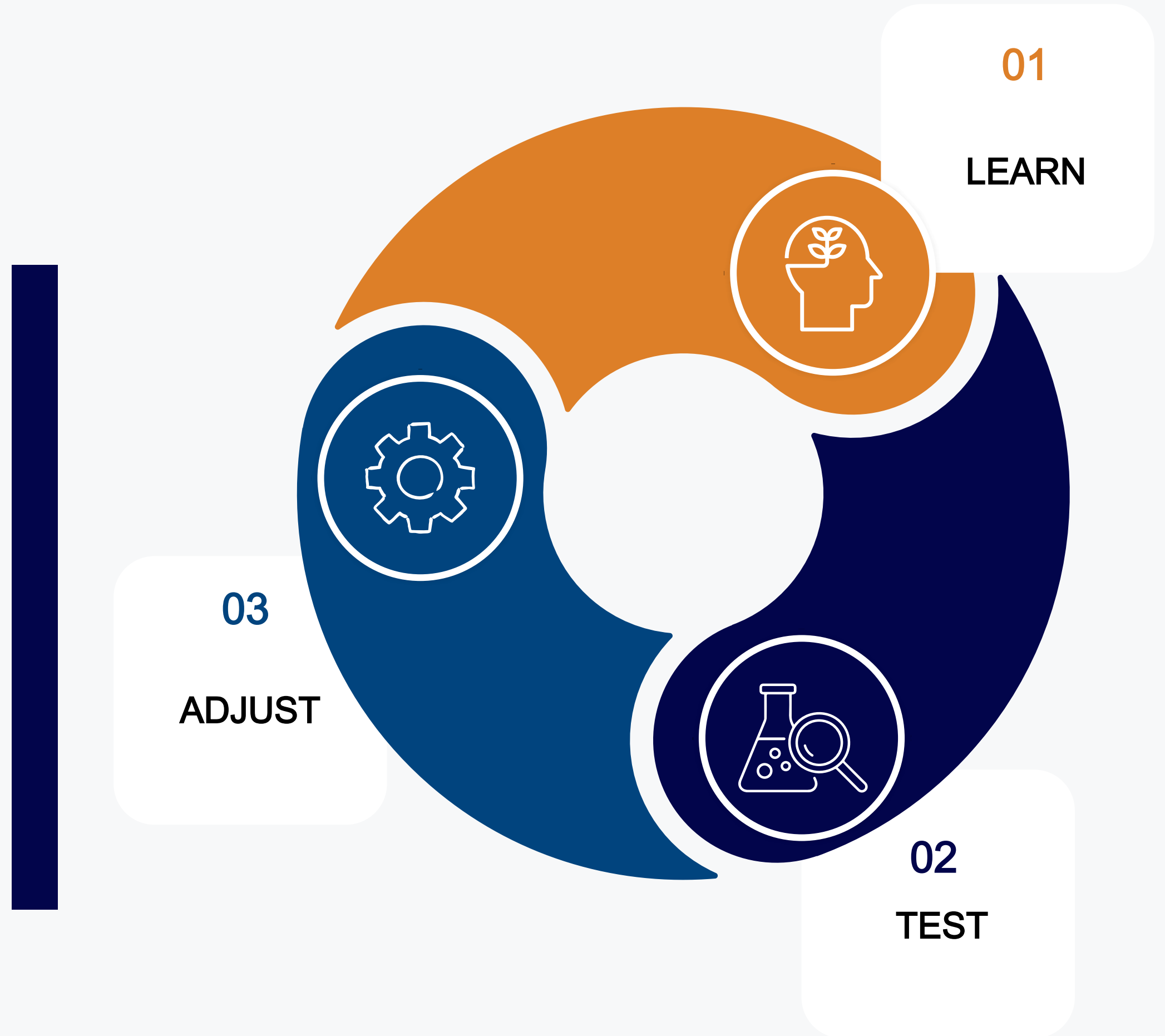
Growth Mindset in Practice (Clio's Antifragile Law Firm)



- Learn continuously; engage mentors/peers
- Question assumptions; challenge the status quo
- Define purpose & vision; connect to your value and skill set; review yearly
- Set challenging, realistic goals with deadlines; review progress quarterly
- Treat failures as learning opportunities
- Seek client feedback to guide improvements

Stress = Information

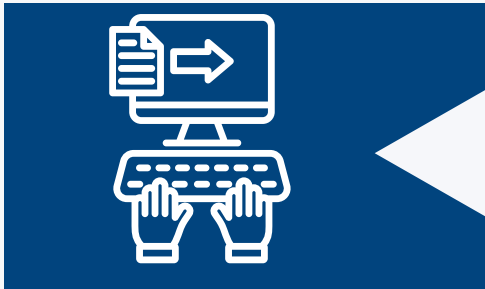
- Something in your practice needs attention
- Often a system issue, not a personal failing
- Acknowledge, Welcome, Utilize Stress



PICK ONE FRUSTRATION OR BRING YOUR OWN



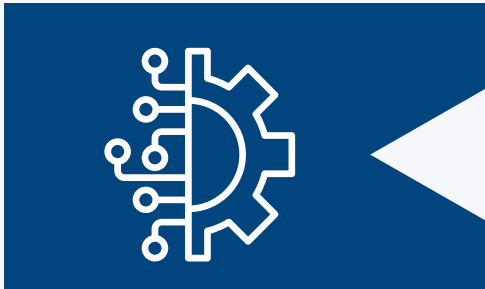
Rewriting the same emails



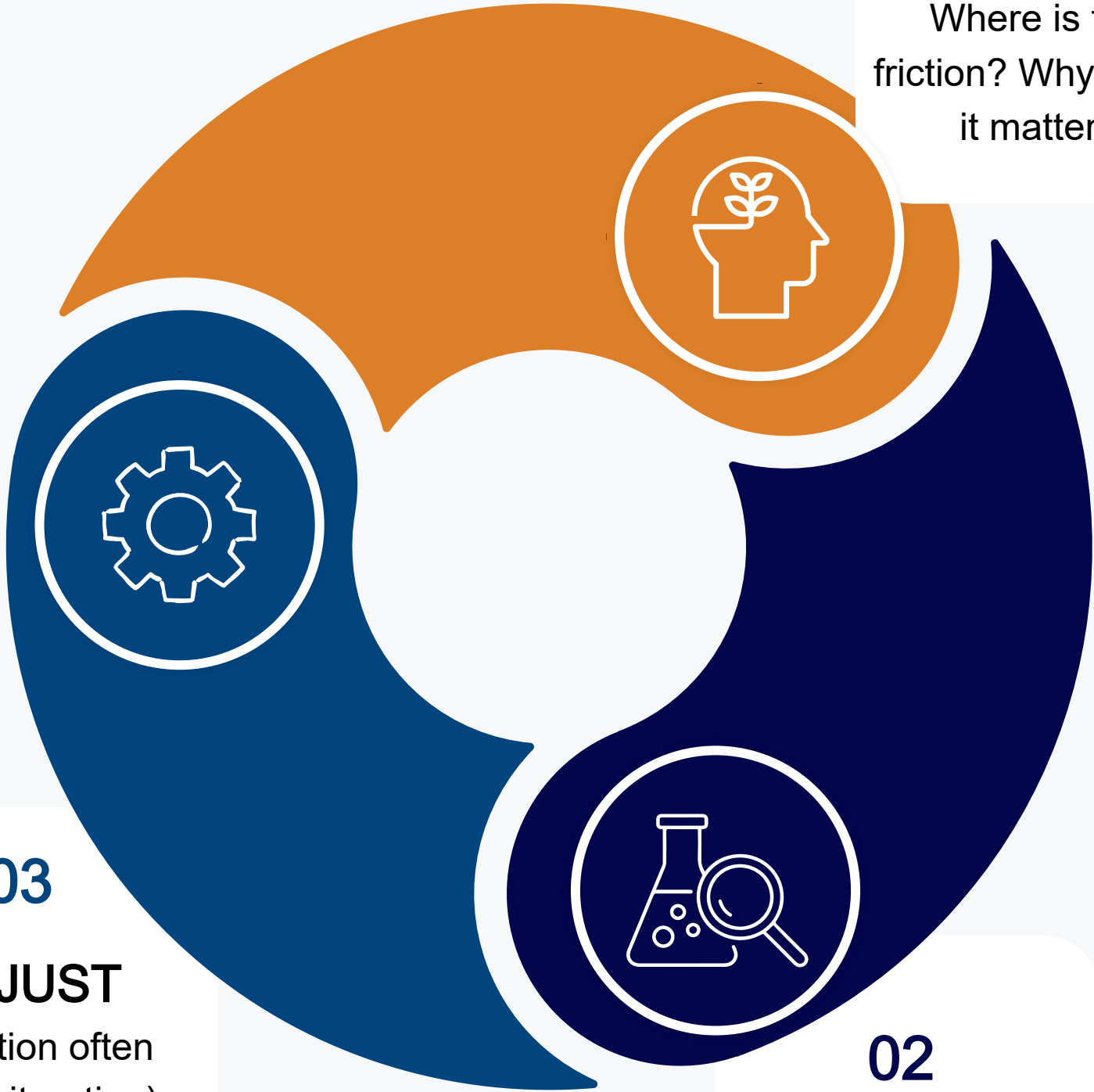
Re-entering the same data



Manual tracking



Avoiding technology



01

LEARN

Where is the friction? Why does it matter?

03

ADJUST

(Innovation often requires iteration)

02

TEST

What is one small thing I could try?

YOUR FRUSTRATION (CONTINUED)



Acknowledge

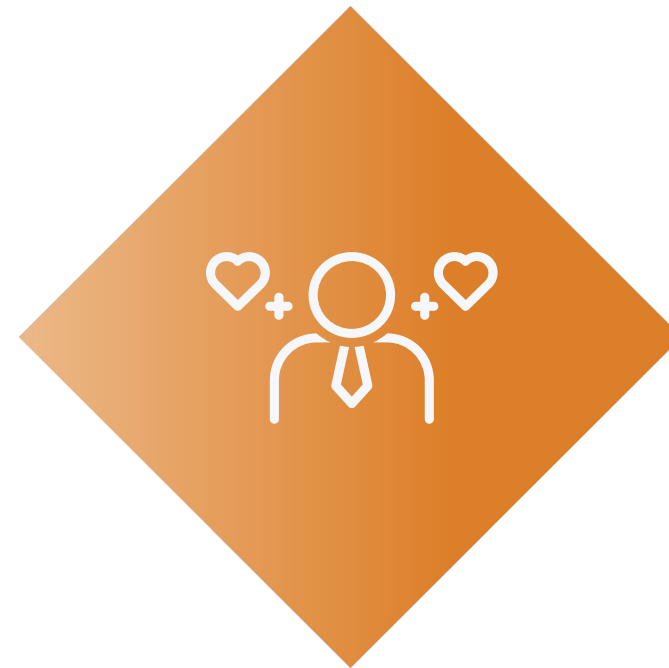
Where is the friction?

- What keeps repeating?
- What feels inefficient?
- What slows you down?



Validate

"This is hard"
"I am afraid of failing"



Welcome

Why does it matter?

- Time
- Stress
- Client service



Utilize

What is 1 small thing I could try?

- One experiment
- One small change
- One test (adjust if needed)



Positive Reinforcement

Recognize & appreciate your willingness to try something new

WHERE TECHNOLOGY HELPS



WHAT “WORKING SMARTER” LOOKS LIKE



Fewer repeated decisions

Less manual work



Clearer systems

Use tech that saves effort, not that creates extra work



This creates space to recognize stress as information about ethical concerns

Ethical stress = information to pause and assess

01

Acknowledge Stress

Recognize the ethical concern/dilemma

02

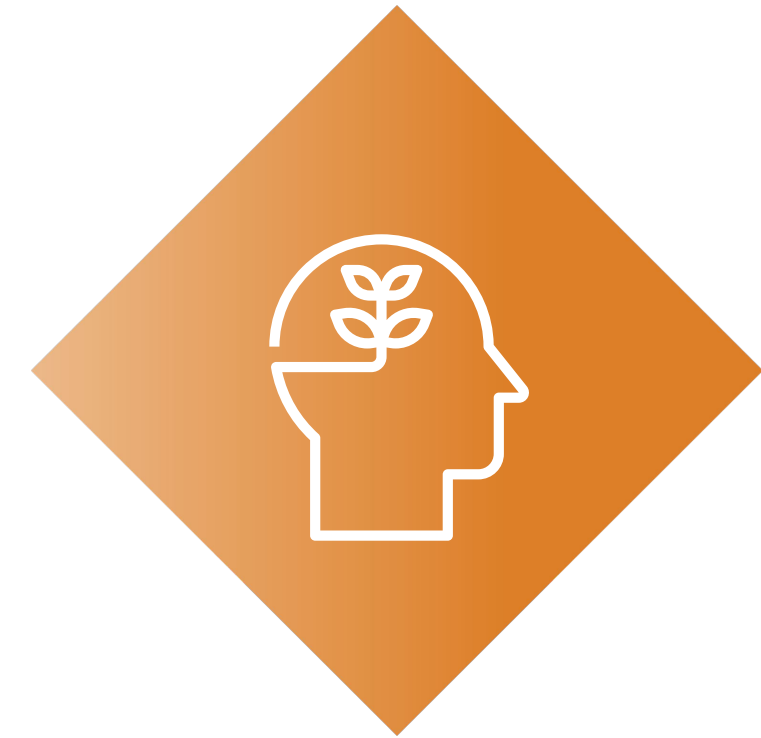
Welcome Stress

You are stressed because you care

03

Utilize Stress

Pause, assess obligations/risks
Consider guidance if needed



Growth Mindset

Use ethical stress to explore and deepen your understanding of your ethical obligations

ACTION PLAN NEXT STEPS

01

USE WHAT YOU IDENTIFIED
TODAY

- Keep your example
- Try your one small change this week

02

THEN OBSERVE

- Did it save time?
- Did it reduce stress?
- Does it need adjustment? (Iteration)

03

IF YOU NEED GUIDANCE

- SCHEDULE A CONSULT WITH LCL

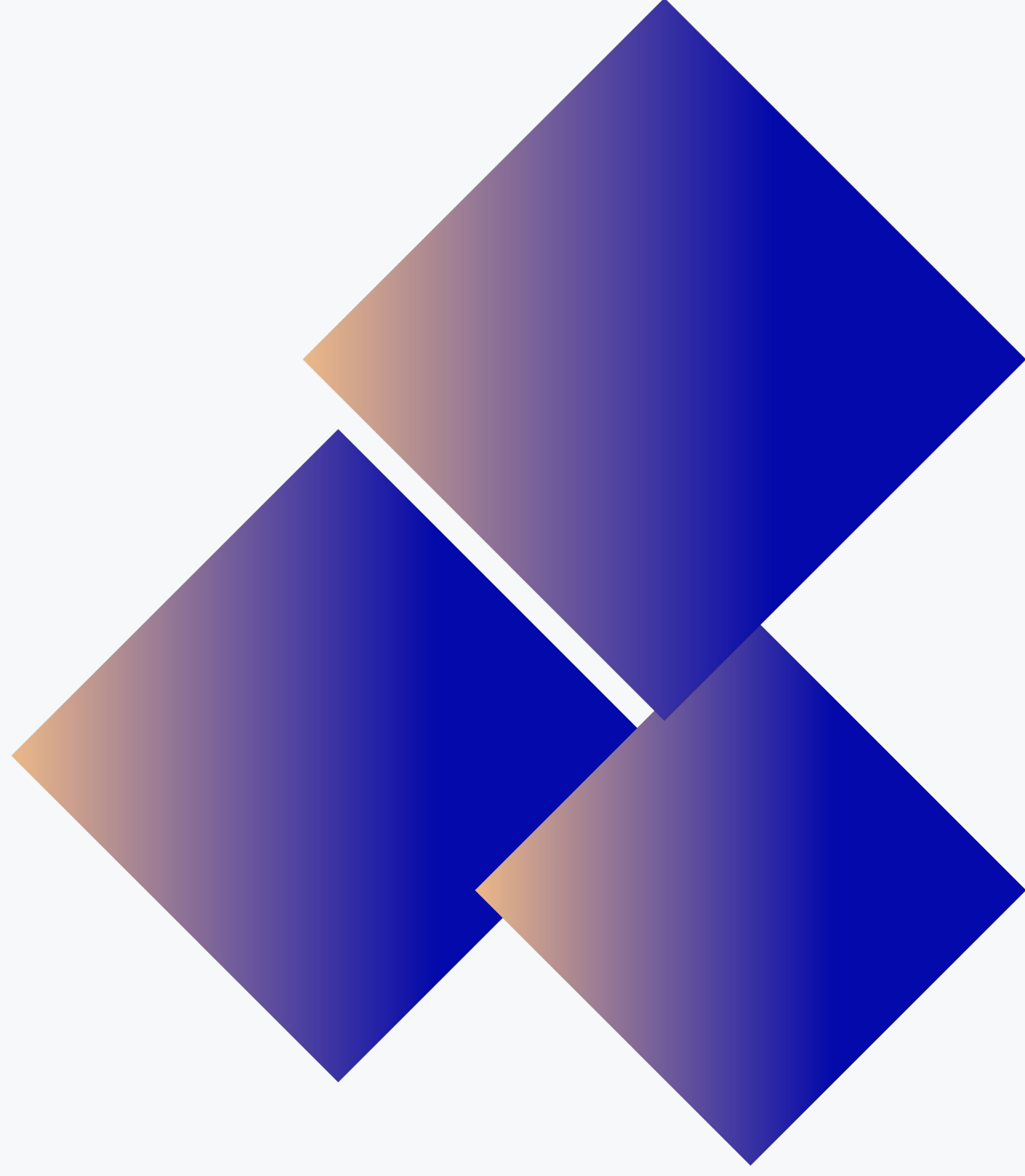
CONTACT US



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[Schedule a consult](#)



THANK YOU

FOR YOUR ATTENTION

