

X. All Employees: Example Wellness Goals

To aid all CPCS staff in creating effective personal wellness goals, we are providing these additional examples (in addition to the examples related to each specific job type).

Focus: resilience, self-care, boundaries

1. Mental and Emotional Wellness

Focus: stress management, focus, resilience, emotional regulation, boundaries

- I. Block XX minutes XX times per week on my calendar for reflection or mindfulness to reset between emotionally challenging cases.
- II. Complete a short **online course or app-based mindfulness program** (e.g., Headspace or Insight Timer) within the next three months.
- III. Identify **three personal stress triggers** at work by XX date and develop one coping strategy for each, tracked monthly.
- IV. By XX date, schedule **quarterly mental health check-ins** with a counselor, coach, or trusted peer.
- V. Practice **emotion labeling and re-centering** after difficult hearings by journaling or debriefing with a colleague at least once weekly.
- VI. Create a personal **“pause and process” routine** before responding to emotionally charged emails or client calls by XX date.
- VII. By XX date, complete **one training or webinar on compassion fatigue or secondary trauma** and apply two learned techniques.
- VIII. Track mood and energy levels weekly for three months to identify **patterns between workload and emotional wellbeing**.
- IX. Identify **two professional boundaries** to improve (e.g., after-hours email habits) and track progress quarterly.
- X. Attend at least **one wellness or mindfulness session** per quarter and reflect in supervision on its impact.
- XI. Schedule and honor **one uninterrupted day off per quarter** for personal recharge, communicated to supervisor in advance.

2. Social Wellness

Focus: connection, belonging, support networks

- 12. Schedule **monthly informal lunches or check-ins** with coworkers to build connection and reduce isolation.
- 13. Join or actively participate in **one CPCS committee, ERG, or social event** by XX date.
- 14. Reconnect with at least **two professional peers or mentors** by XX date to strengthen my professional support network.
- 15. Organize **one peer debrief group** per quarter for attorneys in my office to share strategies and experiences.

3. Physical Wellness

Focus: energy, strength, rest, nutrition, movement, and overall physical wellbeing

- 16. Incorporate **two 10-minute walks or stretch breaks daily** for the next three months to reduce sedentary time.
- 17. Complete a **30-day step challenge** (goal: average 7,000+ steps/day) by XX date and repeat at mid-year.
- 18. By XX date, establish a **consistent sleep routine** (targeting 7 hours/night) and track progress weekly for eight weeks.
- 19. Replace one **afternoon caffeine or snack break** per day with a brief walk or hydration break for four weeks.
- 20. Enroll in a **wellness or fitness class** (yoga, Pilates, walking group, etc.) by XX date and attend at least XX times per month.
- 21. Keep **healthy snacks and water** accessible at work; aim for at least 64 oz of water daily for one quarter.
- 22. Identify and reduce **one energy-depleting habit** (e.g., skipping meals, working through lunch) and replace it with a healthier routine by XX date.
- 23. Participate in one **CPCS wellness initiative or agency-sponsored challenge** (e.g., steps, hydration, or mindfulness) by XX date.

24. Schedule **one full week of vacation or uninterrupted rest** by XX date to promote long-term recovery and prevent burnout.

4. Occupational Wellness

Focus: purpose, growth, boundaries, satisfaction

25. Identify one **case type or skill area** that most energizes me and request additional training or experience in that area by June 2026.

26. Set and protect one **“no court/no casework” administrative block** weekly to handle planning, email, or reflection.

5. Spiritual or Existential Wellness

Focus: purpose, meaning, alignment with values

27. Read one **book or essay per quarter** that reconnects me with my sense of justice, empathy, or human dignity.

28. By XX date, participate in one **community service, volunteer, or pro bono activity** outside my normal role to reconnect with purpose.

29. Identify and post in my workspace a **personal mission statement** by XX date as a reminder of my “why.”

6. Intellectual Wellness

Focus: curiosity, learning, growth mindset

30. Commit to **one non-job-related learning experience** (podcast, class, hobby, lecture) per month to broaden perspective and creativity.

31. Read or listen to at least **XX books or podcasts** this year on leadership, psychology, or XX topic of choice.

23. Attend one **cross-discipline workshop** (e.g., communication, psychology, negotiation) by XX date to enhance professional versatility.

24. Identify a **professional development goal outside my current specialty** and pursue one related training by XX date.

7. Environmental Wellness

Focus: physical workspace, surroundings, sustainability

- 25. Declutter and organize my workspace by XX date, removing items that contribute to stress or distraction.
 - 26. Add **one calming or uplifting element** (plant, art, quote) to my workspace by XX date to improve focus and morale.
 - 27. Take at least one **walking or outdoor break per workday**, logging progress for two months to establish habit.
 - 28. By XX date, participate in one **community or office sustainability initiative** (e.g., recycling drive, clean-up event).
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8. Financial Wellness

Focus: security, planning, stress reduction

- 29. Schedule or attend a **financial planning session or webinar** by XX date to review debt, savings, and retirement options.
- 30. Create a **monthly personal budget** and review adherence at the end of each month for three months.
- 31. Set up an **automatic savings contribution or retirement plan increase** (even small) by XX date.
- 32. Identify one **financial stressor** (e.g., student loans, emergency savings) and take one concrete step to address it by XX date.