

Coaching Helps New Law Firm Partner Achieve Work-Life Balance

"I don't like Mondays"

A newly appointed partner at a City law firm had several topics he wanted to explore in future coaching, but his top priority was to genuinely enjoy the next 20 years of both his professional and personal life. Instead of becoming consumed by worries about his performance and the risks associated with his role, he aimed to achieve a better balance. His goal was to create more time and mental space to fully engage with both his work and his young family.

THE CHALLENGE

The 3 main challenges identified during the course of the coaching process were:

- Facing up to the challenges of the new responsibilities as partner, and wanting to feel more at ease in the role.
- Dealing with 'start-of-week' anxiety, the partner felt overwhelmed each week, seeing it as irrational and unsolvable despite his efforts.
- Resolving trust and delegation issues, the partner realised his hesitation to assign tasks to team members was hindering workload sharing.

THE PROCESS

In our first session, he shared feeling burdened by worry and self-doubt every Monday as he transitioned from the weekend to the workweek. Viewing this recurring state as irrational and unsolvable, he recognised the need to distract himself from these thoughts, and we worked on targeted strategies to address it.

In another session, we explored his Hogan personality profile, which revealed anxious overachiever traits. This aligned with our earlier discussions, offering deeper insight into his self-critical tendencies. He recognised that while he could manage these characteristics, their impact could never be fully eliminated.

While he had some awareness of these traits, he lacked the framework to articulate them. Recognising his tendencies for worry, anxiety, and self-criticism, he felt he had learned to try to step back and avoid being consumed by them. We explored strategies to help him sustain this balance and be kinder to himself.

THE PROCESS

Lastly, we tackled his challenges with trust and delegation. He realised his hesitation to delegate to less trusted team members limited workload sharing as well as negatively impacting on his relationships with them. We developed strategies to build trust, including investing in training and mentoring, to strengthen relationships and foster collaboration.

In conclusion, non-directive coaching with PCL equipped the partner with the tools and insights to address key challenges in his professional and personal life.

"I learned a lot about my own personality, and also strategies which I now deploy almost every day and find to be of great assistance both professionally and personally."