

# Resilience, avoiding burnout in family law practice and why feedback is so important

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**FIBER**

**Feedforward.**

**Inhibit Burnout.**

**Embrace Resilience.**



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### 3 Facts to Ground Us

I am not a therapist.

10 October was **World Mental Health Day**.

Working too much hurts.



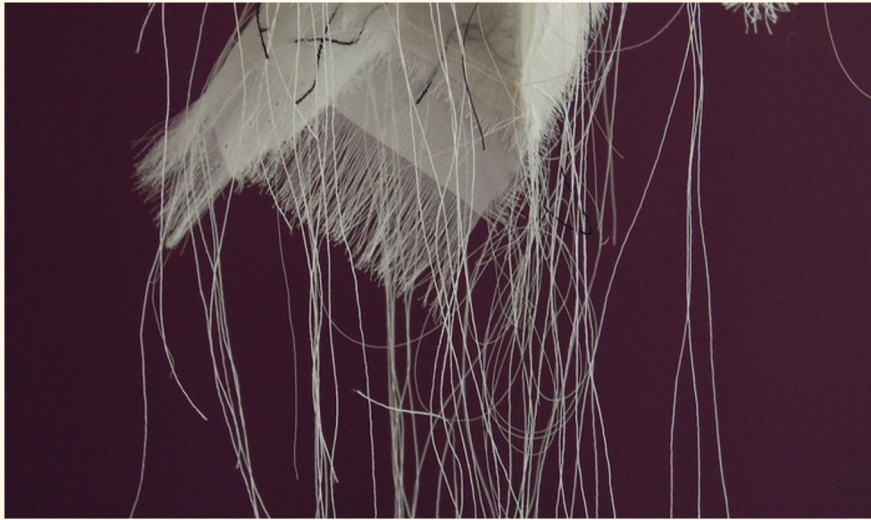
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### My intention:

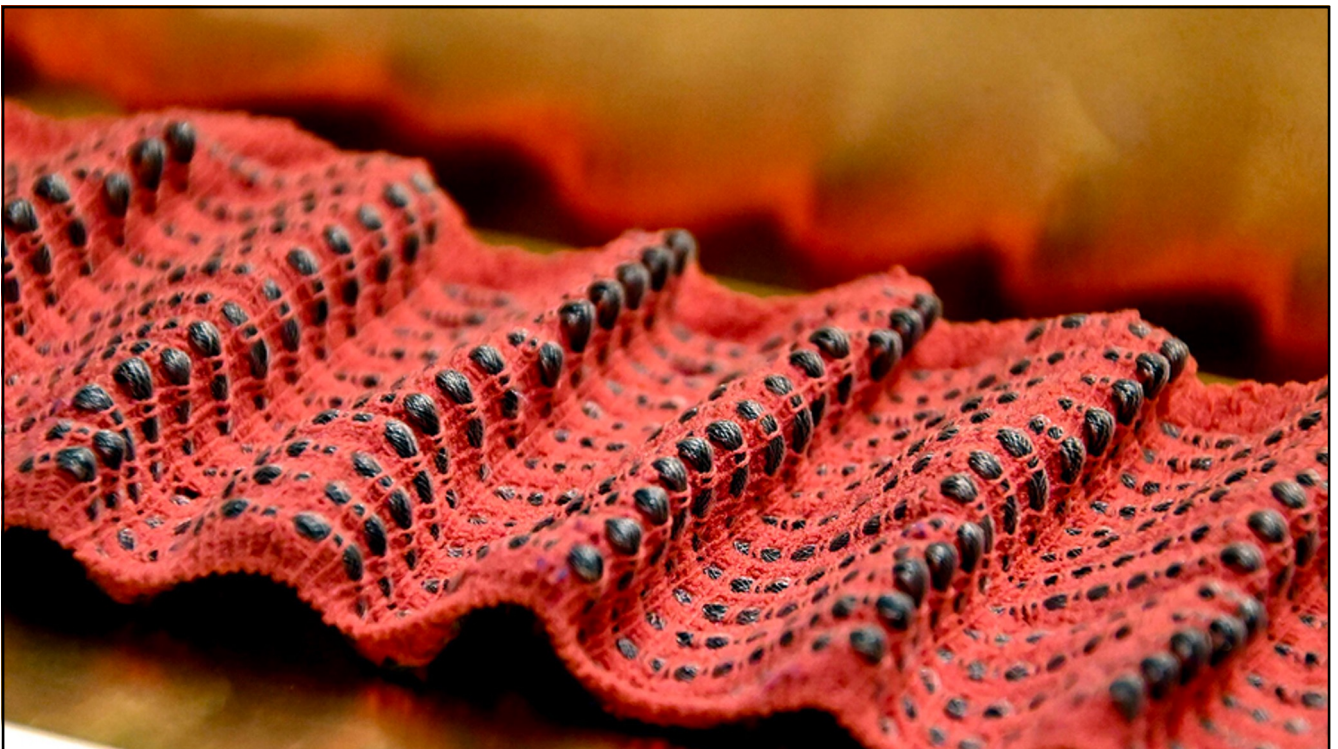
To positively influence the quality of your journey, wherever your journey takes you.



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We can only **control**  
and **change**  
**ourselves.**



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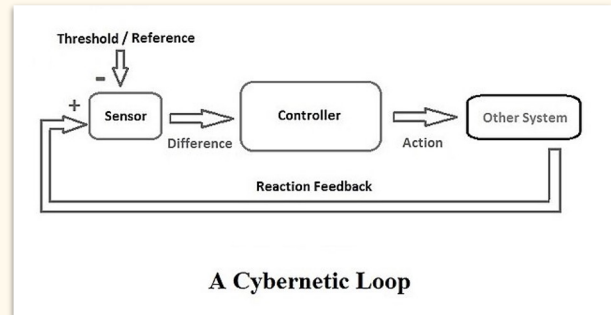
How can you become  
a more powerful  
observer of **yourself?**



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Behavior is **goal-**  
directed and  
**feedback-controlled.**



Feedback equals criticism and it is not nice.



We can change the future.  
We can't change the past.



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**Feedforward**  
Flipping the focus from the past to the future



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## Feedforward

The past is only a data point to springboard thinking about **what is possible** for the future.



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## Feedforward dialogue: 2 essential features

1. **Specific** and **relevant** information on how to improve.
1. Feedback receivers are **active** participants in the process.



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## A Feedforward Example

Step 1: How do **you** think that went?

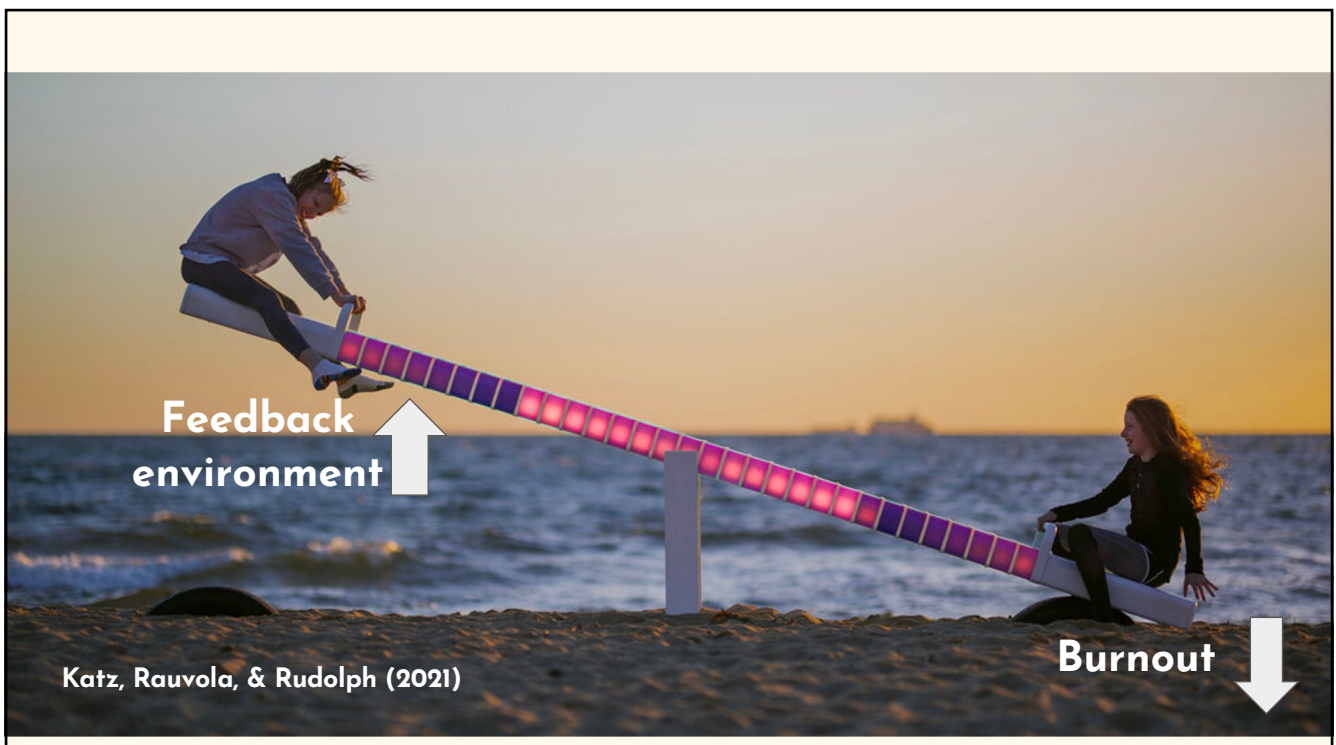
Step 2: Describe what went well from your perspective.

Step 3: Describe what might have been more effective.

Step 4: What **support** do you need as you prepare for next time?



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## Burnout is a syndrome.

1. Exhaustion
2. Cynicism
3. Reduced professional efficacy

Bakker et al., 2006



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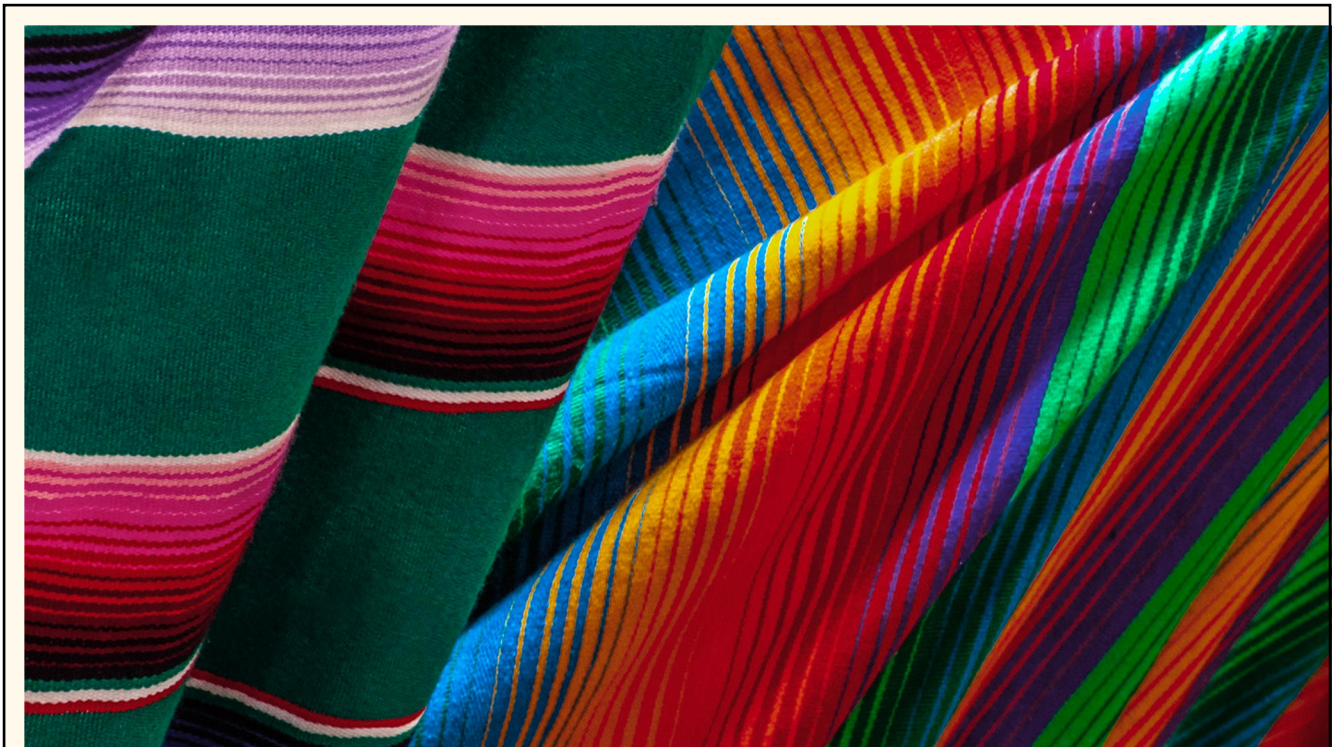


Psychological **detachment** from work  
is essential.

Sonnentag (2012)



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## Can you help me, please?

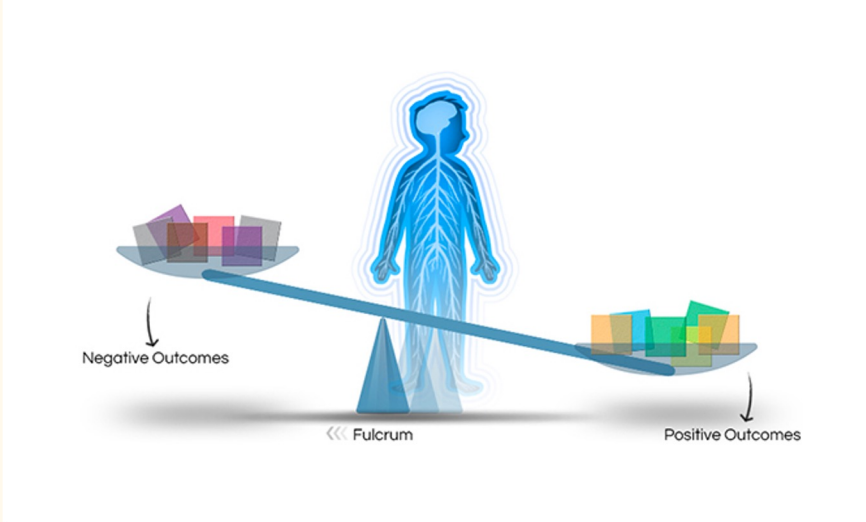
Effective **requests** require:

1. Committed speaker
2. Committed listener
3. Future action and conditions of satisfaction
4. Timeframe
5. Mood
6. Context



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# The seesaw of resilience



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## FIBER

You are resilient.  
You are perpetually learning, stretching, and mending.  
And you feed this forward for yourselves and others.



**Thank you.**

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