

The Health Crisis Inside Your Firm

Attorneys experience stress levels 23% higher than the average employee.

The legal industry has a health problem.





Stronger People. Stronger Firms.

The legal profession asks a lot of its people.

Lawyers, partners, and support teams are expected to think clearly under pressure, manage demanding clients, meet tight deadlines, solve complex problems, and keep matters moving no matter what is happening around them. Many do this while juggling long hours, family responsibilities, and the constant mental load that comes with client service.

That pressure can produce excellent work. It can also come at a cost.

When employee health starts to slip, the effects are rarely contained to the individual. They show up in productivity, morale, retention, culture, and rising healthcare costs.

Legal professionals sit for up to 10-12 hours a day. Prolonged sitting increases the risk of obesity, cardiovascular disease, and type 2 diabetes by up to 50%.

Underestimating the Cumulative Pressures

It is not just deadlines or long days. It is the combination of responsibility, precision, urgency, and emotional intensity over long periods of time.

It's common for legal professionals to experience:

- Heavy workloads and competing priorities
- High client expectations and constant responsiveness
- Tight deadlines and high-stakes matters
- Difficult negotiations, disputes, or emotionally charged cases
- Long hours sitting at desks, in meetings, or in court
- Limited time to prioritize personal health
- The pressure to keep performing, even when exhausted

These pressures can lead to absenteeism, presenteeism, disengagement, turnover, and rising healthcare costs. They also carry a personal toll that often continues well beyond the workday, affecting energy, relationships, sleep, and overall quality of life.



What Preventative Health Actually Means

Preventative health is about helping people stay well, rather than waiting until problems become serious, expensive, or disruptive.

It focuses on earlier intervention, easier access to care, and practical support that fits around busy working lives.

Depending on the program, that can include:

- Preventative screenings and early risk identification
- Fast access to medical support
- Mental health and behavioral health services
- Guidance through the healthcare system
- Support for chronic conditions
- Education and tools that help people make informed decisions

This is not about token perks or surface-level wellbeing initiatives. Preventative health is about helping people stay well, rather than waiting until problems become serious, expensive, or disruptive.

*The financial cost of not helping your people stay well is, on average, **\$3,600 more annually, per unhealthy employee.***

Attracting and Retaining Talent is Now a Priority

Across the market, many firms are rethinking how they support and retain good people.

That usually means a stronger focus on:

- Keeping experienced talent in a competitive hiring market
- Supporting younger lawyers with modern expectations of work and wellbeing
- Reducing burnout and unsustainable workloads
- Improving access to healthcare and mental health support
- Offering benefits that feel relevant and valuable
- Building a workplace culture people want to stay in

There is a growing recognition that workforce health is not separate from firm performance. It is part of it.



3. Improving Retention

Experienced legal professionals are valuable and hard to replace. When someone leaves, the cost is rarely just recruitment. It can mean lost knowledge, pressure on colleagues, disruption to clients, and months of rebuilding.

Firms that invest in their people send a clear message that employees matter.

Why It Matters Commercially for Firms

1. Protecting Productivity

Legal work depends on concentration, judgment, responsiveness, and consistency. When people are run down or dealing with untreated health issues, performance often suffers quietly before it becomes visible.

Supporting health earlier can help teams stay sharper, steadier, and more effective.

2. Reducing Avoidable Costs

Reactive healthcare is usually more expensive than proactive healthcare. When people delay treatment, issues can escalate into more serious claims, more time away from work, and higher overall costs.

Earlier intervention can help reduce that pattern over time.

\$250k

average turnover
cost per employee

89%

of employees do not feel their company truly cares about their well-being.

4. Supporting Mental Resilience

The profession can be mentally demanding, particularly during sustained busy periods or emotionally difficult matters.

*Access to practical mental health support can help people **manage stress earlier and reduce the risk of burnout.***

5. Strengthening Employer Reputation

Candidates increasingly look beyond salary when choosing where to work. They pay attention to culture, flexibility, leadership, and whether a firm genuinely supports its people.

56%

of employees had fewer sick days due to preventative health programs.

72%

of employers saw a reduction in healthcare costs after implementing a preventative health program.

Forward-Thinking Firms Understand

The best firms know their people are not an overhead to be managed. They are the business. When performance depends on human capability, protecting health is not a soft issue. It is a strategic one.

Law firms invest heavily in growth, technology, talent, and client service. Preventative health deserves to sit alongside those priorities. Done properly, it can help reduce avoidable costs, strengthen resilience, improve retention, and support the consistent high standards clients expect.

A healthier workforce is not a side benefit. It is part of building a better firm.





Preventative health
doesn't just reduce risk.
It improves your firms'
performance.

*Schedule a conversation today to protect your people
and build a healthier, more sustainable firm.*

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