

Kerry Lawlor

Psychotherapist & Family Law Supervisor



Also me...



PSYCHOLOGY BASED TRAINING

Lessons from a Listener

Law Care: Life in the Law (2021)

69% of lawyers reported mental ill health



The Law Society Best Practice Guidance for Wellbeing (2019)

SRA Workplace Culture Review (2023) "Poor culture affects wellbeing, ethics, competence and client service."



Harriet Harman KC Review (2025)

The Harman Review (2025) highlights that persistent bullying and a culture of impunity damage mental health, stunt careers and undermine justice itself.

It recommends **decisive cultural change**, clear standards, and strong support systems.



What is Psychological Safety?

"a shared belief that the team is a safe space for interpersonal risk-taking."

Dr Amy Edmondson





Lessons from Other High-Performance Teams

"Psychological safety is the engine of performance, not the fuel."

Aviation → co-pilots given voiceSport → team trust = performanceMedicine → Civility Saves Lives





Impunity & Active Bystanding

Practical Steps

1. Assess the current state

2. Make an explicit commitment to cultural and policy change

3. Focus on leadership - create accountability





Practical Steps

4. Create safe, clear opportunities for team reflection and transparency

5. Build team efficacy – train!

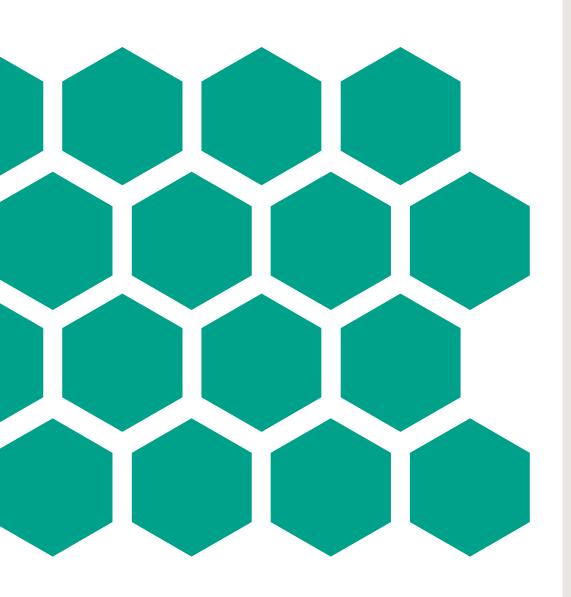
6. Strengthen relationship quality – make it the collective responsibility







How do we improve the culture?





Kerry Lawlor

Director, Psychotherapist, Supervisor, Trainer @ The Wor...

