

# Post-Pandemic Leadership Is “Multimodal” and Supports Well-Being

JANUARY 21, 2022

On January 21, Winston & Strawn’s Director of Coaching and Well-Being Diane Costigan presented “[Post-Pandemic Leadership Is ‘Multimodal’ and Supports Well-Being](#)” as part of The Institute for Well-Being in Law’s 2022 Virtual Conference. Winston was a proud sponsor of the event.

Diane gave these tips for communicating about mental health and well-being:

- Acknowledge that you see or hear that someone may be stressed
- State your intention to be positive
- Actively listen
- Ask what the person thinks they need
- Validate and empathize
- Refer the person to resources such as the firm’s EAP, HR department or coaching staff

She also provided these tips for building trust with team members and creating an environment that supports well-being:

- Be vulnerable in front of your teams—acknowledge your own struggles
- Welcome constructive feedback and thank people for giving it
- Model a coaching approach by asking questions of team members
- Enforce a “no stupid questions” rule in team meetings

Learn more about our wellness initiatives [here](#).

1 Min Read

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Diane Costigan