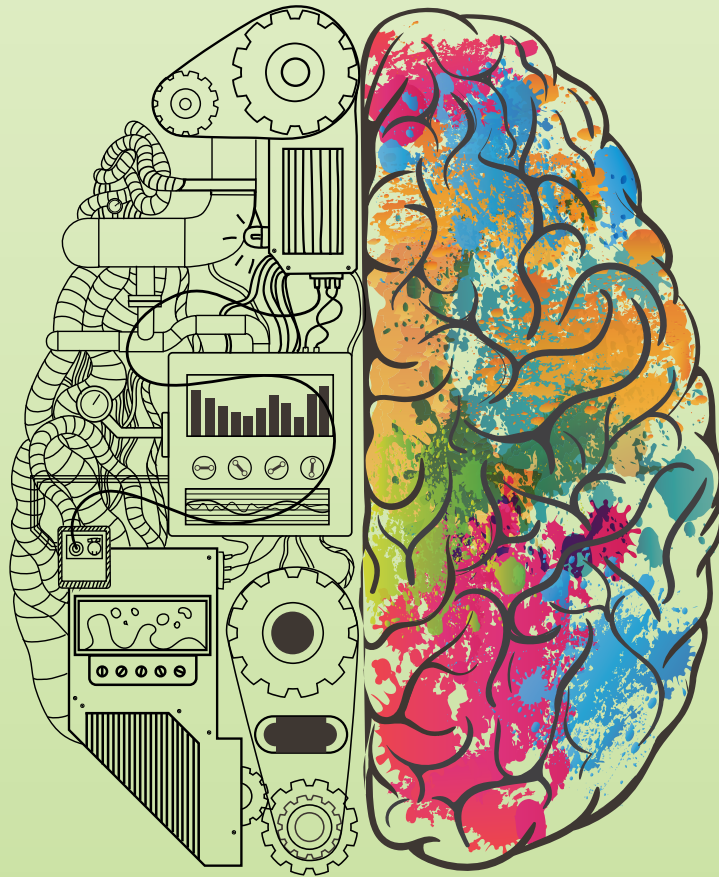


ALLARD STUDENT WELLBEING PRESENTS

ALLARD LAW STUDENT EMOTIONAL INTELLIGENCE (EQ) DEVELOPMENT PROGRAM

The Integrated Student
Balancing

IQ + **EQ**

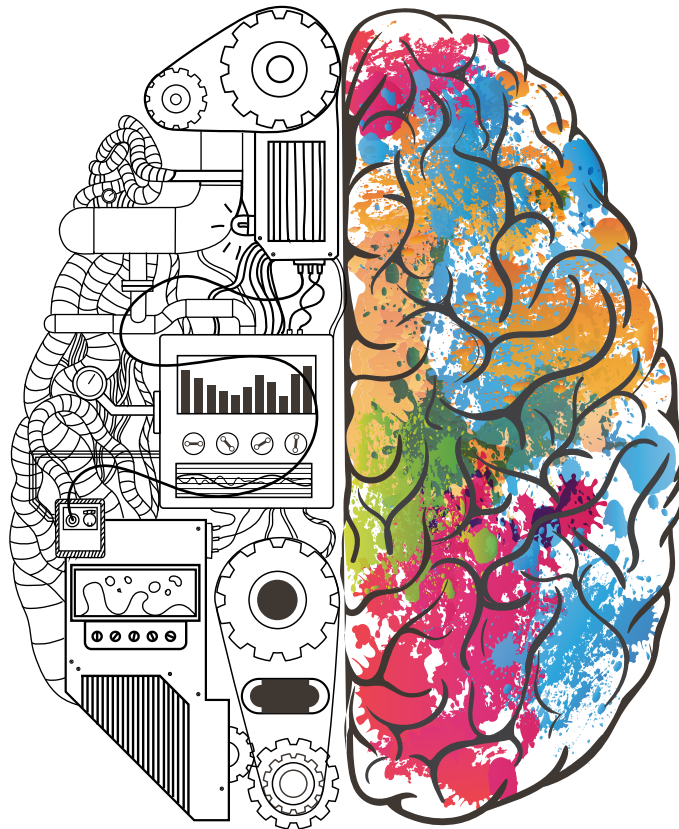


WELLBEING EQ PROGRAM DESIGNED FOR LAW STUDENTS
BY LAW STUDENTS, LAWYERS, AND COUNSELLORS

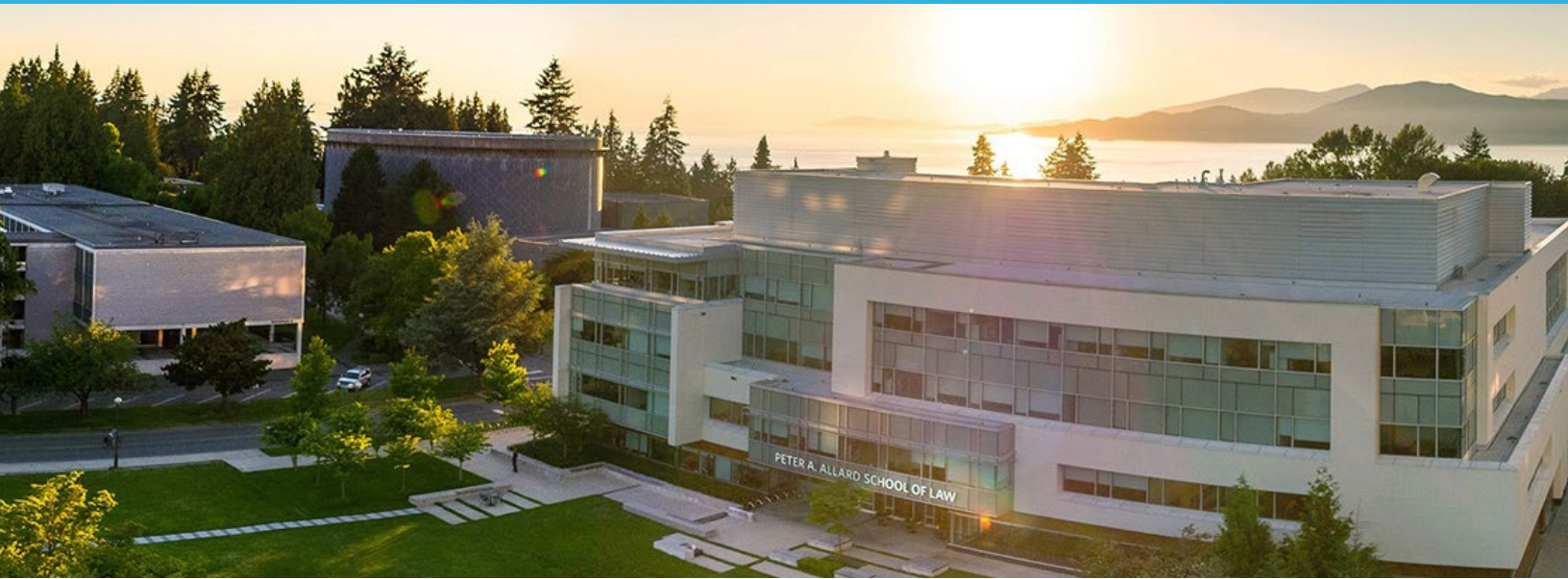


ALLARD
SCHOOL OF LAW
THE UNIVERSITY OF BRITISH COLUMBIA

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INTRODUCTION

Thank you for downloading the Student Workbook for the Allard Law Student Wellbeing EQ Development Program. This Workbook was designed to guide you through your personal process of developing EQ to best support your wellbeing, academic, and career journey.

With this Workbook, you will be able to:

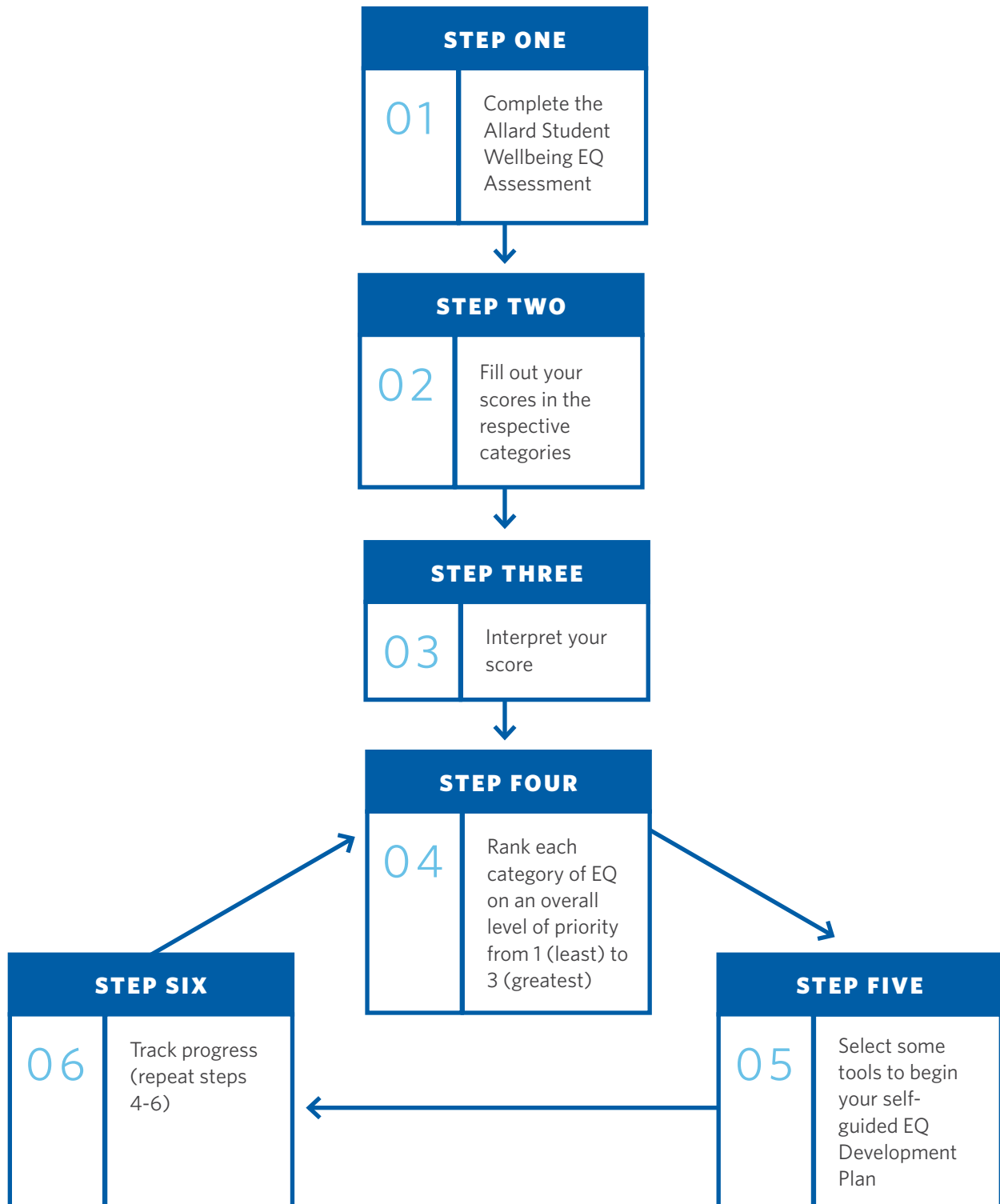
- Record your EQ score and score breakdown from the Diagnostic test;
- Understand and interpret your score breakdown;
- Identify areas of EQ growth;
- Set goals in your EQ development; and
- Track your progress in your EQ development goals.

Finally, you can return to this Workbook at any point to set new goals as you proceed through law school as your wellbeing needs change, or as you identify new areas of EQ that you want to prioritize to achieve certain results in your career.

The workbook proceeds in a series of steps for you to easily follow providing a flow for your EQ awareness and development.

For more information on what EQ is and why it is important as a law student to attend to your EQ, the [Allard Wellbeing website](#) contains information geared toward the role of EQ in law.

WORKBOOK STEPS



STEP ONE

COMPLETE THE ALLARD STUDENT WELLBEING EQ ASSESSMENT

THE EQ DIAGNOSTIC

The Allard EQ Development Program begins with a self-assessment of EQ. We have chosen to use the Schutte Self-Report Emotional Intelligence Test (SSEIT)¹ for its simplicity, and conceptual basis using the three pillars of EQ: Appraisal and Expression of Emotion, Regulation of Emotion, and Utilisation of Emotion². You may find an explanation of the SSEIT Evaluation and its scoring components here.

Please use the following link to access the [EQ Diagnostic](#):



¹ PERMISSION HAS BEEN OBTAINED BY THE CREATOR OF THIS ASSESSMENT, DR. NICOLA SCHUTTE.
² BASED ON THE MAYER AND SALOVEY 1990 MODEL OF EQ.



STEP TWO

FILL OUT YOUR SCORES IN THE RESPECTIVE CATEGORIES

SCORE REPORT

In the score report you will receive by email after taking the evaluation, you will find your individual scores per sub-category, shown out of the total available score for that sub-category. Your overall EQ, assessed out of a total score of 165, should not be perceived as an indicator of having 'good' or 'bad' EQ. Rather, focusing on the sub-categories where there is room for growth will offer you the opportunity to develop your EQ in a more targeted and efficient approach.

Leave the Priority Level column blank for now.

Date of test completion: _____

Total Score: ____ / 165

Your Score		Total Available Score	Priority Level (1-3)
Appraisal and Expression		65	
Self		30	
Other		35	
Regulation of Emotion		55	
Self		30	
Other		25	
Utilisation of Emotion		45	
Flexible Planning		5	
Creative Thinking		15	
Redirected Attention		5	
Motivation		20	

STEP THREE

INTERPRET YOUR SCORE

INTERPRETING YOUR SCORES

Comparing your score with the total available score for each category, you will be able to assess where your EQ strengths lie, and where there is room for growth. The benefit of using this self-guided toolkit is that you can choose different areas to prioritize and pick the tools from the Toolkit that best suit your lifestyle, interests, and needs. Further, you may merely choose to work on the sub-categories of EQ that correspond directly to skills in a legal profession that you wish to work on, irrespective of your score.

Here, you can find a breakdown of each category and sub-category of EQ, what they mean, and how they can tangibly benefit your wellbeing, law school, legal career experiences:

Using this information to set your EQ Development Goals, we suggest two approaches that you can choose from or combine.

SCORE-GUIDED	OUTCOME-GUIDED
<p>By assessing your score breakdowns, choose specific sub-categories of EQ where comparatively lower scores suggest room for growth.</p> <p>Example: You score relatively lower on Motivation and Regulation of Emotion (Self), compared to other sub-categories. In the breakdown, you can go directly to these sub-categories, read about what they are, and find out what personal and professional outcomes the sub-category helps you achieve.</p>	<p>After reviewing the specific benefits that the EQ sub-categories provide in the above breakdown, select what areas of EQ you want to work on based on desired personal or professional outcomes.</p> <p>Example: You are interested in litigation and want to work on communication skills. In the breakdown, you can find various “Legal Career Outcomes” relating to communication skills, and pinpoint which sub-categories of EQ these skills engage.</p>

TIP: IF YOU ARE UNSURE WHERE TO BEGIN, YOU CAN ALWAYS SPEAK TO A QUALIFIED COUNSELLOR TO CREATE A WELLBEING AND EQ DEVELOPMENT PLAN. THE WELLBEING RESOURCES PORTION OF THIS WORKBOOK OUTLINES WHERE YOU CAN FIND SUCH SUPPORT.



STEP FOUR

DETERMINE YOUR EQ DEVELOPMENT GOALS

EQ DEVELOPMENT GOALS **PLEASE ANSWER THE QUESTIONS BELOW**

Based on the Score-Guided or Outcome-Guided approach, or both, which areas and sub-categories of EQ do you want to work on? List all that apply.

Why are the areas and sub-categories of EQ important to develop for wellbeing, law school, and your legal career?
What skills and outcomes do you hope to achieve?

Why is it important to *you*, personally, to work on these skills and achieve these outcomes?

STEP FIVE

BASED ON YOUR ANSWERS TO THE PREVIOUS QUESTIONS, RANK EACH CATEGORY OF EQ (GREEN ROWS) ON AN OVERALL LEVEL OF PRIORITY FROM 1 (BEING THE LEAST) TO 3 (BEING THE GREATEST).

After assessing your scores and the skills and outcomes you want to advance, reflect on which areas and sub-categories of EQ are of priority to you, right now. For example, is there a specific wellbeing outcome that you think would help you feel less stressed? Do you want to foster better habits for your academic life? Do you want to prepare for challenges you might face during your upcoming summer or articling position?

When you're ready, fill out the Priority Level column in the Score Report Table from **STEP 2**:

Your Score		Total Available Score	Priority Level (1-3)
Appraisal and Expression		65	
Self		30	
Other		35	
Regulation of Emotion		55	
Self		30	
Other		25	
Utilisation of Emotion		45	
Flexible Planning		5	
Creative Thinking		15	
Redirected Attention		5	
Motivation		20	



STEP FIVE

SELECT SOME INITIAL TOOLS TO BEGIN YOUR SELF-GUIDED EQ DEVELOPMENT PLAN.

NAVIGATING THE EQ DEVELOPMENT TOOLKIT

You have now indicated the areas of growth you want to prioritize. The Allard Student Wellbeing EQ Development Program website hosts the EQ Development Toolkit, which provides specific Tools that allow you to work on your specific areas of growth, [available here](#).

The tools consist of a variety of day-to-day practices, short interactive activities, resources such as smartphone apps, and reading recommendations. The idea behind offering a variety of options is for you to customize your EQ Development journey to best suit your own needs. Since we understand the many common stressors and time constraints that law school puts on students, we chose the featured tools with accessibility at top of mind.

From the Toolkit page, you will be able to navigate to the specific sub-categories of EQ that you prioritized in Step 4. Explore the pages for your respective sub-categories of EQ of priority. We recommend choosing at least 1-2 tools for each sub-category that you can incorporate into your life and wellbeing practice realistically.

Use the “Description of Tool/Instructions for Implementation” column to indicate any details about the tool(s) to help keep yourself accountable in incorporating the tool. If the tool is more of a one-time activity, set a date or week when you will have time to complete it. If it’s more of an ongoing practice, note down a general schedule to follow.

EQ Development Plan

Date: _____

Appraisal and Expression

Name of Tool(s)	Description of Tool/Instructions for Implementation (e.g. 1-time activity? Ongoing practice?)

CONT. NEXT PAGE



STEP FIVE

SELECT SOME INITIAL TOOLS TO BEGIN YOUR SELF-GUIDED EQ DEVELOPMENT PLAN.

Regulation of Emotion

Name of Tool(s)	Description of Tool/Instructions for Implementation (e.g. 1-time activity? Ongoing practice?)

Utilization of Emotion

Name of Tool(s)	Description of Tool/Instructions for Implementation (e.g. 1-time activity? Ongoing practice?)



STEP SIX

TRACK PROGRESS

PROGRESS TRACKER

As you work through the Toolkit with your EQ Development Plan, be sure to revisit your score and the above questions to re-evaluate which areas of growth you want to work on, depending on your progress. If you feel like you have advanced through most relevant tools per sub-category of EQ, you can repeat Steps 4-6 and focus on new sub-categories to focus on. Alternatively, you can use the Wellbeing Resources (below) to discuss how to further develop a certain area of EQ based on your ideal outcomes and goals in this Program.

Appraisal and Expression

Name of Tool(s)	Reflection on outcomes (success and challenges)



STEP SIX

TRACK PROGRESS

PROGRESS TRACKER

Regulation of Emotion

Name of Tool(s)	Reflection on outcomes (success and challenges)

Utilization of Emotion

Name of Tool(s)	Reflection on outcomes (success and challenges)



WELLBEING RESOURCES

The Student Wellbeing Counsellor, is the **first point of contact** for questions relating to EQ development for law students. You may work with them to discuss questions you have or create a proactive plan to develop your EQ. They can also connect you with further resources that will best suit your needs.

GENERAL WELLBEING RESOURCES

There are plenty of resources available to you for free as an Allard student. The following are all great places to start discussing your general wellbeing needs. Please rest assured that these resources are professional, confidential, and will not prejudice your academic record or job application processes.

Allard:

- [Student Wellbeing](#)
- [@allardwellness](#)
- facebook.com/allardlawstudentservices/
- facebook.com/UBCGLSS

UBC Counselling - 604.822.3811

- Same model as Allard counselling – law students can access either Allard or UBC counselling
- Indigenous counsellor available at CS or FNHL
- [UBC Counselling Services](#)

Student Counselling Services (24/7 resources)

- **UBC Student Assistance Program (UBC SAP)**
UBC student community service - short term counselling
1 833 590 1328 (In North America)
1 604 757 9734 (Outside North America)
[UBC SAP](#)

Here2Talk

- BC post-secondary student counselling service – single session
1.877.857.3397
here2talk.ca

Lawyers Assistance Program

- Free counselling for lawyers and law students in BC – longer term counselling
- 1.888.685.2171
- lapbc.com

Allard Lawyer Wellbeing Mentors

- Lawyers who have experienced wellbeing concerns who are happy to share their experiences with students.
- To access program, email Anna Kline with any details you feel comfortable sharing, and she will match you with a mentor
- [Allard Lawyer Wellbeing Mentors](#)