



## The Inner Work of Judging (TIWOJ) Cohort One Executive Summary

The Inner Work of Judging is a culmination of what we at Thought Kitchen have learned so far about supporting judicial officers in balancing the challenges and demands of the important work they do.

Members of Cohort 1 participated in six monthly 90-minute group CJE sessions via Zoom. Between sessions, they were invited to take advantage of 1:1 coaching sessions, a private online group to build peer support, and mindfulness offerings such as gentle yoga and guided meditation. Their responses have been overwhelmingly positive.

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*"This program is fantastic. I have already recommended it to colleagues, and so many say that this is an area in their profession in which they are lacking." – Cohort 1 Participant*

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We collected data before and after participation using the Professional Quality of Life Survey (PROQoL)<sup>1</sup> and The Effects of Stress Scale from the 2019 Survey of Stress and Resiliency in the US Judiciary<sup>2</sup>.

**The PROQoL** is the most commonly used measure of the positive and negative effects of working with people who have experienced extremely stressful events. It is a 30 item self-report questionnaire consisting of three scales: Compassion Satisfaction, Burnout, and Secondary Traumatic Stress. An overview of results for Cohort 1 follows:

**Compassion Satisfaction (CS)** is the pleasure derived from being able to do one's work well. It is considered a protective factor against burnout and secondary traumatic stress.

- All five participants showed increased CS.
- The average increase was 7 points (14%).
- CS for three participants moved from the average to high range.

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*"This has been a wonderful experience, and I would highly recommend to colleagues, especially those feeling overwhelmed and/or jaded." – Cohort 1 Participant*

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**Burnout** is associated with feelings of hopelessness and difficulties in dealing with work or in doing your job effectively.

- Four participants showed decreased Burnout after completing the program.
- Of those four, the average decrease was 7 points (14%).
- Three participants moved from medium low range of Burnout risk.

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<sup>1</sup> Stamm, B.H. (2010). The Concise ProQOL Manual, 2nd Ed. Pocatello, ID: ProQOL.org.

<sup>2</sup> David Swenson et al., *Stress and Resiliency in the U.S. Judiciary*, J. Pro. Law., 1 (2020)

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*"You have helped me turn my life around from the depths of despair and reclaim my life. I still have work to do, but the quality of my life is so much better." – Cohort 1 Participant*

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**Secondary Traumatic Stress (STS)** is work-related, secondary exposure to others' traumatic events as a result of one's work.

- Two of the five participants showed decreased STS; the other three showed no significant change.
- The two decreases in score were dramatic at 16 (32%) and 10 (20%).

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*"I have begun a journey of self-awareness that will help me better relate to litigants and peers and benefit me as a judge beyond knowledge of the law." - Cohort 1 Participant*

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**The Effects of Stress Scale** was developed by the authors of the 2019 Survey of Stress and Resiliency in the US Judiciary. It consists of 34 items reflecting the effects of stress on general well-being, cognitive performance, emotional performance, professional and family relationships, and attitude toward the judicial role. Participants rated items on the following scale: Not at all, Slightly, Moderately, Very Much, or Extremely. The highlights below reflect the percentage of participants who rated the symptom **Moderately, Very Much, or Extremely.**

<b>Physical Effects</b>	<b>Before TIWOJ</b>	<b>After TIWOJ</b>
Increased health concerns	60%	0%
Interference with concentration/attention	100%	40%
Sleep disturbance	80%	0%
<b>Emotional Effects</b>		
Not having initiative to do things like I should/used to	100%	20%
Preoccupation with negative thoughts	100%	20%
Felt my work is no longer meaningful	60%	0%
Feelings of apprehension or anxiety	100%	20%
Ruminate or worry about cases after they are decided	80%	20%
<b>Attitude Toward Judicial Role</b>		
Delay responding to phone calls/emails	100%	40%
Feel cynical about the effectiveness of the Court	60%	20%
Consider leaving the bench	20%	0%
<b>Effects on Family</b>		
Have little time for family	80%	40%

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*"There are a limited number of people who do what we do, have the same stressors, and deal with the same unreasonable people. It sometimes feels like you're on an island, but now my island is more than one person." – Cohort 1 Participant*

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