

These notes are intended to accompany example slides for an internal presentation about MBC run by a member

The MBC team is always available to come in and run presentations within a member organisation around MBC, but you may not always need or want us. These notes, and the slides that accompany them, are intended to be a how to guide to running a successful 60-minute MBC presentation within your organisation.

Aim of the presentation

To socialise MBC within your organisation. There are separate resources for running workshops which might follow on from this presentation. This is intended largely as a “download” rather than an interactive session but of course we would always recommend space for questions.

Who should attend

A presentation might be to all staff, to leaders first and then cascading or to particular teams.

Overview of the workshop content

There are three main parts to the workshop:

- Some data around the state of mental health in the legal profession – this section should be omitted if you are not in the legal sector – 5 minutes
- Some data around the business case for wellbeing taken from our White Paper on the subject - [The business case for wellbeing](#) – 10 minutes
- An introduction to MBC – 40 minutes

Facilitation notes

Slide 1 – this is where you introduce yourself, explain the aim of the session and give an overview of the content. You might want to reference when the organisation joined and who are the key people involved.

Slides 2 to 4 – These are slides specific to the legal sector summarising data around the extent of mental health problems in the sector. They are a short summary of the data. For more information you can see our White Paper here - [White Paper](#). If you are not in the legal sector then clearly you can just delete these slides or substitute with any sector specific data you may have. For those in the legal sector, the slides are not intended to scare people but just to underline that the legal sector has particularly high levels of poor mental health compared to people generally:

- **Slide 2** – the QR code is to the White Paper mentioned earlier. The headline data quoted speaks for itself. Much of the data is UK specific but we know it is the same story elsewhere (see for example next slide). The Lawcare data is from a 2021 study which was then repeated in 2025, see slide 4.
- **Slide 3** – this is just to show that the issue is a global one. This is a 2021 report from the IBA which included data survey from thousands of lawyers around the globe. One set of questions was based on a well respected World Health Organisation survey where the scores are on a scale from 1 to 100, 1 being very poor mental health and 100 being very good mental health. The calibration is such that if someone gets a score of 52 or below the recommendation is that they seek a psychological assessment given their poor mental health. The average score for lawyers was 51. And it is worse for the groups identified – women, ethnic minorities and so on
- **Slide 4** – data from a more recent Lawcare report in 2025 based again on a survey of lawyers in the UK showing the situation is not improving. The final bullet point is using



the same WHO scale as in the IBA report on the previous slide – so a drop from 51 to 44 in the average score.

Slides 4 to 14 – these cover the business case for wellbeing are based on our White Paper data - [The business case for wellbeing](#) – which is also available via the QR code on various of the slides. There are lots of reasons why we should care about the wellbeing of our people. The moral case surely is the strongest. There is also a legal responsibility to provide safe working environments. This data is for those who are focussed on the bottom line. We would not recommend spending huge amounts of time on the data but just present the slides in summary with an invitation to explore the White Paper if people want to go deeper.

- **Slide 5** – the areas covered by the data and the subsequent slides which might be summarised as costs business are currently incurring, lost opportunities for better revenue and a brief look at research on what works to improve mental health and wellbeing
- **Slide 6** – when we are stressed, we make more mistakes – it is bad for the quality of our work which has an impact on client care/relationships, morale, the risk of claims, the cost of professional indemnity insurance and much more
- **Slide 7** – assorted costs businesses are incurring currently
- **Slide 8** – good news about the impact of focussing on wellbeing. The second data point is showing how we seem to be becoming less efficient over the years, so what is getting in the way of us being able to do the work we want to deliver?
- **Slide 9** – what potential recruits want from their employers and therefore the opportunity to attract top talent
- **Slide 10** – A summary of research showing what interventions/supports from employers make a difference. The Fleming research referenced is explored more in the following three slides
- **Slide 11** – What Fleming set out to do
- **Slides 12 and 13** – What Fleming found. We would not recommend spending any significant time on the graphs – they are complex. But they list the various kinds of interventions Fleming was looking at that employers often provide such as resilience training, mindfulness and so on and then look at the impact on a range of different well respected scales (SWEMWBS, Kessler etc). The graphs are then showing positive or negative impact compared to the centre point of zero. And the overall picture is of very marginal impact, which is often negative. The text box summarises this. The overall picture from this extensive research is that traditional supports and interventions do not tend to have a meaningful overall impact. While of course individuals might get some benefit from some of the resources/supports the overall picture across the workforce is concerning, particularly given the amount of time and money employers are investing.
- **Slide 14** – what different researchers have found does work to materially improve employee wellbeing. The Teoh research was in the NHS in the UK. The studies show that the best way is to reduce stress within the role – changing the role, not the employee. This is what MBC is all about. The reference to dropped curb theory is how something introduced to benefit one group will often help others too – dropping the height of curbs for wheelchair users also helped many other people safely navigate roads on foot.

Slide 15 – If you wanted to you could introduce a discussion on what stress feels like and its impact on our brains. In any event use the slide to reference how stress activates our flight or fight reaction which has the impact of reducing our cognitive functioning, given our bodies and brains are being primed for acute physical activity.

Slide 16 – This is optional – it is an animation we have created which explains MBC to employees of member organisations – **please note that as of July 2026 this references the old Charter version. We are in the process of having the**

be brave.



animation updated and you may wish to leave this out as a result. If you do retain it then it is probably worthwhile explaining that the animation reflects the earlier version of the Charter but the key messages remain valid.

Slide 17 – the four main sources of stress – MBC is focussed primarily on the last two although it also helps us challenge some of the unhelpful automatic thinking traps we fall into, such as assumptions about what clients or bosses expect

Slide 18 – self-explanatory but emphasise the idea of the permission MBC provides

Slide 19 – self-explanatory but you may want to mention that anyone working for a member organisation can register for access to the members area of the website using their work email. They need to click login on the top right of the home page. When the login dialogue box appears, click below that where it asks whether a new account is required. This will prompt a registration form asking for email address and a new password and then the person will have access. There is a slide on this at the end of the presentation

[If you are presenting this to an audience who may be familiar with the old Charter then here is probably the point to talk about the refresh. Slides 35 to 37 relate to this and can be moved into order. They should be self-explanatory. If this is to an audience who are not familiar with the old Charter then slides 35 to 37 can simply be deleted.]

Slide 20 – the Charter in visual form. Explain that our foundational value is openness and respect – that we all respect and care about our fellow professional and want to create a culture of openness where we can talk about how we are working and its impact. On that base we have our three pillars, and at the top is where all this leads to, our purpose, to enable healthy and sustainable high performance.

[If you are presenting this to an audience who may be familiar with the old Charter then this might be a good opportunity to explain what has changed – the first of the old pillars has become our foundation, we have a new pillar around open dialogue, smart meetings and communications (the old second pillar) and mindful delegation (the old fourth pillar have been merged into new second pillar around mindful collaboration. The old third pillar around respecting rest period has become our new third pillar, health boundaries.]

Slides 21 to 26 – the detail of the Charter itself which is hopefully familiar to you. The slides reproduce the exact wording from the Charter. Explain that for each element we have principles and then examples of what those principles might look like in practice. Mindful collaboration covers many things hence breaking this down into three elements, communications, meetings and delegation. You might want to emphasise wording such as “where reasonable and practicable” in the second bullet on slide 13 – this is about collaboration and compromise – it is not about not working hard but rather balancing that with our personal needs. And emphasise too that MBC is a permissive framework, not a rigid rulebook. It is aspirational and we know it will not always be possible to fulfil every element given business demands.

Slides 27 to 29 – statements of what we ask of member organisations, their leaders and everyone else. You might want to spend more time on slide 29 and invite people to reflect on how they can play their part in that.

Slide 30 – a selection of our signatories – obviously feel free to add your logo if not already there and reference any members who you work with as an organisation (clients or suppliers)



Pause there and invite any questions on the Charter. Before moving on explain that that is what the Charter says but the key thing is the permission it gives to think and talk about our work and the things that cause us stress. They may be things that are specifically mentioned in the Charter, but they may not. The key thing is that if we can talk about the things that cause us stress then we may be able to do something about them. You (i.e. the people in the room) are the best people to know what causes you stress and you are also best placed to think about what could be done about that. And that is the exercise we are now all going to do together.

Slide 31 – This describes a little of the community of MBC to give people an understanding of what you are members of

Slide 32 – is how to access the members are of the website

Slide 33 – self-explanatory FAQs

Slide 34 – just our contact details and therefore the slide to end on

Slides 35 to 37 – see earlier note – these are there if you want to explain a bit about the refresh of the Charter to an audience who may have been familiar with the old version.

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