



A guide to employee benefits for law firms

Prioritising wellbeing
and reducing stress for a
competitive advantage

(circles)
a sodexo company





In this eBook...

Learn how law firms that prioritise wellbeing and reduce stress gain a competitive advantage.

Legal practices who provide employee support services and work-life benefits create a supportive and thriving workplace that attracts top talent.

- Using Benefits as a Competitive Advantage
- Promoting Work-Life Balance
- The “Hidden” Benefit

Nearly **two-thirds** of legal professionals have experienced **burnout** due to their work according to new research

Source: Realm Recruit

Prioritising wellbeing and reducing stress

Law firms, increasingly challenged with attracting and retaining talent, are seeing the value of offering comprehensive benefits as a critical component of their people strategy.

This guide explores the hot topic of “attracting and retaining talent” — you only have to Google search that phrase and see it has nearly **17 million hits** — in the context of law firms. Specifically, we dive into how organisations can use employee benefits as a competitive advantage, discuss trending benefits to consider, outline work-life benefits and the impact of work-life balance, all in the context of the legal industry.


By providing benefits and employee support services that prioritise wellbeing and reduce stress of attorneys, associates and support staff, law firms can create a supportive and thriving workplace that will attract top talent.



81%

of attorneys fear the inability to attract and retain top talent will hinder their operations.

Source: [Wolters Kluwer](#)



Stress and burnout is common in law firms

The legal industry is unique in that the very drive and dedication to become a successful lawyer is what causes stress and burnout.

Typically, attorneys have high achieving personalities, and are perfectionists — which serves them well with clients but can lead to stress in their personal lives.

Success is often determined by billable hours, so working excessively, and often times with inadequate support resources, makes those in that profession ripe for the burnout that leads to turnover.

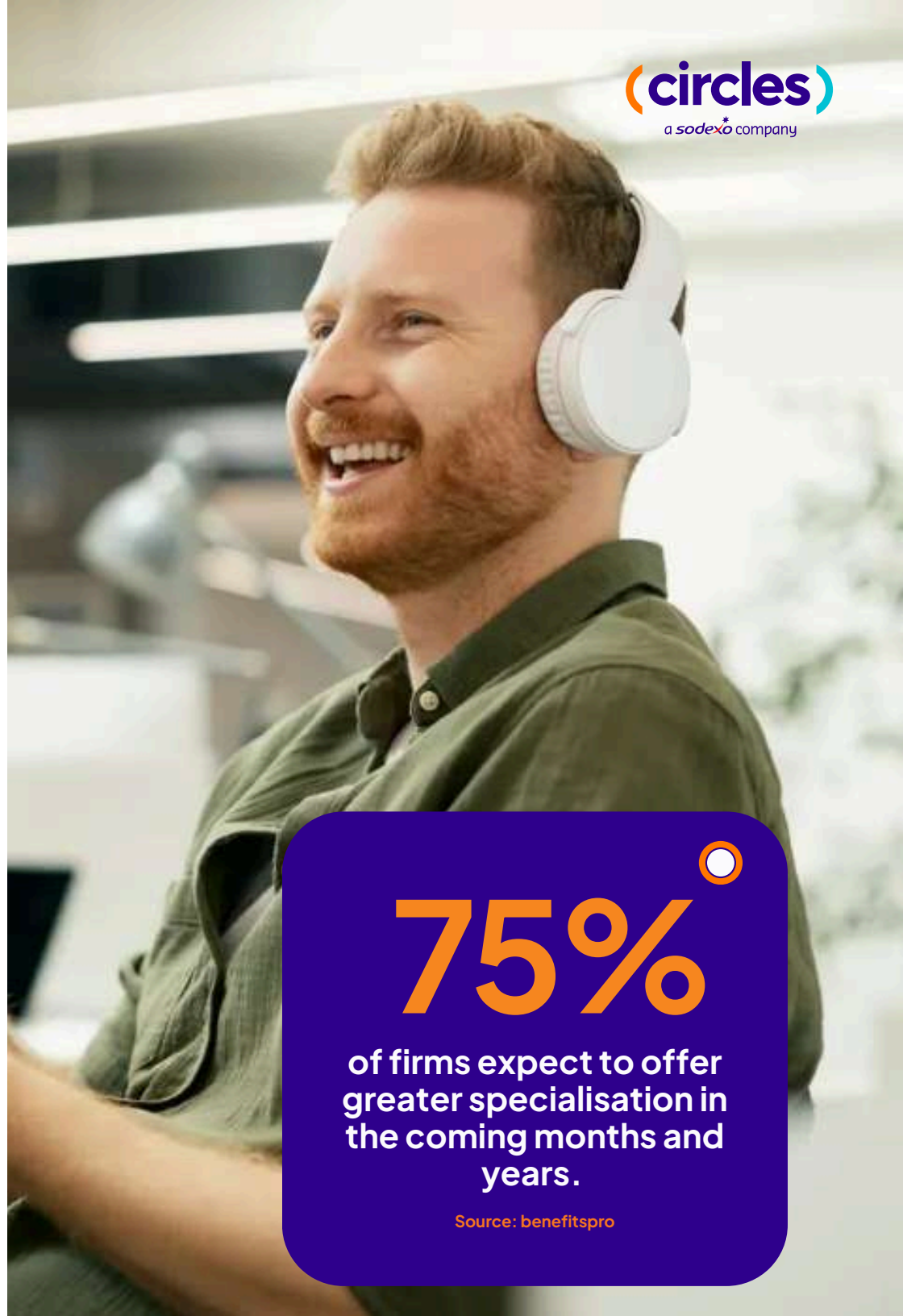
In today's modern workplace, firms that can reduce attorney stress and burnout are better positioned to thrive. Employee benefits are one place to start.

Why Employee Benefits matter

Employee benefits are no longer just an added perk. In the highly competitive legal industry, competitive benefits packages have become essential in attracting and retaining top legal talent.

Within the next three years, the demand for more specialisation is expected to rise, and with that the decline of generalist legal work.

With this evolving landscape, it's clear that law firms need to provide comprehensive benefits packages that show their commitment to the wellbeing of their people, and to help create a positive and supportive work environment.



75%

of firms expect to offer
greater specialisation in
the coming months and
years.

Source: [benefitspro](#)

Using benefits as a competitive advantage

Law firms that offer comprehensive compensation packages find themselves in a better position to attract and retain top legal talent.

Thoughtful, relevant and useful benefits compensate attorneys beyond pay and mean the organisation is investing time and money into ensuring they feel supported and valued.



In addition to compensation (which typically include bonuses, profit-sharing, or stock options), additional benefits could also include:

- Robust health and wellness packages
- Work-life balance benefits
- Professional development opportunities
- Financial planning support

But offering perks and incentives in addition to those benefits mentioned above can be the deciding factor for talented legal professionals choosing one firm over another.

Examples of these include:

- Flexible work hours
- Sabbatical programs
- Pro-bono opportunities
- On-site amenities (dry cleaning, car valeting)
- On-site childcare facilities
- Work-life balance programs
- Employee assistance programs

Promote work-life balance through employee benefits

Law firms who prioritise the work-life balance by offering various health and wellness benefits, will become a company of choice.

In a recent study, on a scale of 0-10 (0 being irrelevant and 10 being the most important), lawyers gave compensation an average of 7.85 in terms of importance and work-life balance a 7.81.

Offering programs that focus on physical fitness, mental health support, and stress management show attorneys (and future associates) the firm is committed to their holistic wellbeing – **they are considered for the human being they are, not just as a producer of billable hours.**





Work-life balance benefits include:

- Wellness competitions and challenges that reward participation and completion.
- Community-building events/group activities that promote accountability.
- Nutrition programs and healthy snacks in the office that facilitate a healthier lifestyle.
- Travel and event planning.
- Errand running services that help take care of daily tasks.
- Concierge-style assistants that help tick off “to-do” lists.
- On-site fitness facilities, fitness classes or paid gym memberships.
- On-site amenities like dry cleaning services and car valeting.



Why use Errand Running Services

Law firms that understand what attorneys need to be happy and productive will go the extra mile to provide unique work-life balance benefits.

This strategy pays off in that they are often known as a coveted employer of choice.

Circles has found one such benefit resonates with attorneys: errand running services.

In 2023, we ran 39,000 errands, with the majority of those for our legal professional clients. Why? Busy attorneys have daily tasks that need tending to, but long, billable hours often prohibit them from taking care of their everyday needs during normal business hours.

Offering errand running services allows them to keep focused on work while at work, giving them peace of mind that their “to-do” list is shrinking, and they won’t need to spend their valuable after work hours on tedious errands.

Here’s a great [example](#).

39,000

errands were completed
by Circles in 2023



Work-Life Balance **Impacts**

Prevents burnout:

When attorneys are overworked, constantly stressed, and have little time for personal pursuits, they are more prone to burnout.

A healthy work-life balance helps prevent burnout by providing the necessary time to rest, relax, and recharge.

Increases productivity:

Encouraging a healthy work-life balance provides the opportunity to recharge and rejuvenate.

This, in turn, can lead to increased productivity and workplace performance — attorneys are more focused, energised, and motivated.



Enhances job satisfaction:

When attorneys and support staff can tend to their personal commitments and interests outside of work, they experience greater fulfillment and satisfaction in life.

This satisfaction translates into higher job satisfaction and a sense of balance and fulfillment in their personal lives, making them bring a more positive attitude, commitment, and enthusiasm to their work.

Work-Life Balance **Impacts** **continued...**

Improves mental and physical health:

Engaging in personal activities, spending time with loved ones, pursuing hobbies, and practicing self-care are essential for maintaining good mental health; having time to exercise, relax, and get sufficient sleep contributes to physical wellbeing.

By encouraging work-life balance, law firms can help their attorneys and support staff lead healthier lives, reducing stress-related illnesses and absenteeism.

Retains employees:

Attorneys who feel supported in achieving a healthy work-life balance are more likely to stay with their firm.

High levels of work-related stress and an imbalance between work and personal life are common reasons for job dissatisfaction and turnover.



Culture: the “Hidden” Benefit

While not directly considered a traditional benefit, fostering a positive work culture is essential. Law firms that prioritise values such as diversity, inclusion, and a supportive environment are more likely to attract top legal talent.

Demonstrating a commitment to these values through policies, initiatives, and company-wide events can make a law firm attractive to potential hires.

As a leading provider of employee benefits and support services, Circles understands the [unique challenges faced by law firms](#). Our data-driven approach, backed by our affiliation with Sodexo, enables us to design tailored support services that address the specific needs of law firms and their attorneys.

Whether it's providing work-life balance programs, errand running services, or community building activities, Circles is dedicated to creating the positive work environment that reduces stress and promotes wellbeing for attorneys and support staff alike.





We understand the importance of creating wellbeing services that benefit your employees and your organisation in a measurable way. Our range of services support and invigorate your employees to be better able to focus on their work and find a balance with their out-of-work responsibilities and interests. Key benefits from using our services include:



The gift of time

Get time back in your day, save on average 3 hours per request allowing you to contribute more at work, at home, and all the moments in between. Circles wellbeing solutions gives time back to you.



Wellbeing that works

Help reduce stress by targeting those distractions and time consuming tasks that, if left unchecked, can lead to more serious problems such as burnout, more sick days and poor retention of talented people.



Everyone benefits

We believe it's our duty of care to support our customers and their loved ones. That's why, as standard, a plus one can benefit too whether a parent, partner, friend or significant other.

Circles solution work-life balance

When employees are supported in achieving a healthy work-life balance, it not only benefits them individually but also enhances your company's overall performance. We call that a win-win.

- Handle errands including food shopping, dry cleaning pick up, or getting prescriptions from the pharmacy.
- Offload personal tasks such as coordinating home repairs and holiday planning.
- Support life events including weddings, becoming a parent, buying a home and moving

Work-life balance programs to eliminate all distractions.

To find out more, visit our website:

www.circles.com

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Give us a call on **020 3467 6811**
or visit **circles.com**

