

## National Judicial Academy

**P-1239:** Seminar for Principal District & Session Judges and Additional District Judges on  
Psychological Adjustments and Stress Management  
30<sup>th</sup> – 31<sup>st</sup> January, 2021

**Programme Coordinator** : Dr. Sonam Jain and Mr. Krishna Sisodia, Faculty

**No. of Participants** : 45

**No. of forms received** : 39

<b>I. OVERALL</b>				
<b>PROPOSITION</b>	<b>To a great extent</b>	<b>To some extent</b>	<b>Not at all</b>	<b>Remarks</b>
a. The objective of the Program was clear to me	<b>94.87</b>	<b>5.13</b>	-	1. Good. 7. Awesome. 11. Very good.
b. The subject matter of the program is useful and relevant to my work	<b>89.74</b>	<b>10.26</b>	-	1. Good. 11. Very good. 29. Probably first time, openly recognized the factor of emotional balance for judicial officers.
c. Overall, I got benefited from attending this program	<b>92.31</b>	<b>7.69</b>	-	1. Good. 11. Very good.
d. I will use the new learning, skills, ideas and knowledge in my work	<b>97.44</b>	<b>2.56</b>	-	1. Good. 11. Very good. 29. I also try to share this experience in my unit.
e. Adequate time and opportunity was provided to participants to share experiences	<b>97.44</b>	<b>2.56</b>	-	11. Very good.
<b>II. KNOWLEDGE</b>				
<b>PROPOSITION</b>	<b>To a great extent</b>	<b>To some extent</b>	<b>Not at all</b>	<b>Remarks</b>
The program provided knowledge (or provided links / references to knowledge) which is:				
a. Useful to my work	<b>81.08</b>	<b>18.92</b>	-	1. Yes.

				7. Programme is very skilled and effective, helpful in day to day cant's works. 11. Very good.
b. Comprehensive (relevant case laws, national laws, leading text / articles / comments by jurists)	<b>61.11</b>	<b>38.89</b>	-	1. It was practical and It was usually Use. 7. Very nice. 11. Very good.
c. Up to date	<b>65.63</b>	<b>34.38</b>	-	11. Very good.
d. Related to Constitutional Vision of Justice	<b>61.11</b>	<b>36.11</b>	<b>2.78</b>	11. Good. 29. The concept of eye to eye contact while pronouncing sentencing has touched the constitutionality.
e. Related to international legal norms	<b>35.29</b>	<b>52.94</b>	<b>11.76</b>	11. Good.

### III. STRUCTURE OF THE PROGRAM

<b>PROPOSITION</b>	<b>Good</b>	<b>Satisfactory</b>	<b>Unsatisfactory</b>	<b>Remarks</b>
a. The structure and sequence of the program was logical	<b>92.31</b>	<b>7.69</b>	-	11. Good.
b. The program was an adequate combination of the following methodologies viz.				
(i) Case studies were relevant	<b>63.64</b>	<b>36.36</b>	-	11. Good.
(ii) Interactive sessions were fruitful	<b>86.84</b>	<b>13.16</b>	-	11. Good.
(iii) Audio Visual Aids were beneficial	<b>83.78</b>	<b>16.22</b>	-	11. Good.

### IV SESSIONS WISE VETTING

<b>Parameters</b>				
<b>Session</b>	<b>Discussions in individual sessions were effectively organized</b>		<b>The Session theme was adequately addressed by the Resource Persons</b>	
	Effective and Useful	Satisfactory	Effective and Useful	Satisfactory
1	<b>89.47</b>	<b>10.53</b>	<b>91.43</b>	<b>8.57</b>
2	<b>91.89</b>	<b>8.11</b>	<b>91.18</b>	<b>8.82</b>

3	<b>89.19</b>	<b>10.81</b>	<b>94.12</b>	<b>5.88</b>
4	<b>91.89</b>	<b>8.11</b>	<b>93.94</b>	<b>6.06</b>
<b>V. PROGRAM MATERIALS</b>				
<b>PROPOSITION</b>	<b>To a great extent</b>	<b>To some extent</b>	<b>Not at all</b>	<b>Remarks</b>
a. The Program material is useful and relevant	<b>79.49</b>	<b>20.51</b>	-	7. Highly useful in solving legal problems, great study material. 11. Very good.
b. The content was updated. It reflected recent case laws/ current thinking/ research/ policy in the discussed area	<b>72.22</b>	<b>27.78</b>	-	11. Very good.
c. The content was organized and easy to follow	<b>82.05</b>	<b>17.95</b>	-	11. Very good.

<b>VIII. GENERAL SUGGESTIONS</b>	
1. Three most important learning achievements of this Programme	<p>1. Subject – oriented will be much more good; 2. At magisterial laws- complicated aspect of criminal procedures; 3. District judge level administrative subject.</p> <p>2. 1. Our mental state is very much important in all issues; 2. Don't predict when there is no evidence; 3. In-order to attain public trust the court has to function systematically.</p> <p>3. All the programme were very useful and lively. Most important learning how to psychologically control the court life and also the personal life and how to live happily the midlife.</p> <p>4. First learning achievement is if imports how to develop the communication strategies. Second thing is that judges and lawyers share the common goal and they are given the shared responsibility, one would naturally expect that they share a cordial relationship inside the court room to help expand and enrich the legal knowledge base for efficient and effective display section of justice and to understood the litigant behavior. Thirdly How to handle the situation &amp; improve the relationship in a changed circumstances.</p> <p>5. Understanding behaviour; Communication Strategies; Midlife Crisis and Life Beyond the Dias.</p> <p>6. To keep aside the biases while dealing a case; Anger should be controlled and should us affect our work; Management of midlife crisis.</p> <p>7. 1. How to deal with tricky lawyers; 2. Better equipped with to control unwanted situation; 3. Will help in understanding the mind and behaviour of others present before me.</p>

	<p>8. Psychological adjustments; Stress management; How behave with litigant in diverse litigation.</p> <p>9. How to manage the court proceedings; How to behave with the litigants &amp; advocates; How to improve the behaviour of the judicial/presiding officer.</p> <p>10. During day to day working we as a judge go through great mental stress, pressures, etc. due to various reasons which were discussed during session but we never recognized the same. But after attending the programme &amp; strongly feel that these problems must be given solutions so that the working other judicial or in our personal lives, must not be affected.</p> <p>11. 1. <i>Session 1: Understanding Litigant Behaviour in Diverse Litigation; Session 2: Attitudinal Changes and Biases and Session 3: Developing Communication Strategies.</i></p> <p>12. Attitudinal changes and biases was eye opening topic. I think judges will act more fairly after considering biases of unconscious mind.</p> <p>13. 1. It is necessary to understand litigants; 2. To be compassionate and kind to ourselves and others; 3. Stress can be managed.</p> <p>14. 1. How to deal with the litigant; 2. How to come out the biases; 3. How can we come out the stress?</p> <p>15. 1. Use of ICT and Court management through admin access; 2. Litigant centric approach; 3. How to change our attitude and overcome to our biases.</p> <p>16. 1. Interactive sessions were very illuminating; 2. Stress buster.</p> <p>17. 1. How we can evaluate the litigants; 2. Role of judge in procedure justice; 3. How we can keep away ourselves from biases.</p> <p>18. 1. The knowledge imparted by the resource person was very helpful about digitization and NJDG; 2. The doubts regarding criminal trial cleared by the resource persons; 3. The programme was very much helpful in boosting the confidence &amp; morals.</p> <p>19. Being aware about different kinds of litigant behaviour and responding accordingly.</p> <p>20. 1. Now to understood litigant behaviour in diverse litigation; 2. How to overcome from attitudinal changes and biases; 3. We should not loose temper or shout on dias while discharging justice in any circumstances.</p> <p>21. Participant did not comment.</p> <p>22. 1. To identify biases; 2. To release stress and to control anger; 3. To understand litigant/others behavior during court management.</p> <p>23. Recognizing Own fallacies and to overcoming; Communication strategies; Attention towards balancing between work opportunity and family etc.</p> <p>24. 1. Understanding litigant behaviour; 2. Managing occupational pressures; 3. Understanding bias.</p> <p>25. It will help me in personal life; It will also help me in discharging duty as a judge; 3. Ultimately it will enhance my personality.</p> <p>26. None.</p> <p>27. Thought providing, effective and useful for discharging not only judicial function but handles of life.</p>
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	<p>28. 1. How to handle advocates and litigants; 2. Keep away from bias; 3. To give patience hearing to the advocates and litigants; 4. To keep away from the dias.</p> <p>29. Depression is common, we have scope to recover from it, Plan your retirement, Handle midlife crisis with preparation, focus on the relevant issues and avoid negative energy.</p> <p>30. Effective learning free from biases. To do justice with good mind. Litigant behaviour is also important in disposing justice.</p> <p>31. None.</p> <p>32. None.</p> <p>33. Overcoming bias and prejudices; Effective communication in court proceedings; Tackling with the challenges in the work and in the retirement life.</p> <p>34. It help us to have control on our attitude and behavior on and off the bench; Different between judging and justice; Communication strategies.</p> <p>35. None</p> <p>36. The art of training the mind; The art of communication; The art of swimming against the tide.</p> <p>37. None.</p> <p>38. 1. Help me in understanding human psychology; 2. Got to know the problems in different areas in interactive session; 3. Useful inputs by Hon'ble Resource Persons.</p> <p>39. Overall it was great in all aspects.</p>
<p>2. Which part of the Programme did you find most useful and why</p>	<p>1. <b>Session 2: Attitudinal Changes and Biases and Session 4: Midlife Crisis and Life Beyond the Dias-</b> Justice Ram Mohan Reddy and Dr. Harish Shetty was so excellent.</p> <p>2. <b>Session 4: Midlife Crisis and Life Beyond the Dias-</b> I learned that one major component of well-being is positive relations with others colleagues particularly parents, spouse, relations and children.</p> <p>3. All parts.</p> <p>4. <b>Session 3: Developing Communication Strategies-</b> This programme develops the idea about how judicial decision is to be perceived by the parties and society in general and how to handle the situation in various circumstances.</p> <p>5. All parts of the programme.</p> <p>6. <b>Session 3: Developing Communication Strategies-</b> Practical aspects of dealing with people like lawyers and litigant during hearing of a cases.</p> <p>7. <b>Session 1: Understanding Litigant Behaviour in Diverse Litigation and Session 3: Developing Communication Strategies-</b> Learn and handle to face unexpected situation in more wisely.</p> <p>8. None.</p> <p>9. <b>Session 4: Midlife Crisis and Life Beyond the Dias.</b></p> <p>10. Interactive sessions. Because during these sessions participants discussed their issues and at same time they discussed the methods to overcome the same.</p> <p>11. Understanding litigant behavior.</p> <p>12. I find attitudinal changes and biases was most useful programme.</p> <p>13. Repeatedly the participants were allowed to share their views and I find the experience of other judges is thought providing to other judges.</p>

	<p>14. <b>Session 1: Understanding Litigant Behaviour in Diverse-</b> is the most-most useful because this part is related to litigant behaviour.</p> <p>15. <b>Session 1: Understanding Litigant Behaviour in Diverse; Session 2: Attitudinal Changes and Biases and Session 4: Midlife Crisis and Life Beyond the Dias-</b> These all sessions are helpful to me for doing justice and the programme is helpful to change our attitudinal changes which is not only helpful or despising justice but also helpful in our personal development and life also.</p> <p>16. Interactive sessions, as it, introduced me to experiences of many enlightened minds &amp; really inspired me a lot.</p> <p>17. Developing communication strategies because it will help me not only to improve the quality of my official work, but also brings peace in very personal and social life.</p> <p>18. All the sessions including presentation by e-committee of the Hon'ble Supreme Court are useful. Other sessions are useful to maintain mental equilibrium.</p> <p>19. Developing communication strategies and reflecting on future possibilities after retirement.</p> <p>20. <b>Session 3: Developing Communication Strategies-</b> Because I have been enlighten how to develop my communication strategies while discharging my duties as judge.</p> <p>21. Participant did not comment.</p> <p>22. Attitudinal changes and biases cause our attitude &amp; biases affects our day to day life unknowingly resulting unhealthy situations.</p> <p>23. Every part of programme was equally useful. But I can say that <b>Session 1: Understanding Litigant Behaviour in Diverse</b> and <b>Session 3: Developing Communication Strategies</b> -part of the program are most useful as same are closely relate with the day to day functioning of the Court.</p> <p>24. <b>Session 4: Midlife Crisis and Life Beyond the Dias-</b> managing midlife crisis as it projects our vision/dream through self-introspection.</p> <p>25. Developing communication strategies as it solves many problems at office as well as at home part also.</p> <p>26. None.</p> <p>27. <b>Session 4: Midlife Crisis and Life Beyond the Dias-</b> deals with personal problem while on duty and goal after retirement. Dr. Harish Shetty was brilliant enlighten his session memorable.</p> <p>28. <b>Session 2: Attitudinal Changes and Biases-</b> It taught to remain always positive in adverse condition.</p> <p>29. Managing Midlife crisis. It touched all the other topics in one nutshell. It taught balance in work &amp; family life. Work life requires anger / emotional outburst management on the bench and off the bench. Family life – midlife crisis. To plan and retire properly.</p> <p>30. Every part.</p> <p>31. The session of midlife crisis and life beyond the dais was insightful. It was a great learning.</p> <p>32. None.</p>
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	<p>33. According to me, all the sessions are very useful because all these are very much attached to our work and these sessions will enable us to surmount occupational obstacles.</p> <p>34. All four sessions are very good and useful.</p> <p>35. All parts of the programme was useful to me because it gave me a chance to overcome my flaws.</p> <p>36. Every part was useful.</p> <p>37. All the sessions were useful.</p> <p>38. Understanding human behavior in diverse litigation.</p> <p>39. Dr. Harish Shetty sessions were most interesting and interactive. Very much useful too. The way he conducted sessions was superb.</p>
<p>3. Which part of the Programme did you find least useful and why</p>	<p>1. <b>Session 2: Attitudinal Changes and Biases and Session 4: Midlife Crisis and Life Beyond the Dias-</b> are wonderful excellent.</p> <p>2. Each and every part of the programme was useful and very interesting.</p> <p>3. Nothing as such.</p> <p>4. None.</p> <p>5. All parts of the programme.</p> <p>6. None.</p> <p>7. None.</p> <p>8. No such programme.</p> <p>9. All the programme were useful.</p> <p>10. Every part of the programme was useful.</p> <p>11. None.</p> <p>12. Midlife crisis and life beyond dias.</p> <p>13. Participants on many times choose to talk in Hindi which is not understandable to many participants and the same could be avoided.</p> <p>14. None.</p> <p>15. All part of the programme were useful.</p> <p>16. None.</p> <p>17. Midlife crisis.</p> <p>18. The whole programme was useful and quite helpful.</p> <p>19. None.</p> <p>20. NA.</p> <p>21. Participant did not comment.</p> <p>22. None. Programme was so beautifully designed that make us beneficial to command our emotions, Anger, Biases &amp; shortcomings.</p> <p>23. <b>Session 4: Midlife Crisis and Life Beyond the Dias-</b>Part of the program, though it is also useful but for the purpose of rating I can say, this session as least useful as its importance may vary from one individual to other as per their background.</p> <p>24. All are useful and relevant in their own scopes.</p>

	<p>25. None.</p> <p>26. No such programme all are useful.</p> <p>27 None.</p> <p>28. No.</p> <p>29. None.</p> <p>30. Every part.</p> <p>31. All the programme were great and useful.</p> <p>32. None.</p> <p>33. The whole programme is very important and useful.</p> <p>34. None.</p> <p>35. None.</p> <p>36. None.</p> <p>37. None.</p> <p>38. None.</p> <p>39. None.</p>
<p>4. Kindly make any suggestions you may have on how NJA may serve you better and make its programmes more effective</p>	<p>1. Subject oriented topic recent acts- it- discussed – succeed be useful for us.</p> <p>2. Though Hindi is our official language, I am not able to understand the same. There may be participants like me. It will be very convenient if all the participants also speak in English.</p> <p>3. Nothing as such. Everything was very comfortable and convenient.</p> <p>4. None.</p> <p>5. No suggestion.</p> <p>6. None.</p> <p>7. This programme may organized for new entry level Munsiffs, Magistrate and for staff of court for enhancement of performance.</p> <p>8. None.</p> <p>9. Programmes for POCSO cases and family matter particularly divorce case. Regular courses may be conducted.</p> <p>10. I strongly feel that such sessions must be frequently organized. This programme has not only provided learning but have also rejuvenated the participants.</p> <p>11. All is well.</p> <p>12. Frequent online workshops are more useful tool to improve judges more and more.</p> <p>13. National Judicial Academy may invites international persons of fame in legal field and make them to participate in seminar which might be a different experience to participants.</p> <p>14. NJA should organized this kind of programme again and again in short intervals.</p> <p>15. None.</p> <p>16. None.</p> <p>17. We may have some workshop on time management.</p>



	<p>18. Conducting such programmes at regular interval by involving the all judicial officers &amp; administrative officers would be immensely helpful.</p> <p>19. If there could be in-depth deliberation of one aspect instead of clubbing many things together.</p> <p>20. NJA may provide the power point presentation presented by the resource persons for refreshing ourselves if necessary in future.</p> <p>21. Participant did not comment.</p> <p>22. By designing programmes suitable to judges of every cadre and programmes should be made more interactive &amp; participative.</p> <p>23. By organizing the programmes on various topics/subjects at the regular interval of time.</p> <p>24. Each participant may be afforded ample opportunity to view their experiences on a generalized topic related to the session, by sharing those topics or subtopic beforehand.</p> <p>25. As the training is being imparted online, so the frequency of training should be enhanced so that each judge would have an opportunity to get training from NJA at least once in 3 months.</p> <p>26. None.</p> <p>27. Study material was effective but it should have been supplied well in advance that participants would go through it or make the study material concise.</p> <p>28. No.</p> <p>29. This programme is good.</p> <p>30. NJA is always making effective &amp; useful programme.</p> <p>31. More such programme should be organized for judicial officer; The programme of such type should also be designed for new judicial officers.</p> <p>32. None.</p> <p>33. The programme is well designed.</p> <p>34. None.</p> <p>35. Try to conduct programme in Hindi also; Otherwise very good programme.</p> <p>36. None.</p> <p>37. None.</p> <p>38. Encouraging more interactive sessions.</p> <p>39. It was one of the most interesting Programmes I have ever attended. Such Programmes may be more useful and interactive if conducted in Academy itself.</p>
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