

## National Judicial Academy

**P-1251: Seminar for Principal District & Session Judges and Additional District Judges on  
Psychological Adjustments and Stress Management  
24<sup>th</sup> – 25<sup>th</sup> April, 2021**

**Programme Coordinator** : Dr. Sonam Jain and Ms. Shruti Jane Eusebius, Faculty

**No. of Participants** : 33

**No. of forms received** : 30

<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>93.33</b>	<b>6.67</b>	-	
b. The subject matter of the program is useful and relevant to my work	<b>83.33</b>	<b>16.67</b>	-	
c. Overall, I got benefited from attending this program	<b>86.67</b>	<b>13.33</b>	-	
d. I will use the new learning, skills, ideas and knowledge in my work	<b>86.67</b>	<b>13.33</b>	-	
e. Adequate time and opportunity was provided to participants to share experiences	<b>90.00</b>	<b>10.00</b>	-	
<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>72.41</b>	<b>27.59</b>	-	
b. Comprehensive (relevant case laws, national laws, leading text / articles / comments by jurists)	<b>55.56</b>	<b>44.44</b>	-	

c. Up to date	<b>62.96</b>	<b>37.04</b>	-	
d. Related to Constitutional Vision of Justice	<b>62.96</b>	<b>37.04</b>	-	
e. Related to international legal norms	<b>36.00</b>	<b>48.00</b>	-	
<b>III. STRUCTURE OF THE PROGRAM</b>				
<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>96.55</b>	<b>3.45</b>	-	
b. The program was an adequate combination of the following methodologies viz.				
(i) Case studies were relevant	<b>80.00</b>	<b>20.00</b>	-	
(ii) Interactive sessions were fruitful	<b>93.10</b>	<b>6.90</b>	-	
(iii) Audio Visual Aids were beneficial	<b>90.00</b>	<b>10.00</b>	-	
<b>IV SESSIONS WISE VETTING</b>				
<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>92.86</b>	<b>7.14</b>	<b>92.00</b>	<b>8.00</b>
2	<b>88.89</b>	<b>11.11</b>	<b>91.30</b>	<b>8.70</b>
3	<b>92.31</b>	<b>7.69</b>	<b>95.45</b>	<b>4.55</b>
4	<b>92.31</b>	<b>7.69</b>	<b>90.91</b>	<b>9.09</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>72.41</b>	<b>27.59</b>	-	
b. The content was updated. It reflected recent case laws/ current thinking/ research/ policy	<b>71.43</b>	<b>28.57</b>	-	

in the discussed area				
c. The content was organized and easy to follow	<b>76.67</b>	<b>23.33</b>	-	

<b>VIII. GENERAL SUGGESTIONS</b>	
1. Three most important learning achievements of this Programme	<p>1. How to be more interactive and communicative in the court and the advantages of the same; Positive attitude is a must; How to achieve your targets without getting stressed.</p> <p>2. <i>Session 1: Understanding Litigant Behavior in Diverse Litigation; Session 2: Attitudinal Changes and Biases and Session 3: Developing Communication Strategies.</i></p> <p>3. 1. Learnt to maintain balance between professional and personal life; 2. Gained expertise in court management; 3. Gained knowledge in delivering qualitative, fair and effective judgements.</p> <p>4. None.</p> <p>5. 1. Anger management in the court room; 2. Communications with litigants; 3. How to deal with biases.</p> <p>6. None.</p> <p>7. During day to day working the judges to through mental stress. After attending the programme I strongly feel that these problems must be given solutions.</p> <p>8. None.</p> <p>9. None.</p> <p>10. 1. Very useful to understand the behavior of litigants; 2. The principle of natural justice must be given top priority; 3. All prosecution of the court must be litigant friendly.</p> <p>11. 1. In assessing and understanding behavior of litigants; 2. Self-assessment; 3. To know the value of life beyond dias.</p> <p>12. 1. Good learning about procedural attitudes with the other stakeholders of court Justice system; 2. About the skills to be communicate with the others; 3. How to make life enjoyable.</p> <p>13. 1. “Look up for rainbow”- shared thoughtful quotes; 2. Procedural justice; 3. If you don’t communicate someone else may take the chance.</p> <p>14. It brought more awareness regarding the litigant behaviour and discusses a lot of important matters like midlife crisis &amp; etc.</p> <p>15. In general, all the while and in particular, during judicial decision making process, a judge must guard himself against the implicit bias which may attempt to creep in the mind unknowingly; When a litigant approaches the court for redressal of his grievance, he should get good impression, proper perception and good experiences during hearing of his case; Each coin has two sides. There are midlife crises in everyone’s life which required some adjustment. But, there is also the</p>

	<p>brighter side of midlife which may help in alleviating the stress/effects of the midlife crises.</p> <p>16. 1. How to improve court room communication with litigants; 2. How to balance in court room and outside the court room behavior; 3. How to manage life beyond dais.</p> <p>17. 1. Communication skills with litigants; 2. How to stay motivated with respect to one’s work; 3. How to deal with midlife crisis.</p> <p>18. None.</p> <p>19. 1. The Litigant Centric illustrative speech by Justice U.C. Dhyani and Justice Ved Prakash Sharma helped a lot to understand the necessity of dialogue with the litigants and other stake holders; 2. Dr. Samindara Sawant explained the 3 types of behaviour of litigants with slides and it was also very helpful for managing the litigants in court room; 3. The life beyond dias explained and an lighted by Dr. Harish Shetty is helpful to manage family life equally by doing official responsibilities</p> <p>20. 1. Judges to hear litigant including accused properly; 2. Judge to have introspection; 3. To develop proper communication skills.</p> <p>21. This programme had achieved- 1. Importance of article 39A and 21; 2. Understanding basic human life; 3. How to solve the crisis of life beyond dias.</p> <p>22. No.</p> <p>23. 1. Psychological adjustment and stress management; 2. Understanding litigant behaviour in diverse litigation; 3. Midlife crises and like legal the dias.</p> <p>24. The litigant perspective how to be kept in mind and judge must communicate with the litigant at important stage of trial.</p> <p>25. None.</p> <p>26. None.</p> <p>27. 1. By virtue of the topic selected, we got a correct insight to certain areas, which would not usually find a place in academic training; 2. Got sensitized on the relevance of stress management; 3. Discussion &amp; deliberation on life beyond dias was very productive.</p> <p>28. None.</p> <p>29. Programme enhances the knowledge regarding daily court functioning which results into the improvement on justice delivery system. It will also reduce stress upon a judicial officer.</p> <p>30. 1. Able to understand the intricacies of the issue to a greater extent; 2. Able to know the ways of overcoming the pitfalls; 3. Mode us to overcame the shortcoming in the grey areas.</p>
<p>2. Which part of the Programme did you find most useful and why</p>	<p>1. I feel all the resource persons had made me learn different aspects of being a person and a judge. Listening to Dr. Harish Shetty is a great experience (had an opportunity to listen to him earlier also).</p> <p>2. <b>Session 1:</b> <i>Understanding Litigant Behaviour in Diverse Litigation;</i> <b>Session 2:</b> <i>Attitudinal Changes and Biases;</i> <b>Session 3:</b> <i>Developing Communication Strategies and</i> <b>Session 4:</b> <i>Midlife Crisis and Life Beyond the Dias.</i></p>

	<p>3. <b>Session 3: Developing Communication Strategies</b>– of the second day of the programme was the most effective because an expertise in meeting the challenges of mid-life was gained.</p> <p>4. None.</p> <p>5. Attitudes and Biases- Bias forms perceptions which may be wrong. If bias is removed, we come to impartial view/opinion.</p> <p>6. None.</p> <p>7. All part of programme.</p> <p>8. All were is very good.</p> <p>9. None.</p> <p>10. <b>Session 3: Developing Communication Strategies</b>- of second day was the most useful it dealt with court management.</p> <p>11. <b>Session 1: Understanding Litigant Behaviour in Diverse Litigation; Session 2: Attitudinal Changes and Biases; Session 3: Developing Communication Strategies and Session 4: Midlife Crisis and Life Beyond the Dias.</b></p> <p>12. <b>Session 4: Midlife Crisis and Life Beyond the Dias</b>- It gives focus to both side of the judicial officer working or retires as how to manage and control adversary situation and get relaxed calm and cool in life.</p> <p>13. Developing communication strategies.</p> <p>14. The focus on attitudinal changes and biases were one of the very useful topics and needed to be discussed as they are very important to ensure justice.</p> <p>15. All the topics were extremely useful and helpful for the participants to know with added dimensions certain aspects relating to understanding litigants’ behaviour in diverse litigation, biases, communication strategies, midlife crises and life beyond the dias.</p> <p>16. Midlife crises and life beyond dais.</p> <p>17. How to deal with midlife crisis because this is what is relevant to me as of now and thus, these sessions helped me realize how to deal with such a situation properly especially when one at times feels frustrated and overwhelmed with work and family.</p> <p>18. The entire two days sessions are most useful to the judicial officers to know about the thoughts and behaviour of the accused As well as the witnesses.</p> <p>19. All the Sessions were very good. However, the first session by 2 eminent justices and the doctor regarding the litigant behavior was most useful for managing the court. Similarly, the last session was also very useful as it helps to lead official and family life, without any clash between the two.</p> <p>20. Hon’ble Justice Ram Mohan Reddy’s talk on developing communication as it helped me to improve court room communication, court management and communication strategy in mediation.</p> <p>21. Hon’ble Justice Mr. Ved Prakash Sharma view’s about vexatious litigation is very much impressed me during 1<sup>st</sup> session; The Hon’ble Director of NJA shared his view about non co-operative behaviour during 1<sup>st</sup> session. It is very useful to me.</p> <p>22. <b>Session 3: Developing Communication Strategies and Session 4: Midlife Crisis and Life Beyond the Dias</b>- particularly of justice Ram Mohan Reddy.</p>
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	<p>23. and <b>Session 4: Midlife Crisis and Life Beyond the Dias.</b></p> <p>24. <b>Session 1: Understanding Litigant Behaviour in Diverse Litigation; Session 2: Attitudinal Changes and Biases-</b> were useful as judge should be free from ..... bias and decide the case on the basis of facts and evidence before him/her.</p> <p>25. None.</p> <p>26. <b>Session 3: Developing Communication Strategies and Session 4: Midlife Crisis and Life Beyond the Dias.</b></p> <p>27. <b>Session 3: Developing Communication Strategies and Session 4: Midlife Crisis and Life Beyond the Dias.</b></p> <p>28. None.</p> <p>29. All resource persons guided very well but session addressed by Dr. Harish Shetty were quite interesting and learning because issues addressed by Dr. Harish Shetty were comparatively more close to difficulties of trial judges.</p> <p>30. Interactively the resource persons captivated the sessions. Slides shown and sought for the response of deliberators.</p>
<p>3. Which part of the Programme did you find least useful and why</p>	<p>1. None.</p> <p>2. None.</p> <p>3. <b>Session 2: Attitudinal Changes and Biases-</b> of the first day was the least useful because the same is not wholly applicable to the court functioning.</p> <p>4. None.</p> <p>5. Everything was useful.</p> <p>6. None.</p> <p>7. Every part of programme.</p> <p>8. All were is very good.</p> <p>9. None.</p> <p>10. None.</p> <p>11. <b>Session 1: Understanding Litigant Behaviour in Diverse Litigation; Session 2: Attitudinal Changes and Biases; Session 3: Developing Communication Strategies and Session 4: Midlife Crisis and Life Beyond the Dias.</b></p> <p>12. All part are equally useful.</p> <p>13. None.</p> <p>14. Every session was equally useful.</p> <p>15. No such part can be quoted as all the topics are relevant and useful in every walk of life, not only as a judicial officer but also as a human being.</p> <p>16. Bothe session are useful.</p> <p>17. I found each aspect of these sessions incredibly useful.</p> <p>18. None.</p> <p>19. No part of the programme was found as least useful.</p> <p>20. None.</p> <p>21. Explanation about e-court committee on e-service is given very least useful to me because I could not able to follow virtual hearing.</p>

	<p>22. None.</p> <p>23. <b>Session 1: Understanding Litigant Behaviour in Diverse Litigation.</b></p> <p>24. The <b>Session 4: Midlife Crisis and Life Beyond the Dias</b> – won not very useful on we rarely use limit of think about the life beyond dias.</p> <p>25. Does not arise.</p> <p>26. None.</p> <p>27. Nil.</p> <p>28. None.</p> <p>29. I didn't find any programme which was least useful for any purpose.</p> <p>30. 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. Taking up the practical aspects, problems faced by trial judges and the solutions thereof.</p> <p>2. Nil.</p> <p>3. The programmes should be designed having practical oriented approach so as to equip the judges to deliver justice effectively and qualitatively.</p> <p>4. None.</p> <p>5. Periodically psychological aspects are to be discussed with judges (by such sessions) to make them stress free and enhancing their decisive factor.</p> <p>6. None.</p> <p>7. Such programme be frequently organized.</p> <p>8. Programme should also be done in Hindi.</p> <p>9. None.</p> <p>10. None.</p> <p>11. NJA is doing well and serving better already to provide opportunity to all judicial officers to participant directly at NJA in future.</p> <p>12. NJA's programme may be more effective knowledge by more interactive sessions in physical mode.</p> <p>13. Motivation, public interest litigation; Procedural aspect-mines &amp; mineral act; Environment law.</p> <p>14. None.</p> <p>15. The programmes/seminars organized by the NJA are extremely useful in making the judicial officers aware of their obligations towards the society. Humble submission is the seminar on 'Psychosocial Adjustments and Stress Management' may be made available to all the principal district judges.</p> <p>16. None.</p> <p>17. I would suggest such kind of interactive sessions to be conducted more frequently by the NJA.</p> <p>18. None.</p> <p>19. The programme was effective and helpful. If some time would have been given for self-introduction of the participants, the experiences would have been more effectively shared by them.</p>

	<p>20. Nil.</p> <p>21. Programme materials may be sent through e-mail as early as possible so as to enable to participant to understand for taking active participation.</p> <p>22. None.</p> <p>23. It won't be make beneficial it the training programme is on the topic of how to conduct the trial, how to write a judgement and speedy trial.</p> <p>24. The stress should be more on the practical situations which a judge come across in the court.</p> <p>25. A brief note (Soft Copy) of the deliberations and relevant articles may be prepared and supplied to the participants.</p> <p>26. None.</p> <p>27. All sessions may be made more interactive.</p> <p>28. By- Imparting training through virtual mode from time to time specially on Sunday/2<sup>nd</sup> or 4<sup>th</sup> Saturday, interactive sessions each after the programme would be more beneficial.</p> <p>29. I would like to suggest that NJA should conduct regularly such type of programs which related to day to day difficult facing in trial court particularly such as handling of administrative issues, legal services authority issues, dealing in special type of cases like N.D.P.S., commercial court, I.t. issues etc. I would also like to suggest that NJA must have a platform where difficulty/issue of any trial judge may be placed and that difficulty/issue solved in legal context.</p> <p>30. More opportunities be provided to participant in several programme of this nature in future to abreast our skills and gain experience in the grey areas.</p>
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