Be it Resolved…..

Striving For A (Realistic) Work/Life Balance



Presented by:
Brian S. Quinn, Esquire
Education and Outreach Coordinator
Lawyers Concerned for Lawyers of PA, Inc.

- Free information and literature
- Free evaluation by a healthcare professional
- Free assistance with interventions
- Peer support
- Lawyer/Judge/Law Student-only support group meetings
- LCL staff support
- **FULLY OPERATIONAL** during COVID-19

Our services are **free**, **confidential**, **non-judgmental** and **non-obligatory**.

Lawyers Concerned for Lawyers of Pennsylvania

CONFIDENTIAL Helpline

1-888-999-1941

24 hrs./day, 7 days/week, 365 days/year

www.lclpa.org

What Is an LAP ?

Our mission:

To provide a caring peer assistance program to save the lives and restore the health and professional competence of lawyers and judges, members of their families, and law students who are at risk as a result of alcohol and drug use, gambling, depression or other serious mental illness. We carry out this mission through a combination of confidential helpline services, volunteer support and education.

We Protect Your Identity and Information

*LAP's do **not** report or disclose any identifying information to the Supreme Court, the Judicial Conduct Board, the Disciplinary Board, the Board of Law Examiners or any other agency of the Supreme Court; nor do we report or disclose any identifying information to a State Bar Association, local Bar Associations or any judicial or law related organization. We do not report any identifying information to anyone without your prior consent.

You may remain anonymous and still receive our services.

***CHECK YOUR STATE'S RULES OF PROFESSIONAL CONDUCT**

GUIDANCE FROM THE COURTS

Most Rules of Professional Conduct address that concern by providing an exception to the duty to report: The Rules may not require disclosure of information otherwise protected or information gained by a lawyer or judge while participating in an approved lawyers assistance program.

Many courts believe that "… providing for an exception … encourages lawyers and judges to seek treatment through such a program. Conversely, without such an exception, lawyers and judges may hesitate to seek assistance from these programs, which may then result in additional harm to their professional careers and additional injury to the welfare of clients and to the public." (emphasis added)


RESOLUTIONS

res·o·lu·tion /rezəˈlo͞oSH(ə)n/

noun

1. a firm decision to do or not to do something.
2. the quality of being determined or resolute.

How it began – The History of NY Resolutions

- The ancient Babylonians are said to have been the first people to make New Year's resolutions, some 4,000 years ago.
- A similar practice occurred in ancient Rome, circa 46 B.C., after the progressive emperor Julius Caesar changed the calendar and established January 1 as the beginning of the new year.
- For early Christians, the first day of the new year became the traditional occasion for thinking about one's past mistakes and resolving to do and be better in the future.
- In 1740, the English clergyman John Wesley, founder of Methodism, created the Covenant Renewal Service, most commonly held on New Year's Eve or New Year's Day.

According to Merriam Webster, the full phrase "New Year Resolution" was first used in a Boston newspaper in 1813.





New Year's Resolution

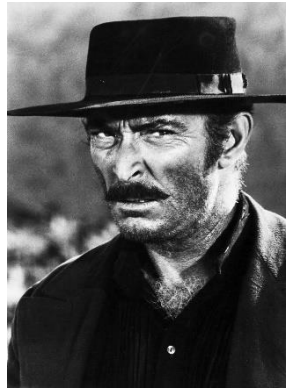


A promise that you make to yourself to start doing something *Good*



or

stop doing something *Bad* on the first day of the year.



Unfortunately, within weeks less than10% of all resolvers accomplish their resolutions – and that’s pretty…..

“UGLY”



What makes them
so difficult to keep?





MY GOAL IN 2021 IS TO ACCOMPLISH THE GOALS I SET IN 2020 WHICH I SHOULD HAVE DONE IN 2019 BECAUSE I MADE A PROMISE IN 2018 WHICH I PLANNED IN 2017.

THE PROBLEMS





Lawyers were at an increased risk to develop alcohol, substance use and mental health disorders prior to COVID-19 related issues.

ABA / Hazelden- Betty Ford Study

(Published February, 2016 *Journal of Addiction Medicine*)

Depression, Anxiety and Stress Scale

- Depression – **28%** *of all attorneys*
- Stress – **23%** *of all attorneys*
- Anxiety – **19%** *of all attorneys*
- Higher rates among younger lawyers



Mental Health By The Numbers

A recent survey of Global 200, Am Law 200 and NLJ 500 firms conducted by ALM Intelligence and Law.Com revealed:

* 74% feel the profession has had *a negative impact* on their mental health
- 44% use alcohol to deal with *stress*
- 64% feel they suffer from *anxiety*
- 31% feel they are *depressed*
- 74% feel their *work environment* contributes negat
- 18% have contemplated *suicide* at some point in their careers



Mental Health By The Numbers

- 36% use all of their vacation time
- 35% do not feel safe discussing their mental health at work
- 36% feel the billable hour has a *major* effect on stress level
- 62% know a colleague who is *depressed* and
- 50% know a colleague with an alcohol problem



By the Numbers: the State of Mental health in The Legal Industry –www.law.com ;Feb.19, 2020

Mental Health By The Numbers

- 65% feel they could NOT take an extended leave from employment to tend to mental health issues
- 78% felt it would hurt career trajectory
- 77% were fearful of what the firm would think
- 56% felt they had too much work to take an extended leave



By the Numbers: the State of Mental health in The Legal Industry –www.law.com ;Feb.19, 2020

What Causes Depression ?



Depression has many possible causes, including faulty mood regulation by the brain, genetic vulnerability, stressful life events, medications, and medical problems. It's believed that several of these forces interact to bring on depression.

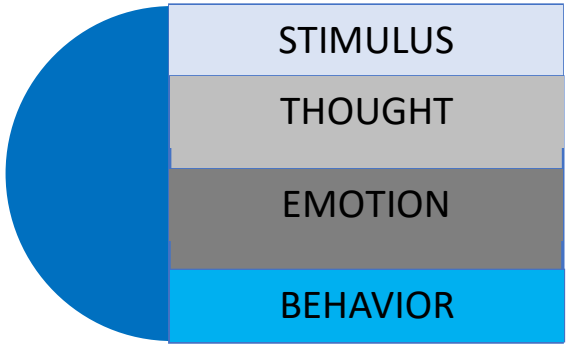
Harvard Health Publications, 2009

“AM I DEPRESSED ?”

- Flat, apathetic, sad, and/or irritable mood most days
- Decreased pleasure and/or loss of interest
- Feelings of worthlessness, excessive/inappropriate guilt
- Feelings of helplessness, hopelessness
- Recurrent thoughts of death or suicide
- Increased use of substances to cope (i.e., alcohol, marijuana, opiates, stimulants, etc.)Insomnia or hypersomnia
- **Social or occupational distress/isolation**

WHAT IS STRESS ?

Psychological stress is composed of the following sequence of elements:



The thoughts and emotions are internal and subjective – part of the way we habitually respond to things – and are changeable, otherwise everyone would react in the same manner to a situation.



If we cannot interrupt or change the stimulus which produces the stress, then we must interrupt or change our appraisal of it.

HOW STRESSED ARE YOU ?

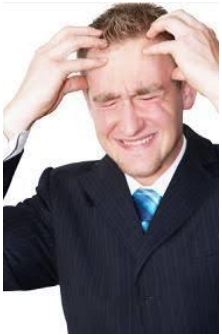
- My work requires me to do too much in too little time.
- I don’t have enough time to spend with my family and friends.



- The people at my law firm or department are cold, unfriendly or rude.
- The physical environment is unpleasant.
- I deal with too many unreasonable and difficult people.

HOW STRESSED ARE YOU ?

- I feel overly responsible for everything and everyone.
- I overanalyze things and am too cautious.
- I often feel depressed, defeated or hopeless.
- I often rely on alcohol or drugs to help me feel good.
- I think about quitting at least once a month.
- Occasionally, I think about suicide.



STRESS or DISTRESS ?

- Some stress is healthy. Positive stressors can energize and motivate us to be productive and creative problem solvers.
- A totally stress free life is not only unrealistic, it can actually be a harmful form of denial.
- We need to eliminate ***distress***. Distress is harmful both physically and psychologically.
- Gradual, incremental increases in responsibilities, duties, pressures and demands at home and work combined with long work days and weeks is risky.

We become unaware that we have lost balance in our lives !!

"Balance is the key.
Balance is everything."



What is Worry ?

Worry is a habit. Nearly everyone worries occasionally – it's a normal response to problems and the unknown



A thought escalates into a story – "our" story in which we play out hypothetical scenarios in our imagination.

***These thoughts are often in the form of a "What if" question*.**

Productive worry vs. Unproductive worry

Productive – Identifying problems and using effective problem solving strategies.



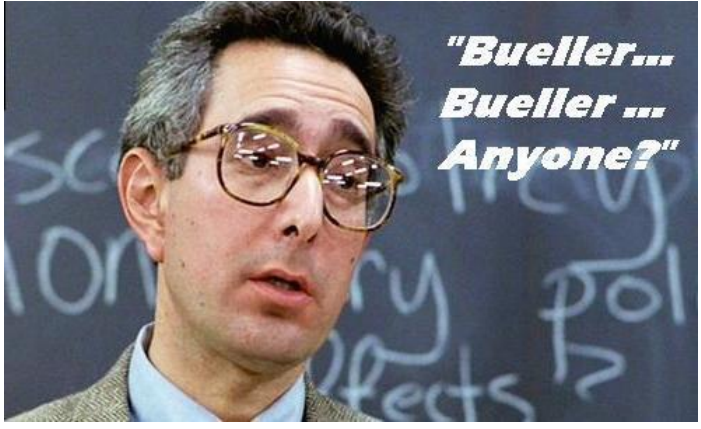
vs.



- **Unproductive** - Worrying as a way of coping with problems we can't change. It adds worry and anxiety to an already unpleasant experience.

So…..what are we going to do ?




"Bueller...
Bueller ...
Anyone?"



Strategies
(that work)

Set *REALISTIC* Goals for Yourself



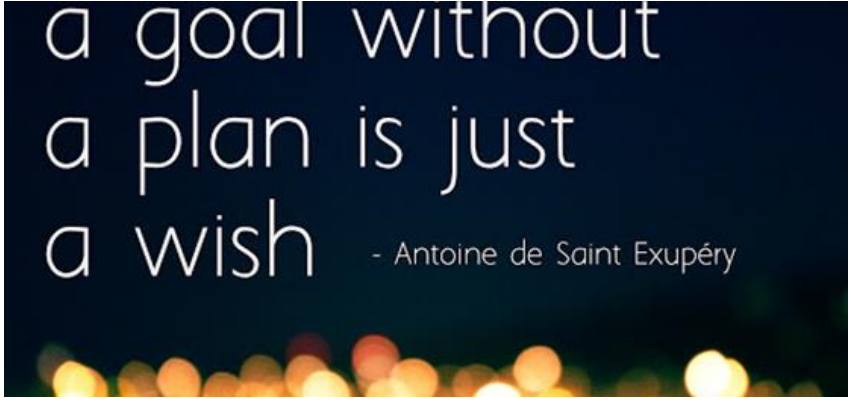
"My New Year's resolution? Set some unattainable career goals.
Then some reasonable ones. Then something easy.
Then settle into February. You?"

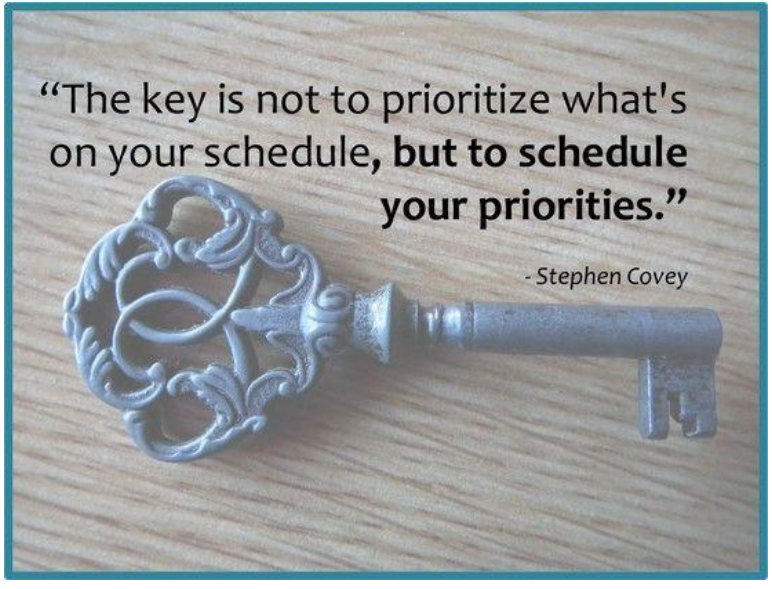
WOOP it up in 2021 !!

- **W**ish – identifying a wish or goal you want to achieve
- **O**utcome – mentally imagine one positive outcome and one
- **O**bstacle that stands in the way
- **P**lan for how you can get around that obstacle



Remember……




“The key is not to prioritize what's on your schedule, but to schedule your priorities.”
- Stephen Covey

Prioritize your day

- Step back and look at your “to-do” list.
- How many are critical and MUST be done *<u>that day.</u>*
- What are you working to achieve ?





- Create a plan that will work toward your objective.
- THEN schedule your priorities
- DON’T have 10 things on your list – focus on 3 or 4 !

USE QUICK STRESS-BUSTERS

- Pause – lean back- give your eyes a rest for a couple minutes.
- Take three deep breaths and imagine your muscles relaxing from head to toe
- Be mindful. Focus on the immediate present. Enjoy the moment.
- Maintain a sense of humor about yourself.
- *Healthy* routines are good- don't get trapped in a rut
- Prioritize at work and home and manage your time effectively.
- **ASK FOR HELP**. Talk it out with someone you trust.


Who cares where it leads, It's paved with good intentions!
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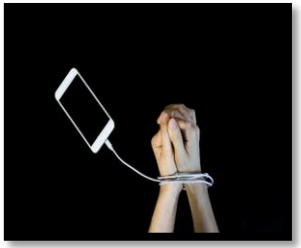
Be *intentional* with your time and your space

- Create a dedicated workspace
- Take regular breaks
- Disconnect – let airplane mode be your friend
- Establish transition times
- Establish a routine
- Be kind to yourself – you are not alone !!





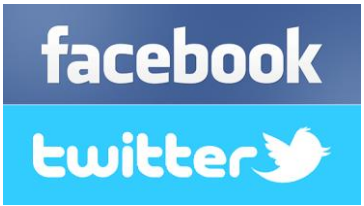
SET BOUNDARIES





Disconnect







Boundaries: Disconnect



- Turn off notifications.
- Do not charge your phone beside bed.
- Do not keep phone with you during meals, exercise, or social activities.
- Read a book or magazine rather than your phone or tablet.
- Get away from your PC to do some work, take healthy breaks from the screen, and don't take the laptop with you on weekends or vacations.

Boundaries: Set Limits

- Check email x times per day at designated times (and let clients and colleagues know/expect that).
- Limit Social Media to 10 minutes per platform per day, Use a timer (Hunt et. al, 2018).
- Monitor your use (use monitoring apps, check Screen Time on iPhone, etc.).
- Use Do Not Disturb.



MORE QUICK STRESS-BUSTERS

- Meditate and/or pray. CONSISTENT stress reduction occurs with only 10 minutes of daily meditation.
- Unplug from social media when acutely stressed.
- Exercise.
- Eat a healthy diet.
- Cultivate a positive attitude.
- Sleep 8 hours/ night when possible.
- Avoid overuse of alcohol or prescription drugs. These short term "fixes" just mask the problem and can lead to negative health and social consequences.



Meditation/Mindfulness

- Key to being truly present/not projecting
- Key to identifying our TRUE feelings
- Acknowledge feelings but don’t attach (mountain/clouds)
- Breathing meditation
- Reduces "mental chatter"
- Helps eliminate the “what if’s”
- Normal for us all to feel WAVES of emotion now



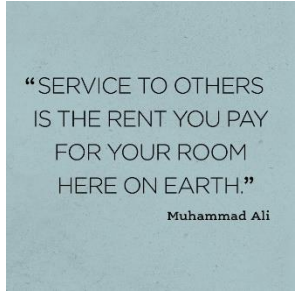
Human Connection and Service to Others

Service to others:

- the best defense to mental chatter
- service gives us *grace from self*

Examples:

- zoom recovery platforms or meetings w/friends
- CALL someone; not text
- check on family/neighbors
- FaceTime with family, if possible
- send a handwritten note of gratitude
- help an older community member learn how to use zoom



Gratitude

- Improves sleep
- We become more centered on others/humility
- Reduces depression
- Memorialize for reflection
- Gratitude journal
- Positive state of mind
- Directly correlated with Happiness and Peace
- Builds resiliency
- Boost productivity



Activate the Parasympathetic Nervous System

- Running/Hiking/Walking
- Swimming
- Dancing
- Playing a Musical Instrument
- Yoga





- Painting / Creating Art
- Gardening / Working with Hands
- Golfing
- Cooking





Benefits of Activating the Parasympathetic Nervous System

- Cardiovascular Health
  - Reduces stress that causes constricted blood vessels
- Blood Circulation and Hydration
  - Valve system keeps pumping
- Pain Relief
  - Improved information processing to brain
- Respiration
  - Improved oxygenation
- Digestion & Food Allergies
  - Fight or flight vs. rest and digest
- Aging process
  - Improved memory, posture



Give Yourself a Chance for Success

1. Do not isolate
2. Share your goals
3. Declutter !
4. Connect to a greater life purpose
5. Be kinder to yourself
5. Leave time for compassion
6. Understand perfectionism vs. excellence
7. Use COVID -19 as a chance for growth and resiliency.
8. **REMEMBER – DON'T OVERDO IT !! BE REALISTIC !!**



Why Are Legal Professionals at High Risk of Mental Health & Substance Use Disorders?

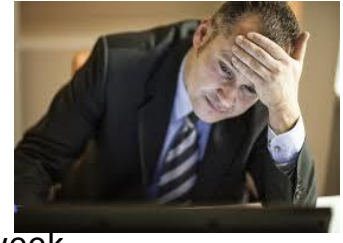
- Conflict driven and adversarial profession
- Emotional detachment
- Win-lose, black-white, often rigid thinking
- Perfectionism
- Excessive self-reliance

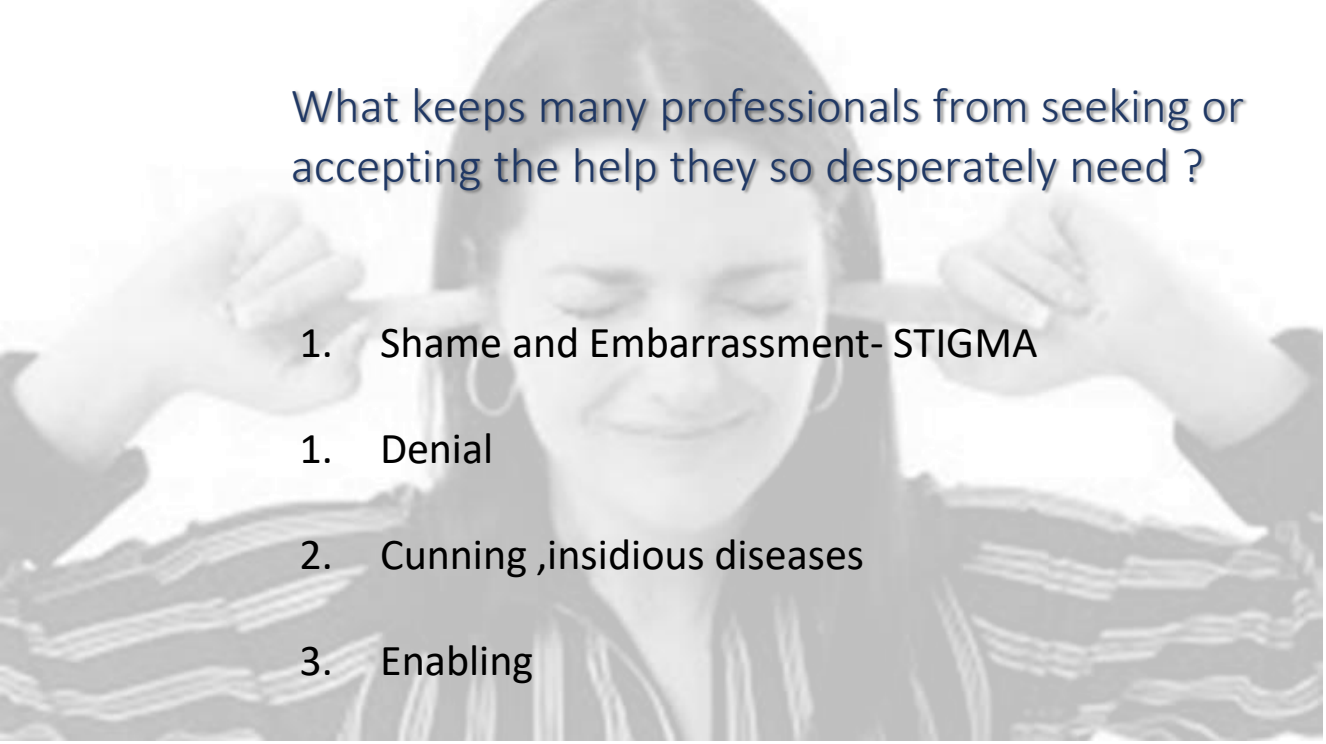


These traits are great for a successful career but not so great for mental health.

Why Are Legal Professionals at High Risk of Mental Health & Substance Use Disorders?

- High expectations and accountability
- Lack of work-life balance
- Always on call to solve others problems
- High stress level are consistent predictors of SUD's and their severity.
- 67% of attorneys work more than 40 hours/week.
- Inherent pessimism





What keeps many professionals from seeking or accepting the help they so desperately need ?

1. Shame and Embarrassment- STIGMA
1. Denial
2. Cunning ,insidious diseases
3. Enabling

What can YOU do ??

Although it is difficult, remember that your end goal is to help motivate the impaired lawyer to seek professional help they so desperately need.



To Call LAP…or Not to Call

- I'm ok. I can work this out for myself.
- I'm not like a "real" alcoholic anyway.
- I want help but I don't want anyone to know.
- Will I be reported to Discipline?
- I already tried to get help and it didn't work.
- I don't have the money to pay for treatment.
- What will people say about me if I ask for help ?
- It's no use – nobody will understand – I give up !



To Call LAP…or Not to Call

- Is this really any of my business?
- I want to help but I don't want to get involved.
- Will I harm his/her or the firm's reputation?
- Must I report him or her to Discipline?
- I already tried to help and it didn't work.
- Let's wait and see. Maybe it will get better.
- I really don't have time for someone else's problems.



Brian's Big Five

- Express Gratitude for what you have
- Create 1 hour a day to think and relax
- Do one thing you love to do every day
- Set clear and realistic goals
- Let go of Fear



Why Wait ??

Remember, every month, every day, every *moment* is the opportunity to live a new cycle– we don't have to wait until a new year to start a cycle! Being a healthy lawyer is *part* of being a good lawyer.

The Sun WILL Rise Tomorrow !!



Be it Resolved…..

Striving For a (Realistic) Work/Life Balance in 2021

Thank you all for attending today's Continuing Legal Education program.

If you have any questions that were not answered or would like to contact me for any reason, please call or email me at the following:

Brian S. Quinn, Esq., Education and Outreach Coordinator

LAWYERS CONCERNED FOR LAWYERS of PA, INC.

(717) 460-3385 **brian@lclpa.org**

ADDITIONAL RESOURCES

- **2017 CoLAP National Conference for Lawyers Assistance Programs, Well Being Tool Kit**
- https://www.americanbar.org/content/dam/aba/administrative/lawyer_assistance/ls_colap_Brafford_Tool%20Kit.authcheckdam.pdf

National Task Force on Lawyer Well Being, The Path to Lawyer Well Being

- https://www.americanbar.org/content/dam/aba/images/abanews/ThePathToLawyerWellBeingReportRevFINAL.pdf

- **Directory of Lawyers Assistance Programs by State**
- https://www.americanbar.org/groups/lawyer_assistance/resources/lap_programs_by_state.html

ADDITIONAL RESOURCES

- "Need a helping hand? Here's what a lawyers assistance program can do for you" http://www.abajournal.com/news/article/podcast_monthly_episode_97
-
- 1-800-273-TALK www.suicidepreventionlifeline.org
-

"What Are Partners' Duties When a Colleague is Impaired? Draft Opinion Calls for These Steps" http://www.abajournal.com/news/article/what_are_partners_duties_when_a_colleague_is_impaired_draft_opinion_calls_f/?utm_source=maestro&utm_medium=email&utm_campaign=weekly_email