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Hello everyone, my name is Brian s quit. I'm an attorney and I'm here today on behalf of lawyers confirmed for lawyers of Pennsylvania, or as we are more commonly known LCL. My position with LCL is education outreach coordinator. It was a position that was created in 2017. However, our lawyers assistance program here in Pennsylvania has been in existence since 1988. We've been doing education and training programs like these for members of our profession. Since that time, we feel that these programs are as important as anything that we do. This is how we help to alleviate the fear and misunderstanding and the stigma that surrounds alcoholism, mental health issues, and substance use disorders. We feel that what you don't know about those subjects will hurt you and our profession. My presentation today is entitled no one makes it out unscathed. The effects of personal stress and trauma on our lives. I'll give you a little bit of my background. I graduated from Villanova University in 1970. And Villanova Law School in 1973. was engaged in private practice for nearly 40 years. I also returned to Villanova 2012, to receive a certificate certificate in drug and alcohol counseling. And I spent approximately five years in that field working for two facilities in suburban Philadelphia, Pennsylvania. As I said, I've been the education outreach coordinator for LCL, Pennsylvania, since 2017. Having previously served on the board of directors and as a peer volunteer. Starting off, I realized that there are many attorneys viewing this that are not from Pennsylvania. There are lawyers assistance programs, or committees of bar associations that serve in that capacity in all 50 states. As part of this program, there is a slide presentation at the end of the presentation, you'll find some links, one of which is to the ABH directory of state lawyers assistance programs. So that I always make sure that I mentioned the fact that all programs are not the same ballers as this programs are not the same. So I suggest strongly that you consult with your local programs, websites, and find out what they do what they don't do what they offer for lawyers in your jurisdiction. We also have judges assistance programs. In our state, we call it the judges concern for judges. They have their own confidential helpline or peer Assistance Program. But I am going to be speaking mostly about lawyers assistance

programs in not only Pennsylvania but also throughout the United States. Also, I'm going to caution you that you need to understand how the rules of professional conduct in your jurisdiction relate to the services provided by a lawyers Assistance Program or a judge's Assistance Program. So not all states have the same rules of professional conduct. Many are similar as it relates to the some of the issues we're going to be discussing once again, check the rules in your particular jurisdiction. That being said, let's talk about lawyers assistance programs. The ABA has a committee that serves that has a conference every year of lawyers assistance programs. So I can tell you that in Pennsylvania. As I said, we're an independent nonprofit, we provide free non clinical services to Pennsylvania lawyers, judges, their family members, and law students, and informed by a 24 hour, seven day a week 365 day year, confidential helpline and peer Assistance Program. I've said three words that I want you to remember certainly about our program, and probably most if not all of the programs out there. free, confidential, and family, family. We don't just help the legal practitioner. We help their family members in our state. Our program uses a very liberal definition of the word family. Anyone who can connect themselves in any way shape or form by blood marriage, former marriage to a Pennsylvania lawyer qualifies for our free confidential services.

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We do non clinical work, we're not clinicians in Pennsylvania, I know somewhere assistance programs do have clinical people on their staff, once again, they may or they may actually perform the evaluations. We don't do that here in Pennsylvania, we make referrals. Okay, we're independent of any medical or healthcare facility, we make referrals. For initial evaluations, and for further treatment, if it's if it's suggested, I mentioned the word free. By the way, very often someone can't afford treatment. We don't pay for treatment. However, we will assist a lawyer with their family member to find public or private funding sources, we will pay for it here in Pennsylvania, and initial evaluation for mental health or substance use. Why do we pay for those? We don't want money to stand in the way of someone getting that initial evaluation, and that's why we will pay for them. So I mentioned free I mentioned family, why do we have family members? Why don't we just help lawyers? Well, because if a founding member of yours is impaired, it'll impact your ability to practice law. Just imagine, no matter what type of practice you have, whatever is of great importance in your everyday work. So you're getting ready to go to court, go to the office, go to a meeting, go to a real estate closing, go to a business settlement, go to a conference. As you leave the house that day, you go through the kitchen, and there's your parent, your child, your spouse, bottle on one hand car keys in the other syringe, vial of prescription medication, what do you do? You tell him, please don't get in the car. I'll be home as soon as I can. As soon as I get that in court, should I get down at the offices? I get that at my meeting. I'll be right back. But don't do anything. In the meantime. Maybe it'll work. Maybe it won't. Once again, we don't just help the immediate family members. What if you get a phone call, just as you're getting ready to walk into the firm, walk into the office, walk into the courtroom,

from a family member telling you about something that's going on and that immediate part of your of your family, maybe not in your own household. So you don't see it every day. But you get the phone call, you're going to get that you're the lawyer the family after all. What do you do? Well, it doesn't really make a difference. What I'm trying to tell you is that if a family member of yours is impaired, it will impact you as an attorney. And that's why we help family members. Free family confidential. I mentioned the ABA. I mentioned their committee on lawyers assistance programs. They have a conference every year. at that conference, they always ask all their members, what's the number one reason why the lawyers in your jurisdiction don't utilize the lawyers assistance program? And the number one answer your in ear out fear of disclosure. Fear there won't be held confidential fear that someone will find out about it. That's why confidentiality is absolutely essential if a lawyers Assistance Program is going to survive and work and serve our profession. Now, what if someone says I've committed an ethical violation I'm committed a violation of the rules of Professional Conduct? Is there a duty to report there may be However, in Pennsylvania and in many states once again, check the rules in your state. lawyers and judges who participate in a lawyers assistance program are given a an exception to the duty to report the Supreme Court in our state realizes that lawyers and judges may get ill and require specialized treatment. They also recognize the fact that lawyers and judges may be reluctant to ask for help prompt and assistance program for fear of disclosure. As a result, any information gained by a lawyer judge while participating in such a program is given a an exception to the duty to report. We do not work for bar by part of the disciplinary process in Pennsylvania. We're not a branch of the disciplinary board for lawyers or judges. Okay, we are not and I dare say that. They're, once again check your own rules, but confidentiality being as important as it is

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We don't tell anyone anything you may remain entirely completely 100% anonymous and still qualify for our services. There is no strings attached. There is no condition that you say anything that you would do anything. You could pick up the phone 24 hours a day, seven days a week, 365 days a year, a human being answers our telephone. There are no voicemails there are no please leave your name and number messages. My name is anonymous, anonymous. Okay. Make up a name. We don't care. We don't care. We just want people to know we they have a safe, judgment free environment. I mentioned the fact that we have people that work for LCL. We also have unpaid peer volunteers. And we will pair people who will pair attorneys with a peer volunteer another lawyer who may be very very, very familiar with exactly the issue that's facing you that you're concerned about. Alcohol substance use mental health issues, depression stress. We started off in Pennsylvania in 1988, primarily helping lawyers who had a drinking problem. That quickly transition transition to alcohol and drugs now involves any number of mental health disorders as well as depression, anxiety, stress, bipolar disorder at compulsive behavioral issues, sex addiction, eating disorders, gambling addiction, speaking of which, the United States Supreme Court recently overturn the ban on casino and sports betting online outside of certain

jurisdictions, certain states, primarily Nevada. As a result, I believe there are at least 16 or 17 states which have now legalized all forms of online betting in that state, Pennsylvania is one of them. And I can say this, now, the use of a cell phone is all you have to do pick up the cell phone, and you can gamble on any form of casino gambling, any form of sports betting, I just saw an app on television that you could bet on balls and strikes 200 and some pitches a game 15 games a day, it's a lot of pitches. Everyone, you can bet on bet on every play of a game, every everything. Just by using a cell phone, you can even gamble during a CLE. Hopefully, that's not going on today. However, the point I'm trying to make is, is that we expect a spike in our calls. Gambling is what we call the silent addiction. And it never likes to travel alone loves to pal around with substance use disorder, alcoholism, mental health issues. So we truly believe that there is going to be an increase in in either just gambling addiction or co occurring disorders involving problem gamblers. That being said, this is not a program on gambling today, but I want to mention the fact that we cover any type of issue, they could face an attorney or their family member. But we can't help if you don't call. back two thirds of our calls here in Pennsylvania are self referrals. The other third are what we call requests for intervention. They come from a variety of sources three primary one is from judges about an apparent lawyer because judges have an ethical duty to report misconduct. However, most judicial codes, Grant once again, not so much a an exception to the duty to report as a compliance if someone makes a referral to a lawyers Assistance Program. And in Pennsylvania LCL. Where's concern for lawyers is the approved lawyers Assistance Program. So but judge suspects that a lawyers conduct is impaired by alcohol, drugs or mental health issues, they can take appropriate action, appropriate action, meet their requirements under the judicial code by referring that person to LCL or in your state, whatever the name of the lawyers assistance program may be. So check the rules. Very important, because after all, you need to know what happens if you don't call if you have an issue and someone else knows about.

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Okay, whose fear of disclosure is what keeps people from asking for help. Fear of disclosure and we're talking about a person Powerful, chronic progressive disease, addiction. Addiction is the only disease known to mankind that has its most powerful symptom. The fact that it tells us we don't have heart disease, cancer, emphysema, my arthritis does not tell me that my need is not hurt addiction, you're fine. You're okay. You don't need any help. You don't need to call anyone. You've got this under control. That's the most powerful symptom of addiction. And that's why we have to deal with it. What are some of the other problems? I mentioned the fact that the ABA has large assistance programs, and a committee that oversees all of them and helps them all. One of the biggest things that the ABA has done in recent history is in 2015. They commissioned it an attorney named Patrick krill, who is also a certified drug and alcohol counselor to perform the first scientific study in the legal profession with respect to the use of alcohol, drugs and mental health issues among lawyers, the most recent before that was in 1998, and only studied alcohol use. So for 25 years, that was it pretty much and then 2015, Patrick krill studied the responses of 12,825

licensed attorneys had covered about 19 states. And the only criteria was licensed and employed in the legal profession in some capacity, okay, they you had to qualify in both of those areas in order to participate krills findings were in his own words, incompatible with a sustainable professional culture. Why did he say that? He said that because he found that 21% of all licensed attorneys suffer from problematic drinking, which is defined as hazardous or possible dependent, drinking, not just having one too many on occasion, or maybe once or twice too often. problematic drinking, that percentage increases to 32%, roughly one out of every three lawyers 30 years of age, and younger is a problem drinker. How does that compare with the rest of the population? The entire adult population in the United States 6.4% are problem drinkers, highly educated adults. 11% are problematic drinking 21% of all attorneys. And by the way, the CRO report, easy to find, once again through the links at the end of this program. That's six or seven pages long. It breaks it down by area of practice. Sole practitioners, private firms in House Counsel, government lawyers, male female age, a years of experience, it's really quite interesting reading. Not just because I do this for a living, but you can if you're wondering what whatever type of practice you have, and where that fits in, I suggest you look at the report, I can tell you that. Female attorneys, for example, suffer more from stress and anxiety than than male lawyers, do. litigators have higher percentages, criminal defense lawyers. Domestic Relations Family Lawyers have higher percentages than do let's say tax lawyers. So, when you look at the overall situation, 20% of all attorneys suffer from problematic drinking. Now, he also studied drug use. So we started off nearly 13,000 lawyers only 3400 answered the questions on drugs. And krills conclusion was not that it was because lawyers don't use drugs. Alcohol is illegal, not to mention socially acceptable, he felt it is simply underreported and understated. Out of fear. No one wants to talk about drug use in the legal profession. Also legal, as I said, socially acceptable, very socially acceptable. Not so with drugs, especially illegal drugs. However, when he studied their responses on mental health issues, they certainly want to talk about those. And these statistics are nothing short

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of frightening.

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krills findings were that 28% of all licensed attorneys suffer from depression. And by that he does not mean the normal mood swings that we all have every day with the weather's bad. Our favorite theme lost. Now we're talking about clinical depression 28%. All lawyers 32%. Once again, young lawyers 23% of all the way or suffer from stress 90% of all lawyers suffer from anxiety. And as I mentioned earlier, this is the whole the entire US population, lawyer population, female lawyers, stress and anxiety flip flop with depression, and some of those other interesting areas of practice and how they fit in, I suggest you take a few minutes. If you're interested in this

program, you may want to see where your area of practice fits into the overall scheme. But young lawyers higher rates, the core question that krill asked about mental health issues was interesting. He asked from the day you became an attorney to list every day when you answer these questions. Have you ever had an incident or a situation in your practice that you have attributed to either depression, stress or anxiety? 67% of the lawyers said yes. Personally, I think the other 33% live, but that's a non scientific, Brian Quinn conclusion, because we feel in this field that anyone who claims that they've never had a stressful moment in their legal career is in is in denial. And that's actually an unhealthy response to that question. So some of the things that we look for. And I'm going to go through these rather quickly. There are in the slides, common warning signs, I also call it you know, what's wrong with him, or what seems to be her problem. I mentioned them only because and I want to caveat this as well. We're lawyers, not doctors, only a medical professional can diagnose or someone including ourselves, we shouldn't be diagnosing ourselves. But I want to raise awareness levels, I don't want people to see I'm not a clinician, not a doctor, I'm aware. However, I want to raise your awareness level construct to see some of these things that we may experience in the practice of law, in ourselves or in our colleagues behavior. Be on the lookout, any one of these things may by themselves have a perfectly legitimate logical explanation. But when you start to see them in twos and threes, you know, they kind of break down into performance issues, health issues, financial issues, personal and performance, I already mentioned that. So they're kind of broken down by isolation is always there. In the legal profession. I don't care what type of a disorder it is, you're always gonna see is one of the warning signs. Isolated. Lawyers love to stay by themselves, when they have issues that bother them. We don't like to talk about them. That's the person whose door was always open at the end of the hall, you could always go in and see them talking about a case a client a problem. Now let's close they're in there but they're not communicating like they used to. They're isolating, avoiding inter actions, beware. Mood swings, increased irritation, missing deadlines, unexplained emergencies, some of the physical characteristics that we see, once again, they can have other explanations, red eyes, odor of alcohol, maybe not so much disappearing and unexpected times, decreases in productivity, extended breaks and lunches, leaving early on Fridays, coming in late on Mondays, I realize that some people who live in, in parts of the country that have very short summers may want to take advantage of of certain months of the year and maybe get a little half a day here or half a day they're talking about in the in the bigger scheme of things, frequent somatic complaints, sleeping too much not sleeping enough fatigue, looking tired being tired all the time. These are some of the warning signs we need to be aware of. We need to be aware of let alone unsteady gait, frequent accidents, bruises, financial issues, on inability to to get credit or pay bills, overdrafts, bad checks, judgments, liens,

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domestic problems at home, family, separations, divorces, arrests, accidents, things like that. You start to see a bunch of those It's a pretty good chance something's going on in that person's life,

in that person's life. So, as I mentioned, the concentration of the day is really the impact of stress and trauma show. So once again, what is stress? Well, it really is, is composed of the following sequence, a sequence of events, a stimulus, a thought, an emotion, and a behavior. Not everyone's response to a situation is going to be the same. Otherwise we'd all react to the same stimulus. The stimulus is something that happens in internally, our brains are constantly seeing things, realizing situations, some of them are subconscious. Exactly all of them are initiate as a subconscious. matter. There's a spontaneous analysis, is this something that causing the danger? Then other things start to come into play our thoughts? Then our emotions, what do I do we start to get maybe we sweat we, the it's the animal instinct, fight or flight goes way back to our prehistoric ancestors. Frankly, the subconscious process propels us to take some sort of intermediate action in an emergency to get us out of harm's way, it may trigger a fear based response, causing us to strike out in defense sometimes, we might regret that however, we can exert conscious control over our thoughts and our emotions and sometimes put the brakes on those to avoid harmful or inappropriate emotions and behavior. So, as the central nervous system recognizes these things, as I said, this, this this internal and external appraisal combined to produce an emotion, fear usually. And then that emotion, fear pushes us to behave in a certain way externally. Now, thoughtful, optimistic, calm, emotional responses, reduce harmful stress, resentment, anger, anxiety, produce harmful stress. Okay, our individual responses may differ from one another because of our individual differences. It could be our genetics, it could be our past experiences, if we face a situation more than once, what happened the last time this exact same stimulus occurred. As I said, some things may may cause stress for one person that someone else may totally ignore. Some people have have a fear of going into court, for example, as soon as they hear the words all rise. Court is now in session. That is a stimulus that starts the fear. They get, they start to perspire, they start their heart starts to race, let alone when their case gets called. Now, you might be saying yourself, why are they aware? Why they litigator? Well, maybe the circumstances in their life are that that's what they ended up doing. And, and they and they want to try to deal with it. But they don't know how. So that's where we have to come in to how to deal with stressful situations. Because we can, we can change those. We can't interrupt or change the stimulus, we can do something about the stress that it produces. Okay, we can change our appraisal of situations so that they don't cause us harmful distress. Okay. So I like to, to kind of move on to ask some questions about how stressed are we? how stressed are you? Does your work require you to to do too much in too little time? Do you feel as if you don't have enough time to spend with your family or your friends and socialize and do some of the things that you used to like to do? Do you feel that competition is starting to make it difficult to make a living?

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Do you feel that the people that you work with are cold and lack collegiality? You know, when when when when there were fewer lawyers, you know, people and and communication was different. There were no cell phones. It was much more difficult. And basically the only phone was

the phone you had in your office many years ago. Lawyers, as a result, got to know each other face to face. No electronic filing, you went to the courthouse, or you obviously you could mail things to the courthouse. So you got to see people interact with people gave you a totally different perspective, let's say. So perhaps some people think that that the practice of law has become a little more detached and call. Some people feel that they're their firm, or their department is mismanaged, maybe too focused on profit. Some people get bored, people start to question whether they're good at what they do. Maybe they've chosen the wrong profession. But they've got financial commitments. They can't just get up and leave. So they think so they continue on and continue on, they start to feel as though everyone's unreasonable. Difficult, of course, in many areas of practice, difficult and unreasonable periods of people, difficult and unreasonable. People have weird names like clients. However, lawyers, what about our unique characteristics are black white thinking are judgmental ism, we feel overly responsible for everything and every one that can cause us stress, pressure. Sometimes we start to feel defeated, hopeless, you know, positive emotions are part of a win win game. Whereas negative emotions come into play in a win lose game. So to the extent that loitering has become more of a win lose game, there's going to be more negative emotions and the daily life of a lawyer. And one of those is going to be not just stress because some stress is healthy. Okay, some stress is healthy, there are positive stressors. It's when it goes beyond that, and enters into the area of distress, that we have to be aware distress. As I said, some stress is healthy distress is not distress is harmful, psychologically and physically distress, we need to eliminate that. So being strong, putting up with it, having courage, you know, to hang in there is not always the right answer. And sometimes it can actually be fear driven. Okay, fear driven, we don't want to change. The real issue is the fact that some of these stressors at that the change the ally of stress into the flow of distress, are gradual, and incremental. As our responsibilities at home and at work, and in the rest of our lives started to increase. And some of these are good. As I said, some are positive stressors, raising a family buying a new home, moving on in the firm, increased responsibility. Children, as I said, moving, I laugh, I think there's never been a time in my life that I didn't move that I said, this is the last time I'm moving. I can't deal with this stress. Until you move again, until you move again. When we get a little older, you downsize. And then you've got to stress about what am I going to do with all this stuff? So these things are supposed to be positive, but when you add them to our daily work lives, and by the way, our families, what about impaired family member? What are you going to do about that person? That's why we help them, but it's going to cause stress in your life. And that's why we're assistance programs exist to help lawyers, judges, their family members, and law students, and law students, younger lawyers, higher issues of impairment. We need to start and law schools, because the law schools are reporting increased problems in their population as well. And these people haven't even taken the bar exam yet, and begun to practice law. And by the time they get out of law school, they have whopping financial obligations,

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whopping financial obligations, stress pressure, so they become stressful law students, now they're stressed young lawyers, and a distressed lawyer eventually will lose their efficiency and their effectiveness. You know, some people say, Well, I like the work. It keeps me keeps me out. occupied and I don't have to deal with everything. We call some people who do that workaholics that has a real issue. It's not just a kind of a funny thing. It's a serious thing. The workaholic is hardwired. And anytime there's a matter of importance and stress in their life, they they're their go to emotion or go to. solution is to work in for those people relaxing, taking a deep breath, meditating, taking a vacation, that's stressful. the very things that we talk about being stressed busters cause the workaholic, more stress, there's got to be something I'm not doing. They don't know how to relax, they've gotten to the point where they just don't know how to do it. And that is a stressful situation. So going on vacation can actually be counter productive, counterproductive. So how do we deal with it? Well, there's three ways as I said, this goes back to our ancient ancestors, there's surrender. One way is to just give up accepting, accepting the the negative consequences of our of our distress, despite the ability to do something about it. That's fear driven, fear of change, fear and hopelessness. So one way of dealing with it for some people is to surrender. One is the fleet, get away from it, reduce our work, take a vacation, some of these, by the way, work temporarily, unless you practice them on a regular basis. So reduce the work hours for one week isn't going to work, you have to do it consistently. You have to perhaps change departments in the firm. Maybe even leave the firm or the practice of law, or the practice of law. Take a deep breath, meditate yoga, once again, just doing it once a week, once a month isn't going to work. Practice regularly. Okay, the difficult ones, you're kind of you're surrendered, flee, fight. Ironically, these are the most difficult, but have the best long term results. And when you see the list of these items on the slide, you're gonna say, wow, this is common sense, engaged in healthy regular exercise and diet. Create a cultural change an environment and the firm, actually do something about our work hours. Treat people in a civil, professional, courteous, manage manner at all times, at all times.

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Encouraged friendships, discussion, not just about good things about stressors about problems, talking about it, mentoring. These are the ways that we say will reduce stress in the long run.

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In the long run. Why? Why is it important? Well, because it's if we don't do it, we end up with with people who can't work can't perform. Okay, we can't do anything. So we have some quick stress busters. You know, pausing taking a deep breath, exercising, eating healthy. Once again, some of these will work in the long run if you do them on a regular basis, if you do the more regular basis. And firms and lawyers really need to be invested in in this type of a regimen. Because without it, things will get worse and untreated distress leads to burnout. burnout. What is it? There's three big

warning signs. First of all, first of all, I need to tell you it's not a medically recognized condition. But there are three things to look for fatigue and matter how much one sleeps or rests. It's chronic. You can sleep all weekend you can say on this weekend, I'm going to sleep all the time, I'm going to do anything where sleep 15 hours a night, Monday morning, you're fatigued, you're fatigued, you're still tired, because it's not just sleep deprivation. Second, cynicism. Nothing a person does really matters. Third, a sense of in efficacy in efficacy. So burned out syndrome, as I said is not medically recognized. It's often misdiagnosed as anxiety. fatigue, depression. And the other thing I need to tell you about it is that it can result in irritability, pessimism, obsessive thoughts, a lot of the things that you that you think about that could be depression, but it's really untreated. distress which leads to burnout, feeling overwhelmed being constantly anxious. sleep problems, as I mentioned, the sense of helplessness. Sometimes you get physical characteristics like heart palpitations. Let's compare it with stress. Stress is short term burnout. And by the way, stress as an end in sight, burnout is stress builds up over time, creates a cycle of negative emotions and withdraw the hamster on the wheel. Okay, stress, as I said, may have short term positive results, or excuse me effects think that the fight or flight burnout is only negative, it overwhelms us and draws us deeper and deeper into fatigue into fatigue. Only negative is overwhelming. One of the slides that is in the presentation, I'm not going to go through word for word. Compare stress and burnout side by side, one where you have one causes hyperactivity, for example, a stress, burnout is a helpless feeling. Emotions are our driver for stress and burnout. And I want you to look at those when you get a chance. We're less efficient, when we are burned out, we have self destructive tendencies. Our work productivity goes right really right down to the quality and the quantity that declines. Because of this negative attitude that we have feeling that nobody cares about or what I do, it doesn't matter. Okay. That's a very, very common feeling left on attended, it really can contribute to challenges to our ethical duties, we start to cut corners. We don't care anymore. One of the ways that firms have found and lawyers have found to reduce stress, by the way is better time management. As far as the day to day change in the way we practice law. And some people think that, you know, why? Why should a firm care, the money that's invested in someone who we hire is significant. And it seems so significant, we really should as as lawyers, and those of us who practice in law firms should really be aware, don't neglect the basics give people time off. We need to know our limits, as lawyers, the sole practitioner, you know, doesn't have a lot of these resources. A lot of the problems that the sole practitioner faces and I was a sole practitioner is that there's no one else there to kind of oversee and ask you these questions about Are you okay?

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Is everything all right? They don't really see your productivity, or some of the other issues, the irritability. The people that work with this are our clerical staff, certainly though. We have to learn how to drop certain clients.

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And we have to leave

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room for vacation and taking some time off, where you'll leave the lawyer at home. You don't take the lawyer on vacation with you. You really do something, as I said, really doing something about your work hours, making self care a priority. usually use your lawyers assistance resources. At the end of this presentation, there's a there's a there's some links to the path, the lawyer well being and a well being toolkit. I can't urge you enough to look at those. And they change all the time. There are new articles written about lawyers, by lawyers and other medical professionals as well. That I can't recommend enough. Okay. It's really, really a worthwhile endeavor to look at those. Look at those links. You know, unplug from social media. When we're acutely distressed, take a few deep breaths every day. You know, take a pic five minutes or 10 minutes, you turn your cell phone off. No emails, no, no internet. No. Just take it easy. Take it easy. If you're burned out, it's good to recognize This situation, reduce your stress, seek support, find resilience. Now, the other thing that really people underestimate in our profession is trauma. Okay, trauma. Individual trauma results from an event or series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening. And as long lasting adverse effects are functioning and our mental, physical, social, emotional, spiritual well being. And it doesn't have to actually involve physical harm to oneself. Okay, can be an for the types of trauma that I needed to talk to you about today. vicarious trauma is at the top of the list, also known as secondary trauma. Okay, and it's very, very, very common among lawyers, first responders as well. Why does it have to be addressed? Well, we have an expression, we repeat what we don't repair. Trauma must be addressed and processed. Because otherwise it will have long term impact on us. You know, there's big T, little t big trauma. A significant event that

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accident,

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little trauma, little tea, living in a stressful environment, over an extended period of time can eventually lead to being traumatized. And of course, there's other systems situations where there's really a little bit of each. And aside from vicarious trauma, there's obviously childhood trauma, community trauma, school shootings, things like that. historical trauma, intergenerational trauma. So it's really one of the of our society's most urgent public health issues, and we don't do much about it. Because it can have such far reaching effects. One of the things that we really tried to

emphasize in the lawyers assistance field is to become trauma informed, once again, raise awareness levels. A program an organization or a system is trauma informed. It realizes the widespread impact of trauma recognizes the signs and symptoms of trauma in clients, in clients, families, staff, other people that we work with other lawyers. We, we respond, the organization responds by fully integrating knowledge about trauma into their everyday work policies, how they operate, and to seek, lastly, to actively prevent retraumatization retraumatization. There are psychological effects of trauma, there are physical effects of trauma, the psychological effects of trauma, depression, 28% of all lawyers suffer from depression, post traumatic stress disorder, anxiety 61% of lawyers report at some form of anxiety, not necessarily to the point where it totally impairs them. substance use disorder, alcohol disorder 21% of all lawyers are problem drinkers. Intense, intense Attention Deficit Hyperactivity, ADHD, believe it or not, 12.5% of all attorneys suffer from ADHD, ADHD 12.5% and that can be caused one of the psychological effects of trauma. There are physical effects, any number of physical issues blood pressure, migraines, rashes, so many different things can actually be caused by by trauma, cognitive effects, our view of the world starts to get negative, people can't be trusted. We start to embrace that as our as our go to feeling about society in general. Okay, as a result of retraumatization and constantly living in a traumatic lifestyle. vicarious trauma, vicarious trauma, that's what I need to get to, in the time that I've got left. judges and lawyers who are constantly exposed The problems of clients here if they, if they are engaged in a area of practice where they're hearing about gruesome situations, domestic relations, Family Lawyers, child care and custody issues, protection from abuse matters criminal defense lawyers, district attorneys, judges who sit in domestic relations court and criminal court for more than five or six years have shown a marked increase in secondary trauma, we start to avoid certain situations we stop returning phone calls, we get a distorted view, as I said, of not only ourselves, but the world around us. Our empathy towards our clients starts to decrease, where we become aggressive, sometimes hyper vigilant, these are some of the effects of vicarious trauma on lawyers and judges. We over identify with our clients on occasion, it strains, our interpersonal relationships. Just imagine you end your day listening to someone telling you about a horrific domestic situation that they're involved with, or a terrible automobile accident and the impact that it's had on them,

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or

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their problems with addiction and the crimes that they've committed. And then when that conference is over, you leave and you go home, and there's your, your family. I mean, it's just, it's you bring a lot of that home with you. If you hear it every single day, it starts to affect how we treat our families. How are our spouses, our significant others, our children, our parents, and we

also have to worry about how we end up dealing with our own traumatized clients and we don't re traumatize them, these things will affect you remember, no one, no one gets out unscathed. That's why I titled this presentation. And it's okay. It's normal, to be affected by your work. It's okay to feel outraged, horrified, shocked, sad. But we have to do something about it. I never associated trauma with my career. And yet, I did experience an incredibly

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traumatic event.

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All I ever wanted to do is be aware. That's the only thing I ever wanted to do. Never anything else. Pre High School, even middle class working family. I went to school, school by working my way through college, at a supermarket. graduated, I was accepted to law school, I met a man who was a lawyer. He was also a an elected official right here in my own hometown. And I told him, I was getting ready to go to law school. And he invited me to his office. And we spoke and he asked me if I wanted to be as law clerk, which I was incredibly excited about. And I said yes. So I remember I worked for him for three years, I took the Pennsylvania bar exam. And that they came when I got my letter from the Board of law examiner's saying Congratulations, you've passed the Pennsylvania bar exam. My mentor said, wonderful. I have a case in court tomorrow. Come to the courthouse with me. You can sit at the Council table with the client. And while I make my presentation, I'll introduce you to the other lawyers and the judges. It'll be there. So I went the following day, met there sat at the Council table with his client. And he got up to make his presentation to the court that day. And about five minutes into his presentation. He fell to the floor of the courthouse dead of a heart attack. He was 43 years old and my life changed just like that. All my dreams, all my hopes. All my feelings about learning how to be aware with my mentors help are gone. I watched them put his body in a body bag. in the courtroom. He died on the floor and was removed from the rear of the courthouse. What made it even more difficult for me is when I had to go back and speak to his family and they said to me, George had no associates. He had no partner. He was a sole practitioner. We need you to take over his law practice. All I had was a letter from the Board of law examiner's that I had gotten the day before. I was not admitted to practice law. I was admitted the day after his funeral. I stood at the proprietary the Supreme Court office in Center City, Philadelphia, stood next domain who have moved by admission to the bar, who I had just met. Thinking my mentor was going to move for my admission, during a ceremony. No ceremony was very Matter of fact, and I returned back to the office. As a matter of fact, this desk was his desk. As they're sitting over there, where I always sat, I came around and sat in this chair behind this desk. And the people that came to the door, were there to see me. And I was terrified. I couldn't serve. I certainly couldn't tell him. I don't know what I'm doing. They were clients. I didn't. I didn't feel as though I was competent. I didn't feel as if I was.

I felt like I was a fraud. That was I was sitting here because that man had died a few days earlier. My dad never thought a trauma. I always thought trauma was something that people that came back from the war. But not lawyers, not because they were lawyers. But by what if someone said the words were I need you to go to court, Mr. Quinn,

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I would immediately have what I now know was a panic, attack. Stress, panic, anxiety, sweat, heart palpitations, I'd go into a courtroom. I was afraid that I was going to die. And it was the most real feeling that I could ever describe. But no one could help me. They would, I would go to the doctors, I would walk out of the courtroom. If fear that I was going to die. And I was in my 20s I would go to the hospital. They'd say I was fine. Maybe they would exam and say you're not you're a healthy young man. So when no one would help me, I began to self medicate to make those feelings go away to make those nerves calm down. I began to drink at a very young age in my late 20s. I was not going to kid you I was a very successfully on where my mentor was a very well respected man in this community. And in the bar. And as I said it was an elected official in the State House of Representatives. I had the opportunity to represent a lot of people. And then I was asked to get involved in politics. And I did that as well. And next thing I knew I was being asked to take on more responsibility, more duties. Yes, all those positive stressors, increased. Law, practice, financial rewards, married kids, house cars, opera opportunities, all good things. But they gradually became too much for me. And without anyone knowing about it. I would drink this day, that day. Before, after I'd leave meetings, I'd pick I'd get up from this very desk, leave the room, excuse myself, go to the restroom, where I'd have a bottle of liquor hidden. And I drank, calm. And I did it suddenly, every single day. It's a progressive situation. And I made sure that no one could put all the pieces together. I would never stay with the same people too often. Alcohol was never enough for me though. I began to use drugs.

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cocaine.

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By the time I was in my early 30s I was using alcohol and or cocaine every single day. I was making a lot of money but I couldn't pay my bills rescuing my house from foreclosure my cars from repossession, bouncing checks, all these irregularities. I couldn't tell anybody what they say. Oh, my wife knew. She said you have to stop all this, Brian. Well, I did stop. I stopped living with her my children. My addiction had gotten so bad that I couldn't bear the thought of not being able to drink and do drugs every single day. So I left my wife and my two children moved out for no one would have any rules for me. No one would have any goals. Well, I got divorced. It got

worse. I started to take money from trust accounts. I was writing checks from a state checking accounts. I was a thief. drug addict, an alcoholic. I'm a licensed Pennsylvania lawyer all at the same time, and no one knew. And I certainly wasn't going to ask for help or tell anybody what I was doing out of fear. I was arrested in the year 2000 for drunk driving in the state of New Jersey, represented myself. Put on probation, they sent the probation back to my home county. I went to go to tell anybody, I wasn't going to tell anybody in the courthouse. So I ignored it. They issued a bench warrant for me in New Jersey, five years later, I was in the state of Florida. I had another drunk driving charge, they did the same thing. They put me on a diversionary program, set my probation back to my home county here in Pennsylvania. And I ignored that as well. Another benchmark for this licensed lawyer, my solution state of New Jersey, a state of Florida, but don't ask for help. Well, that all came to a crashing end in 2008, when in my hometown, where I had been born, raised and had worked for nearly 40 years as a lawyer. I was arrested for the third time by the police that knew me. Well, all by first name. When they searched my car that night, they found 27th the packets of cocaine strewn about the car and the visor, the console in the backseat under the mat, everywhere my pockets, put me in a jail cell. I, as I said, knew them all by name. And I said, Joel, I need you to do me a favor. I have a hearing tomorrow in District Court. Would you mind calling the judge in the morning and telling him I needed a continuance, the jailer laughed and said, That won't be necessary. Brian, we're taking you there for your arraignment, you can ask for your own continuance. And they did take me in front of that judge the following morning in handcuffs, a judge that I've known and that actually helped get elected to be arraigned for my third DUI that I asked for help. No, when they released me, did I ask for help? No, I went right back to the bar. I'd been in the night before, wearing the same clothes, sat down about 1030 in the morning, and had a drink and said nothing. And no one said anything to me, because it wasn't unusual to see me in a bar at 1030 in the morning, including wearing my clothes that I had on the night before. That continued for months. Oh, I ended practice enough criminal law to know that I was going to be going to jail eventually. That wasn't enough to stop me. I kept doing it. I couldn't stop. I was an addict. I couldn't stop. I was afraid to do any thing about it. I couldn't live with it. And I couldn't know what. In September of 2008, six months after I was arrested for the third time I went to see our lawyer friend of mine was I needed a lawyer I'd come up with every excuse in the world to have my my case postponed. And I told him what had happened. And he said, Brian, do you think you need help? I had been asked that question many times. And I had always said no. But that day that question changed my life. But what my friend did later saved my life. Because after I said yes, I need help. He picked the phone up on his desk and made the phone call to the lawyers assistance program that I now work for lawyers concern for lawyers.

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And lawyers concern for lawyers saved my life. I was asked by the person at the other end of the phone, will you undergo treatment. I said I can't go into treatment. I don't have any money. What

are people going to say? Well, I get reported to the disciplinary board. No, we don't require anybody to display board. No, you don't need money. We'll we'll find money for you for treatment. And lastly, what makes you think people don't already know that you're alcoholic and an addict. So I did go into treatment. I didn't tell anybody about it. And when I got there, I was told that this very modest facility that contain frankly mostly people from the were State Penitentiary parolees, and this lawyer named Brian Quinn. They filled me out a visitor. I said no one knows on here. They said there is someone downstairs asking for you by name. So I went downstairs at this facility. And there was a man seated at a table who stood up and introduced himself to me as simply, my name is john D. on the LCL, pier volunteer. I'm here to see how you are because I know how you feel. And all I could think about was, who are these people? Why did he do this? In two days later, someone else came to see me and when I was released from the facility and completed my treatment. I got a call from attorneys that I had known for many years, but I didn't know Your LCL peer volunteers. And they got me paired with a peer volunteer, I went to lawyers only recovery meetings. Before I knew it, it was time for me to go to court and I was indeed sentenced to one to two years in prison. And I went to prison, and I did relinquish my license to practice law thinking I would never get it back. But when I was released, I became a pure volunteer. That's why I went back to school for drug and alcohol counseling, thinking and I would never practice law again. But that this military board in this state chose not to disbar me. They chose to suspend me for five years after learning about my recovery and my work with LCL. And in five years, I was asked, I asked for reinstatement, and I was reinstated to the practice of law in 2015, I was asked to be a member of the board of directors of LCL. And then 2017, I became their educator, which is why I'm here today, giving you this presentation. I have to leave you with this message. We are lawyers. Lawyers impact all aspects of society every single day of our lives. Just imagine the impact an impaired lawyer is having on society every single day. It's up to us lawyers. Ask the question that may change someone's life, and it's up to us as lawyers to make the call that may save someone's life.

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Thank you so much.