

Be it Resolved.....

Striving For A (Realistic) Work/Life Balance in 2023



Presented by:
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Education and Outreach Coordinator
Lawyers Concerned for Lawyers of PA, Inc.

What Is LCL ?

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.

- 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

We Protect Your Identity and Information

*LCL does **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.

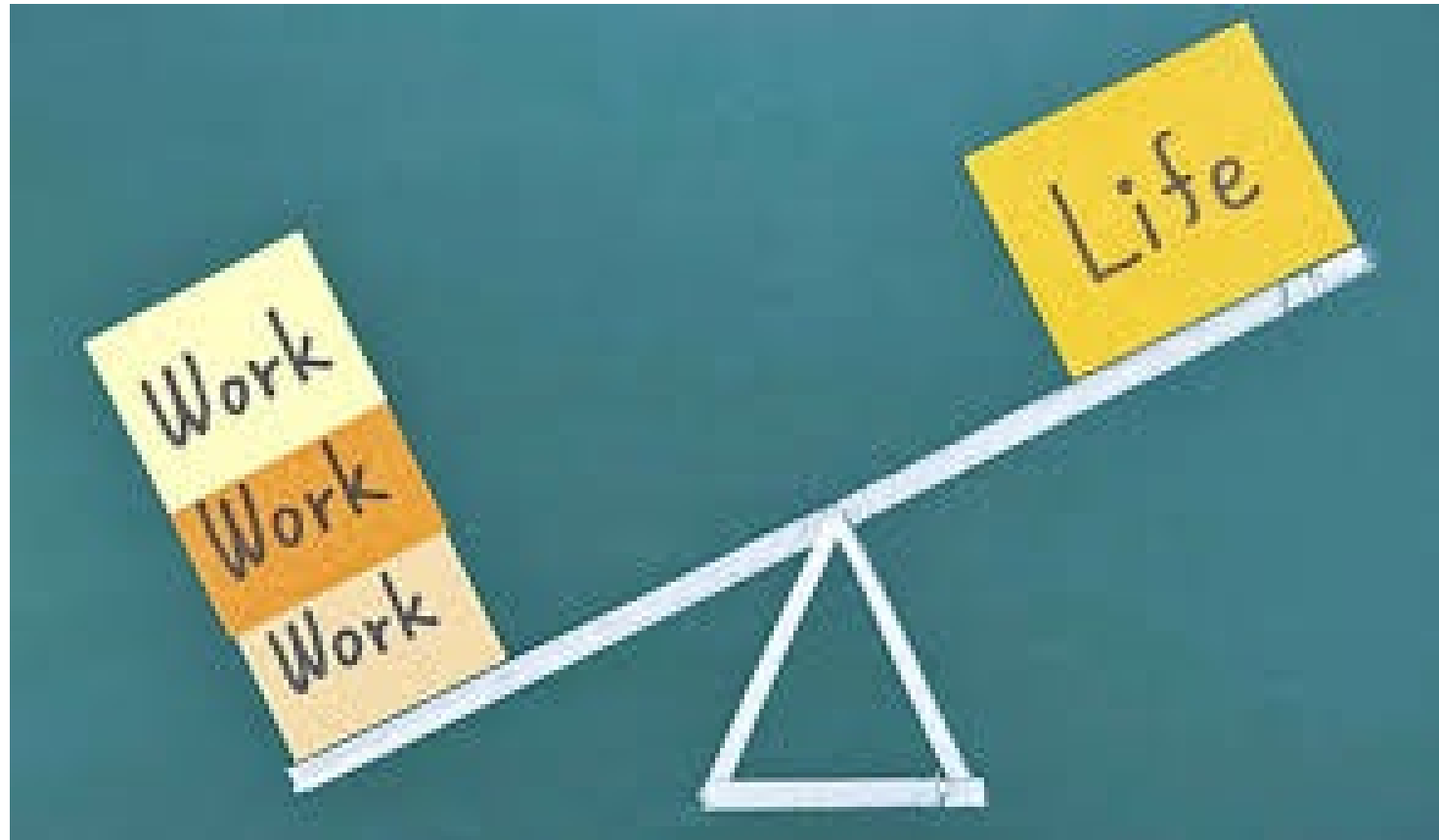
***CHECK YOUR STATE'S RULES OF PROFESSIONAL CONDUCT**

GUIDANCE FROM THE COURTS

PA Rules of Professional Conduct 8.3(c) addresses 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)

***CHECK THE RULES OF PROFESSIONAL CONDUCT IN YOUR STATE !!**



THE PROBLEMS



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

Major Problems for Attorneys:

Stress / Anxiety

Depression

Burnout / Secondary Trauma

Alcohol / Substance Use

Cognitive Impairment

Suicide

Gambling and other process addictions





LCL/JCJ Presenting Concerns in 2022....

1. Stress 23%
2. Alcohol 20%
3. Depression 18%
4. Anxiety 14%
5. All Drug Misuse 5%

ABA / Hazelden- Betty Ford Study

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

Problematic Drinking*

- 6.4% of entire U.S. population
- **21%** of *all licensed attorneys*
- **32%** of *all attorneys under 30 yrs. old*

* Problematic drinking defined as hazardous, possible dependence



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



Quarantine Impact on Mental Health

- In a study of 129 participants during quarantine, 28.9% had symptoms of PTSD and 31% had symptoms of depression.
- 24 studies documented that quarantined people developed symptoms of low mood, anxiety, and depressive disorders.
- 1/3 of Americans reported Coronavirus has had a serious impact on their mental well-being.
- 60% feel the virus has seriously hurt their daily lives

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*
 - **67%** feel they suffer from *anxiety*
 - 35% feel they are *depressed*
 - 74% feel their *work environment* contributes negatively
 - **44%** reported isolation
 - **19%** 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
- **72%** know a colleague who is stressed

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

What is Depression ?

- To qualify for major depressive disorder you need to have been experiencing your symptoms almost every day for at least **two weeks**, and they are more intense than the normal fluctuations in mood that all of us experience in our daily lives.
- It's not enough to experience just one of the symptoms over the two week period; you need to have **at least five** of them to qualify, and one of these five has to be either depressed mood or loss of interest or pleasure in activities.

“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**

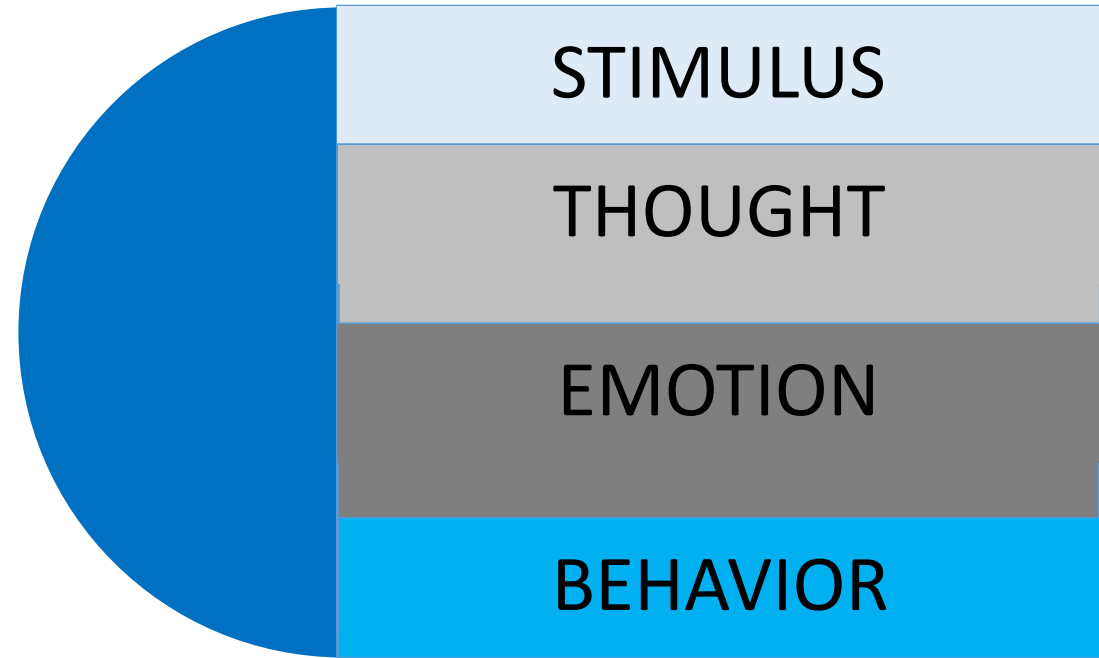
What Causes Depression ?



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.

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.

I have billable hour pressures.

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 ?

My firm or department is too focused on profit.

My work bores me.

I'm not good at what I do.

I'm not making a positive contribution
to society or the lives of others.

The physical environment is unpleasant.

What I am doing doesn't deserve
respect /get enough respect.

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 !!

Distress Assessment Quiz

Do any of the following attributes apply to you? Check the ones that apply:

- ☐ Do you sleep less than 7-8 hours per night?
- ☐ Is your sleep restless or do you wake up a lot?
- ☐ Is it difficult to get out of bed in the morning?
- ☐ Do you exercise less than 5 hours a week (including walks)?
- ☐ Do you eat a lot of fast foods or junk foods?
- ☐ Do you skip breakfast or lunch?
- ☐ Do you drink more than 2-3 cups of coffee a day?
- ☐ Do you drink more than 2-3 alcoholic beverages a day?

Distress Assessment Quiz

Do any of the following attributes apply to you? Check the ones that apply:

- ☐ Do you drink more than 2-3 cups of coffee a day?
- ☐ Do you drink more than 2-3 alcoholic beverages a day?
- ☐ Do you take sedatives or sleep aids with/without a drink to relax or sleep?
- ☐ Are you more impatient and irritable than you would like to be?
- ☐ Do you feel that you are not in control of your life?
- ☐ Are you feeling worn out at the end of most days?
- ☐ Do you wish for more time to spend with family or yourself?
- ☐ Are you worried about your marriage, children or parents?

Distress Assessment Quiz

Do any of the following attributes apply to you? Check the ones that apply:

- ☐ Are you worried about your marriage, children or parents?
- ☐ Are you struggling to make (financial) ends meet?
- ☐ Do you work a lot of nights, weekends or holidays?
- ☐ Do you skip vacations?
- ☐ Do you feel that you don't have anybody to confide in?
- ☐ Are you feeling stressed over how many "yes" answers you just gave?

The more ☐ marks, the greater the likelihood that you are in distress. Change is possible !!!

“Balance is
the key.
Balance is
everything.”





What is Worry ?

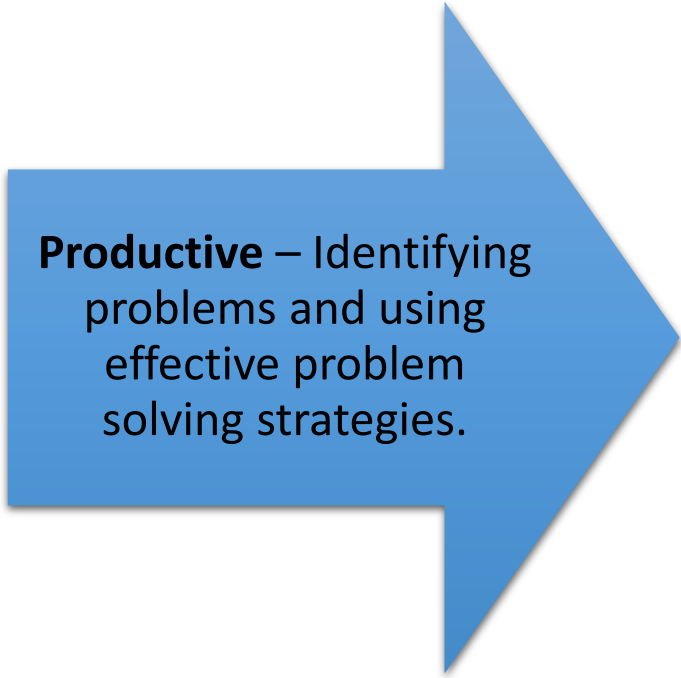
Worry is a habit. Nearly everyone worries occasionally – it's a normal response to problems and the unknown

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

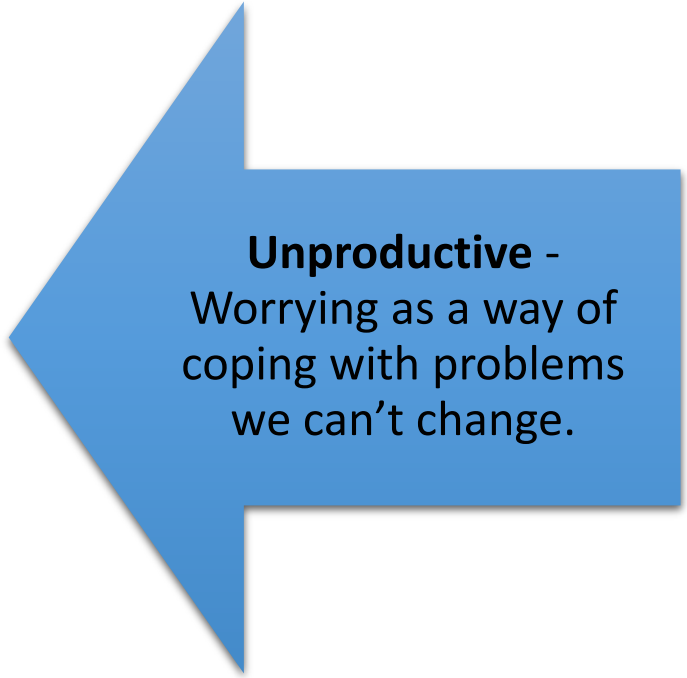
These thoughts are often in the form of a “What if” question.



Productive worry vs. Unproductive worry



Productive – Identifying problems and using effective problem solving strategies.



Unproductive -
Worrying as a way of coping with problems we can't change.



BURNOUT

What is Burnout ?

- Fatigue, no matter how much someone rests or sleeps. An exhaustion that runs deeper than sleep deprivation, and it cannot be cured by a few days off.
- Cynicism about life or a feeling that nothing a person does really matters. Burned out people are generally disengaged.
- A sense of inefficacy. Burned out people feel like they are exerting significant effort, but are not making any progress or gaining any recognition.
- Burnout syndrome is not a medically recognized condition, thus there is no clear diagnosis or treatment. It is often misdiagnosed as anxiety, fatigue or depression.

Signs of Burnout

- Constant anxiety
- Feeling overwhelmed
- Changes in personality
- Irritability
- Pessimism
- Obsessive thoughts
- Feelings of inadequacy and dread
- Sleep disturbances
- Difficulty concentrating
- Disengagement
- Depression
- Sense of helplessness
- Lost or diminished motivation
- Heart palpitations.

So.....what are we going to do ?





Strategies
(that work)



impossible

Set *REALISTIC*
Goals for Yourself



WOOP it up in 2023!!

- **Wish** – identifying a wish or goal you want to achieve
- **Outcome** – mentally imagine one positive outcome and one
- **Obstacle** that stands in the way
- **Plan** for how you can get around that obstacle

Remember.....



'A goal without a plan is just a wish.'

--Antoine de Saint-Exupery--

“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 that day.
- 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 !



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 !!

intentional

in · ten · tion · al

Adjective: Done on purpose; deliberate.

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.

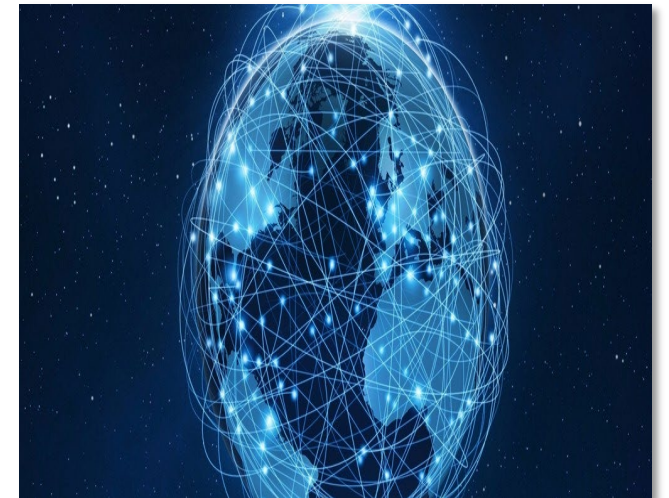
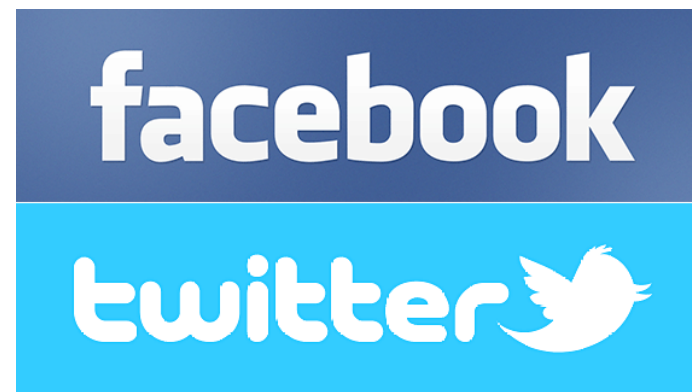
ASK FOR HELP. Talk it out with someone you trust.



SET BOUNDARIES



Disconnect



HYPERCONNECTIVITY

Hyperconnectivity

NOUN

the use of multiple systems and devices to remain constantly connected to social networks and streams of information

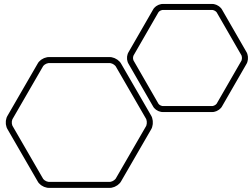


THE VIRTUAL WORLD

“Workers today are ‘never turned off.’ Like our mobile phones, we only go on standby at the end of the day as we crawl into bed, exhausted. Technology was supposed to liberate us from much daily slog...in 2002 fewer than 10% checked work email outside of work, today it is 50% often before we get out of bed...”

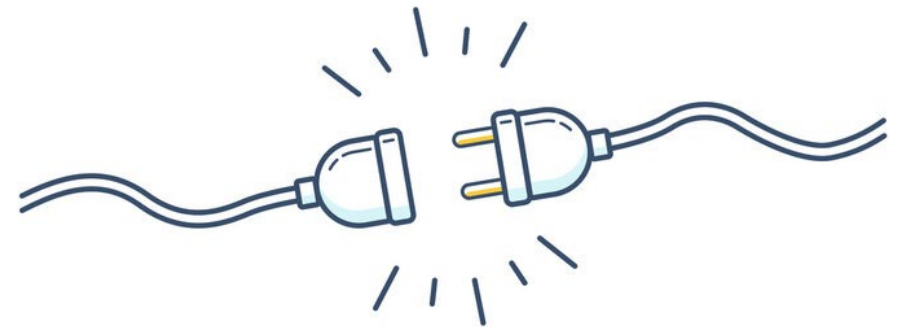
www.theguardian.com/lifeandstyle/2018/jan/15





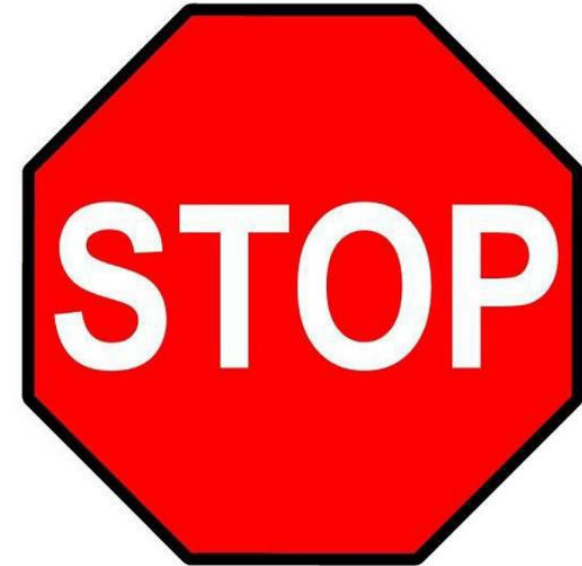
Boundaries: Disconnect

- 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.



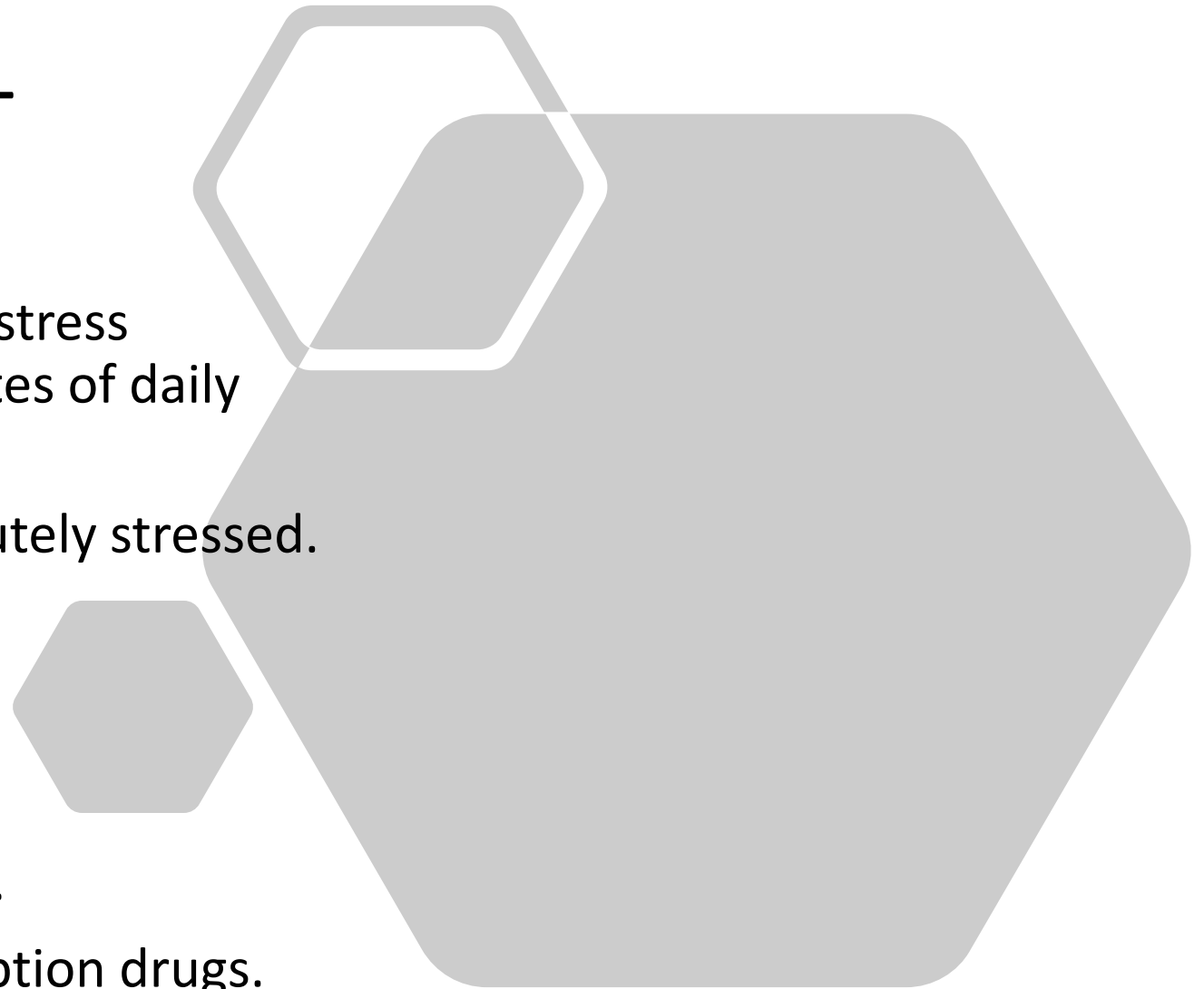
Boundaries: Set Limits

- 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.



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:

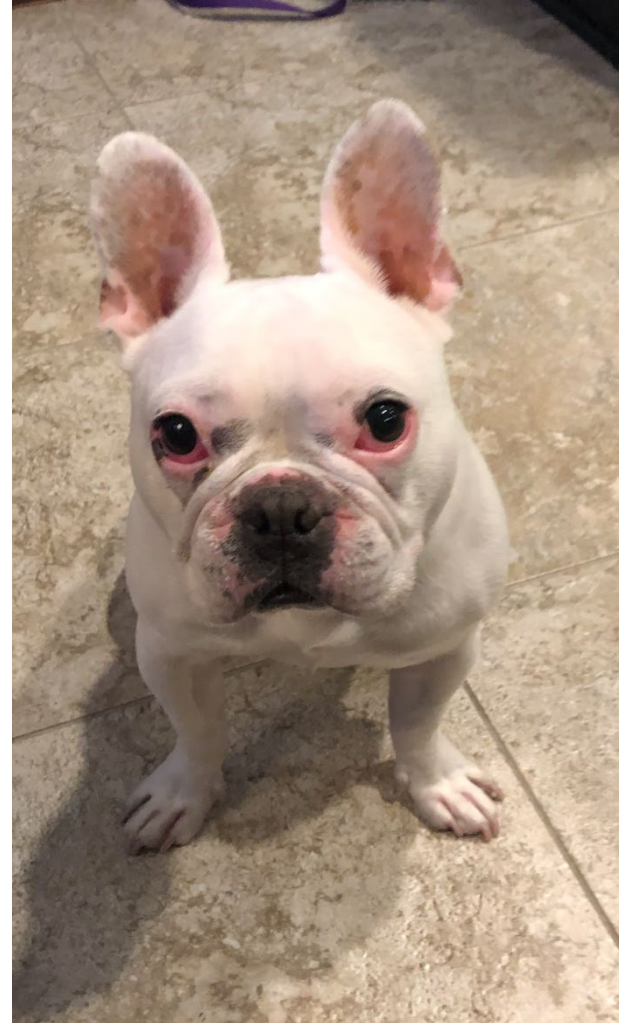
- zoom recovery platforms or meetings w/friends
- CALL someone; not text
- check on family/neighbors
- FaceTime with family, if possible
- send a handwritten note of gratitude
- help an older community member learn how to use zoom

“SERVICE TO OTHERS
IS THE RENT YOU PAY
FOR YOUR ROOM
HERE ON EARTH.”

Muhammad Ali

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



SLEEP sets our TABLE for the DAY!

Set your TABLE for SUCCESS!

<https://fitonapp.com/wellness/how-to-fall-asleep-faster/>

Have a
Consistent
Bedtime

Lower The
Temperature in
Your
Room (65°F)

Skip the
Afternoon
Coffee

Do a Sleep
Meditation

Exercise During
the Day

Avoid Taking a
Midday
Snooze

Eat Dinner
Earlier

Do a Brain-
Dump -
Journaling

Diffuse a Sleep-
Supporting
Aromatherapy

Avoid Blue
Light in the
Evening

Keep Your
Clock at a
Distance

Turn Off
Technology

Weighted
Blanket

Consider a
Calming Non-
Alcoholic Drink



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

Why are Lawyers Burning Out ?

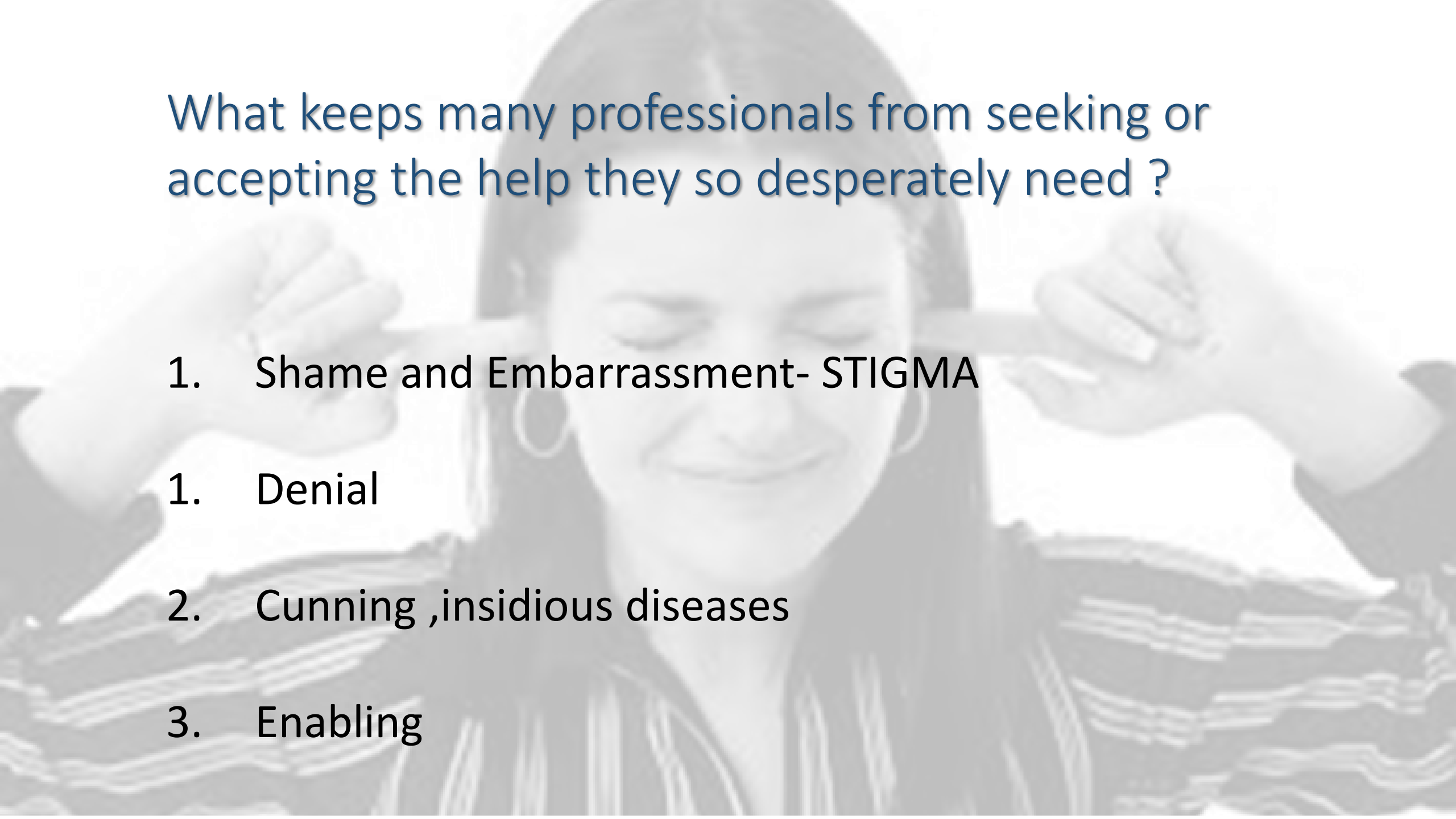
While most people experience stress in their lives, lawyers and people in the legal profession face a unique conundrum : For many, the drive and dedication that make them successful as a lawyer is also what's causing stress and burning them out !



In other words.....

Our personalities and Our Profession Put at High Risk



A grayscale photograph of a woman with dark hair, wearing a striped shirt. She has her eyes closed and is covering her face with both hands, with her fingers spread. This gesture typically signifies emotional distress, shame, or a desire to hide oneself. The image is faded and serves as a background for the text.

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

Dealing with *Denial*

- The most potent barrier
- Psychological defense mechanism
- Rationalize and minimize behavior
- Honestly believe they are under control
- I'm not one of "them" mentality

DENIAL
✓



THE CONSPIRACY OF SILENCE

- Lawyers are trained to deal with and solve problems. Thus, it is most difficult for the attorney to seek help since by doing so he feels he is admitting failure.
- Complicating this problem further is the tendency of the attorney's or judge's peers to indulge in a conspiracy of silence (enabling), and lighten the normal stresses of our profession.

ENABLING

Removes motivation to change

Provides evidence that fuels denial

Allows cons of treatment to outweigh pros

PREVENTS treatment of a progressive disease

Greater harm to career, family and well being

Not good for YOU either !!

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 LCL...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 LCL...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

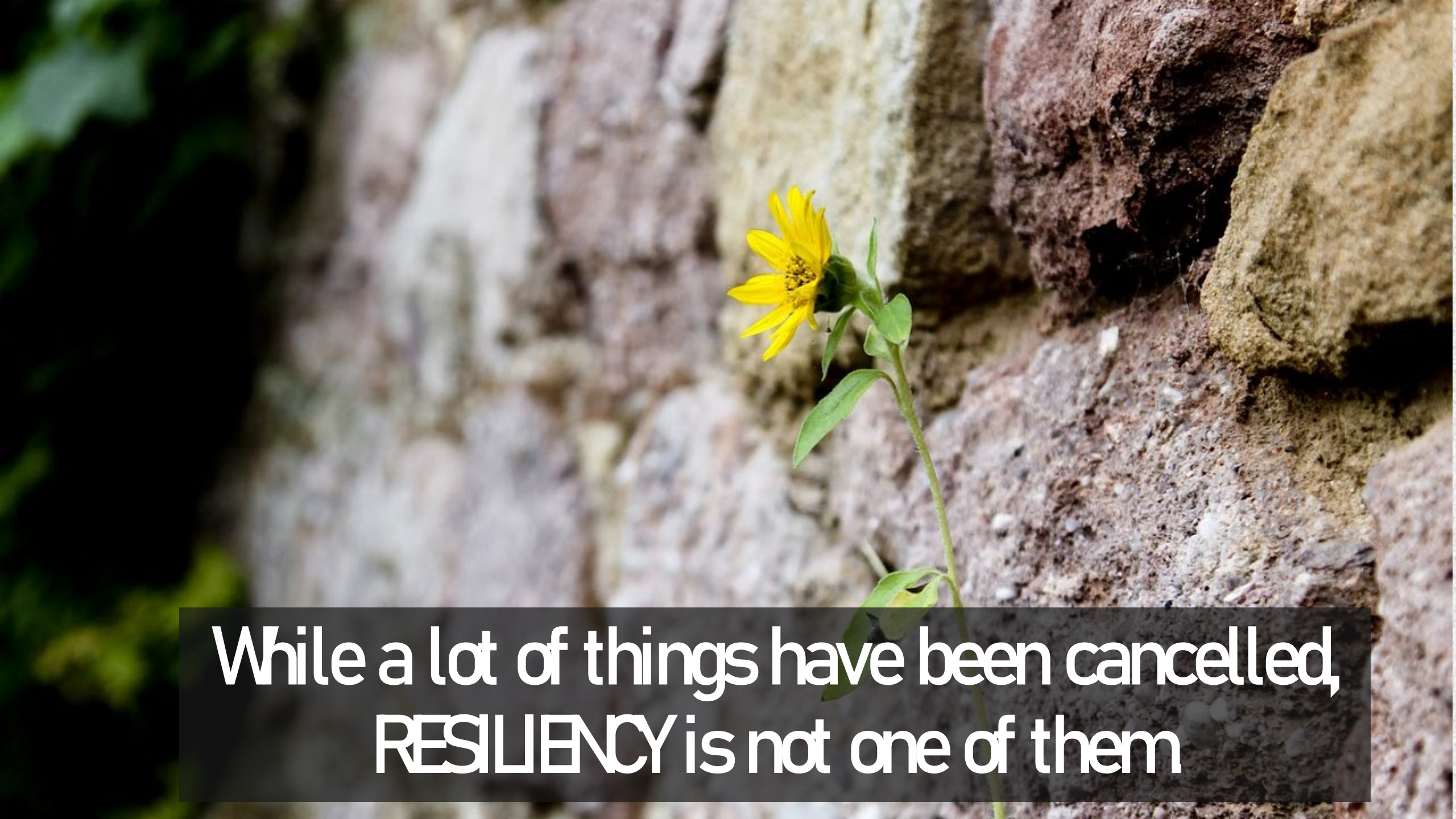


- Express Gratitude for what you have
- Create 1 hour a day to think and relax
- Do one thing you love to do every day
- Set clear and realistic goals
- Let go of Fear

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.



A small, bright yellow flower with a dark center is growing from a crack in a weathered brick wall. The flower has several green leaves and a thin stem. The background is a blurred view of the wall and some green foliage on the left.

While a lot of things have been cancelled,
RESILIENCY is not one of them

Staying Safe and Sound

Striving For a (Realistic) Work/Life Balance in 2023

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

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- LCL staff support
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CONFIDENTIAL Helpline

1-888-999-1941

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

www.lclpa.org

Call the Lawyers Assistance Program in **YOUR** State

Directory of Lawyers Assistance Programs by State

- https://www.americanbar.org/groups/lawyer_assistance/resources/lap_programs_by_state.html

ADDITIONAL RESOURCES

- **2017 CoLAP National Conference for Lawyers Assistance Programs, [Well Being Tool Kit](#)**
- https://www.americanbar.org/content/dam/aba/administrative/lawyer_assistance/lc_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_for_these_steps/?utm_source=maestro&utm_medium=email&utm_campaign=weekly_email