

- 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

Our services are  
**free, confidential, non-  
judgmental and non-obligatory.** [www.lclpa.org](http://www.lclpa.org)

## **Lawyers Concerned for Lawyers of Pennsylvania**

**CONFIDENTIAL Helpline**


**1-888-999-1941**

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

# A CALL FOR ACTION

IMPAIRMENT IN THE LEGAL PROFESSION  
and **WHAT YOU** CAN DO ABOUT IT!





# A CALL FOR ACTION – Impairment in the Legal Profession and What **YOU** Can Do About It.

Presented by Brian S. Quinn, Esquire

Brian S. Quinn, Esquire is a licensed attorney in Pennsylvania who currently serves as the Education and Outreach Coordinator for Lawyers Concerned for Lawyers of Pennsylvania, Inc., a Lawyers Assistance Program established in 1988 for the purpose of helping lawyers, judges and law students recover from alcoholism, drug addiction and mental health disorders.

Mr. Quinn obtained his undergraduate degree in 1970, his law degree in 1973 and a certificate in Drug and Alcohol counselling in 2012, from Villanova University. Prior to his role with Lawyers Concerned for Lawyers, he was a sole practitioner for 40 years and has also worked in the field of Alcohol and Drug Counseling at Mirmont Treatment Center and Malvern Institute in suburban Philadelphia.

Mr. Quinn is a past member of the Board of Directors of Lawyers Concerned for Lawyers of Pennsylvania and served as a peer volunteer prior to accepting his current role as the organization's Educator. Mr. Quinn has presented Ethics programs for Bar Associations and law firms throughout Pennsylvania and for national CLE providers as well.

# What Is LCL ?

Lawyers Concerned for Lawyers of Pennsylvania, Inc. (LCL) is an independent, not-for-profit corporation.

Our mission:

To provide a caring peer assistance program to save the lives and restore the health and professional competence of Pennsylvania's judges and lawyers, 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.

# What LCL IS and IS NOT

## **LCL is NOT**

- a health care provider or affiliated with any medical facility or providers
- a service that pays for treatment, although LCL may assist lawyers who can't afford treatment find private or public funding sources
- a service that performs substance use or mental health evaluations
- a reporting agency or affiliated with the PA Disciplinary Board as it relates to attorney or judicial misconduct cases.

# What LCL IS and IS NOT

## LCL IS

- a provider of **FREE** non-clinical services to Pennsylvania lawyers, judges, their family members and law students
- a 24 hour, **CONFIDENTIAL**, no strings attached Helpline and peer assistance program. LCL received 600 calls in 2018, 64% of which were self-referrals
- an organization that in 2018 offered 331 **LCL funded** mental health and substance abuse evaluations by 141 independent healthcare providers

# What LCL IS and IS NOT

## LCL IS

- a source for interventions. LCL assisted with 217 interventions in 2018, an increase of 22% over 2017.
- an Educational source that reached over 26,000 lawyers, judges and law students in 2018
- a paid staff of 6 and 280 unpaid peer volunteers who provide encouragement and support to PA lawyers, judges, their family members and law students in a **safe, non - judgmental** environment

# 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

# “What’s Wrong With Him/Her?”

1. Isolation; avoids interactions
2. Change in physical appearance; significant weight gain/loss
3. Mood swings; increased irritation
4. Lateness; absenteeism
5. Lots of excuses for unexplained issues
6. Missed deadlines
7. Red eyes; smell of alcohol
8. Disappearing at unexpected times



# “What’s Wrong With Him/Her?”

- 9. Lack of concentration/ confused thinking/ forgetfulness
- 10. Extended breaks/lunches
- 11. Looking/being tired all the time
- 12. Decrease in productivity
- 13. Client complaints; trust irregularities
- 14. Frequent somatic complaints
- 15. Unsteady gait; unexplained bruises, injuries



# JD's NOT MD's

What could be going on ?

- Stress and/or anxiety
- Depression
- Medical issues
- Bipolar or other mental illness or mood disorder
- Drug or alcohol use or addiction
- Gambling or other 'process' addictions (eating disorder, etc.)

Only a healthcare professional (i.e. *not you*) is qualified to make the diagnosis.

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

- High expectations and accountability
- Lack of work-life balance
- High stress level
- High stress levels & work-weeks >50 hrs. are consistent predictors of SUD's and their severity.
- 67% of attorneys/judges work more than 40 hours/week.
- Inherent pessimism

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

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

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

Lawyers who do not appropriately address their personal issues can harm their clients,



destroy their own careers, damage the reputation and viability of their law firms, and sometimes even lose their lives.



# What keeps judges and lawyers from seeking or accepting the help they so desperately need ?

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1. Shame and Embarrassment
2. Denial
3. Cunning, baffling, insidious diseases
4. Enabling



# STIGMA !!!

## How do we reduce stigma?

- Direct contact with someone who has personally experienced a relevant disorder:
  - Removes isolation
  - Removes 'uniquers'
  - JCJ/LCL Peer Support

# WHO ? ME ??

A high-functioning impaired individual might feel hopeless, but she puts on a strong front. The high-functioning impaired attorney is at high risk and will push people away



# Dealing with *Denial*

- The most potent barrier
- Psychological defense mechanism
- Rationalize and minimize behavior
- Honestly believe alcohol/drug use is under control
- I'm not one of "them" mentality



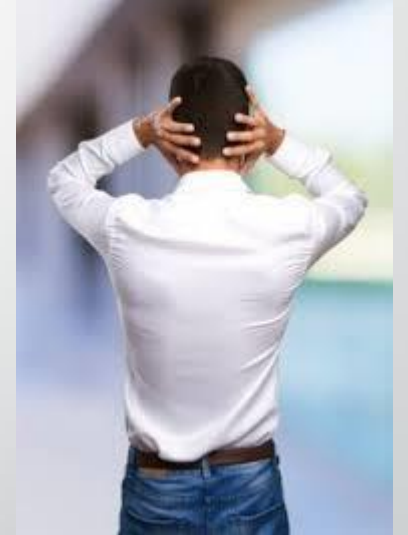
Lawyers are trained to deal with and solve problems. Thus, it is most difficult for the attorney to seek help since by doing so he feels he is admitting failure.



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 !!



# Avoid Enabling

## DO NOT:

- Wait until a crisis develops
- Try to diagnose or treat the problem
- Ignore the issue of job performance
- Get distracted by excuses or pleas of sympathy
- Discuss a colleague's referral for help with others



# What can YOU do ??

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



# 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.



# When we don't reach out...

- Out of some misplaced sense of loyalty
- Due to fear of anger or retribution
- Out of concern about implications for career and firm
- Because of a 'mind-my-own-business' attitude



**...people get sicker and die.**

# That is where LCL comes into play

LCL exists to assist judges, attorneys and law students in distress, but we cannot help *if you do not call us*.

**LAWYERS CONCERNED FOR LAWYERS OF PA**

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

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# The Good, the Bad and the Ugly

The 'bad and the ugly' kind of 'intervention':

- Disciplinary action
  - Disbarment
- Termination of employment
- Dire health consequences
  - Loss of relationships
    - Financial ruin
      - Arrest
      - Death

# The Good, the Bad and the Ugly

The 'good' type of intervention:

- Thoughtfully planned (call LCL)
  - Individualized (call LCL)
  - Collaborative (call LCL)
- Evokes the person's own motivation to change

This 'good' can save someone from the 'bad' and the 'ugly.'

# Why Can Law Professionals Be Challenging to Approach?

- Highly educated; the '**paralysis of analysis**' effect (adept at rationalization and comparison)
- Excel at debate
- Accustomed to being in control
- Excessive dependence on self-reliance
- Pressure to appear invincible

# Call the LCL/JCJ Helplines

We help by:

- **Identifying** possible approaches
- **Discussing** pros and cons of each approach
- **Selecting** an acceptable approach
- **Advising** what to say (and not to say) and how to say it
- **Participating** in the approach if it will help

# Before and After Any and All Approaches...

**PLEASE CALL LCL/JCJ FOR ASSISTANCE & RESOURCES**



**Never give up hope. Help is available.**

*“Balance is the key.  
Balance is everything.”*





# Five Core Steps for a Sustainable Culture in the Legal Profession:

1. Identify stakeholders and their roles.
2. Diminish stigma associated with seeking help.
3. Emphasize that well-being is a part of competence.
4. Educate on well-being/mental health/substance use disorders.
5. Make health and well-being a top priority throughout the profession.



# National Task Force on Lawyer Well-Being Recommendations

"The Path to Lawyer Well-Being:  
Practical Recommendations For Positive Change"

<http://lawyerwellbeing.net/wp-content/uploads/2017/11/Lawyer-Wellbeing-Report.pdf>

# How to Join the National Well-Being MOVEMENT

## **“WELL-BEING TOOLKIT FOR LAWYERS AND LEGAL EMPLOYERS”**

Created By Anne M. Brafford For Use By The American Bar Association

[https://www.americanbar.org/content/dam/aba/administrative/lawyer\\_assistance/lscolumbia\\_well-being\\_toolkit\\_for\\_lawyers\\_legal\\_employers.authcheckdam.pdf](https://www.americanbar.org/content/dam/aba/administrative/lawyer_assistance/lscolumbia_well-being_toolkit_for_lawyers_legal_employers.authcheckdam.pdf)

## **“Well-Being Toolkit Nutshell: 80 Tips For Lawyer Thriving”**

[https://www.americanbar.org/content/dam/aba/administrative/lawyer\\_assistance/lscolumbia\\_Well-Being\\_Toolkit\\_Flier\\_Nutshell.authcheckdam.pdf](https://www.americanbar.org/content/dam/aba/administrative/lawyer_assistance/lscolumbia_Well-Being_Toolkit_Flier_Nutshell.authcheckdam.pdf)



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