

Be it Resolved.....

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



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

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Striving for a (Realistic) Work/Life Balance in 2022

Presented by -Brian S. Quinn, Esq. – Education and Outreach Coordinator, LCL of PA, Inc.

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 work with Lawyers Concerned for Lawyers, he was a private practitioner for over 40 years and has also worked in the field of alcohol and drug counseling 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 in 2017. He has written and presented on lawyer wellness topics to law firms, Bar Associations and legal education providers for state, national and international groups as well.

What Is A 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.

- 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

CONSULT THE ETHICAL RULES IN YOUR STATE

ALL LAWYERS ASSISTANCE PROGRAMS ARE **NOT** THE SAME !!

- Although many Lawyers Assistance Programs *may* follow the same practices as LCL of PA, it is **always** advisable to consult the Rules of Professional Conduct and the Judicial Code of your jurisdiction* in order to ascertain the rules governing the duty to report misconduct imposed on both lawyers and judges, **especially if there may be a connection to the misconduct and impairment as a result of alcohol, substance use or mental health issues.**

- *CALIFORNIA DOES HAS NOT ADOPTED ABA MODEL RULES OF PROFESSIONAL CONDUCT

California State Bar LAP

LOCATIONS:

- 180 Howard Street San Francisco, CA 94105
- 865 South Figueroa Street Los Angeles, CA 90017

RESOURCES:

- <https://calawyers.org/health-and-wellness/>
- <https://otherbar.org/> Confidential Peer Support
- https://www.americanbar.org/groups/lawyer_assistance/resources/covid-19--mental-health-resources/

California State Bar LAP

California State Bar Lawyers Assistance Program

- <https://www.calbar.ca.gov/Portals/0/documents/ConsumerInformation/Lawyer-Assistance-Program-Pamphlet.pdf>

TOLL FREE:

877-LAP-4-HELP 877-527-4435 213-765-1190

LAP@calbar.ca.gov www.calbar.ca.gov/LAP

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**

R¹E¹S¹O¹L²U²T³I¹O¹N¹S¹

res·o·lu·tion /rezə'looSH(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

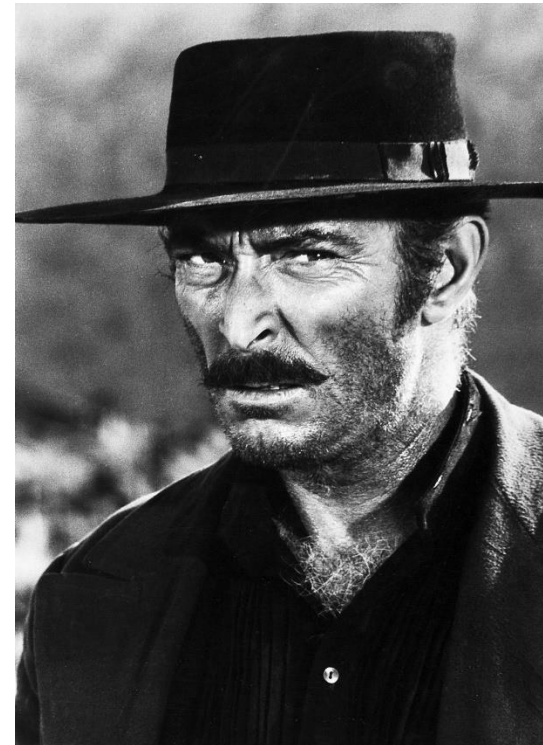


A promise that you make to
yourself to start doing
something *Good*



or

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



Unfortunately, within weeks less than 10% of all resolvers accomplish their resolutions – and that's pretty.....

“UGLY”



What makes
them
so difficult
to keep?



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*)

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

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 negatively
- **19%** have contemplated suicide at some point in their careers



Mental Health By The Numbers

- 44% have been impacted by isolation
- 36% use all of their vacation time
- 35% do not feel safe discussing their mental health at work
- 62% know a colleague who is *depressed* and
50% know a colleague with an alcohol problem



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





Presenting Concerns in 2022....

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

Pandemic impact....

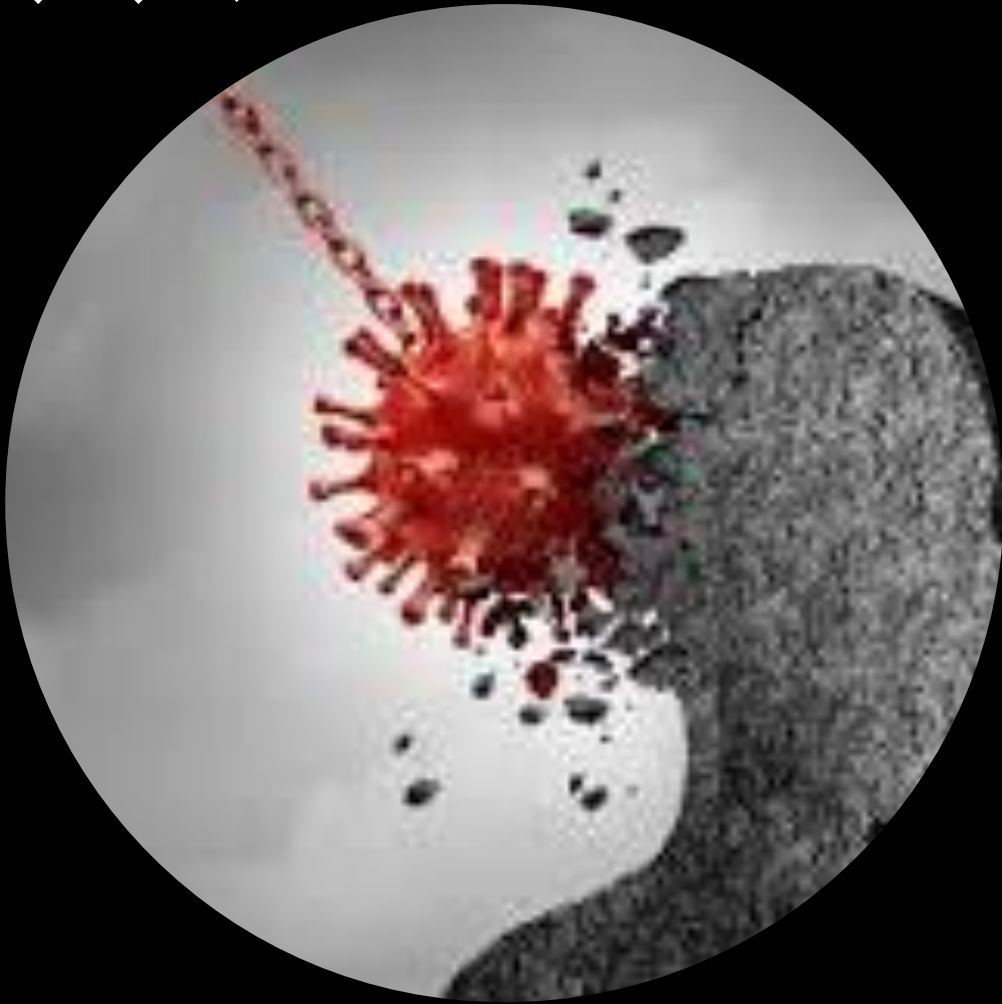
Isolation/

lack of social/work connection

Fear/anxiety of death moving forward

Zoom fatigue

Financial impact





Pandemic impact....



Fear of staff to return to the office

Domestic issues/child concerns

Difficulty transitioning "back"

Impact will be absorbed for YEARS



“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**

Social Isolation

Social isolation is the combination of solitude and loneliness, experienced by an individual for an extended period. Both the emotional and physical state feed off of one another and can create an inability to reengage with society in a meaningful way.





Incredible Resources to Combat Loneliness...

“[R]esearch suggests that loneliness has a comparable effect on health as smoking cigarettes daily and is worse than being obese or sedentary.”

<https://www.scientificamerican.com/article/to-combat-loneliness-promote-social-health1/>

- *Managing Loneliness: Ask and Act*

<https://static1.squarespace.com/static/5da1e1683b1ad128da8c7b34/t/5f9af351fbae4b3534007fd8/1603990353354/Reducing+Loneliness+Ask+and+Act+Worksheet+6+2020.pdf>

- *Well-Being Week In Law Activity Planning Guide*

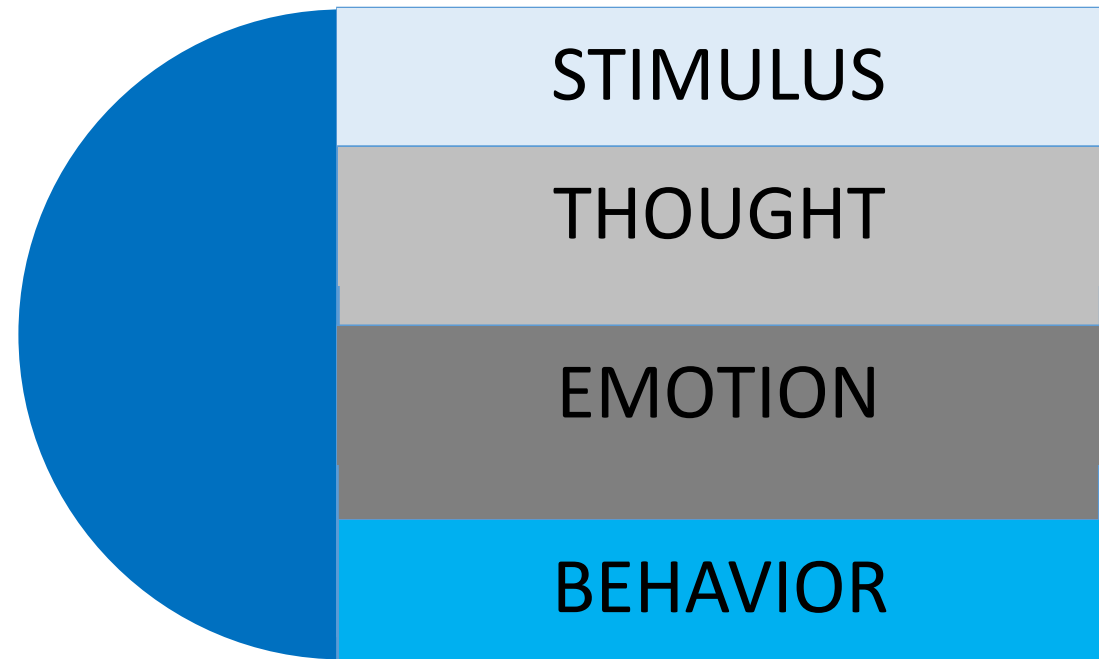
<https://lawyerwellbeing.net/wp-content/uploads/2021/04/Loneliness+2021.pdf>

- *Olivia Ash, Attorney/Well-Being Coach/
Professor/Artist/Extraordinary Inspiring Soul*

<https://www.livbalanced.net/loneliness>

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 ?

- My firm or department is too focused on profit.
- The physical environment is unpleasant.
- My work bores me.
- Billable hour quotas are a source of stress for me.
- I'm not good at what I do.
- I'm not making a positive contribution to society or the lives of others.
- 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.



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 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?

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 !!!

STRESS or DISTRESS ?

- Gradual, incremental increases in responsibilities, duties, pressures and demands at home and work combined with long workdays and weeks is risky.
 - We stay busy and “stuff” our feelings.
 - Even relaxing can cause us to feel distress.
 - We become unaware that we have lost balance in our lives.
-
- REMEMBER, DISTRESSED LAWYERS
EVENTUALLY LOSE THEIR EFFICIENCY AND
EFFECTIVENESS !!

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



BURNOUT



WHAT IS BURNOUT ?

- **Fatigue**, no matter how much someone rests or sleeps. An **exhaustion that runs deeper than sleep deprivation**.
- **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.

EFFECTS OF BURNOUT

- Less efficient
- Waste more time
- Self destructive tendencies
- Doing the bare minimum becomes a challenge
- Work quantity and quality declines
- Negative attitude towards those around you
- The feeling no one cares
- Unrelieved, may harden into a fixed element of your outlook
- Left unattended, can contribute to challenges to ethical duties, particularly communication and diligence

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

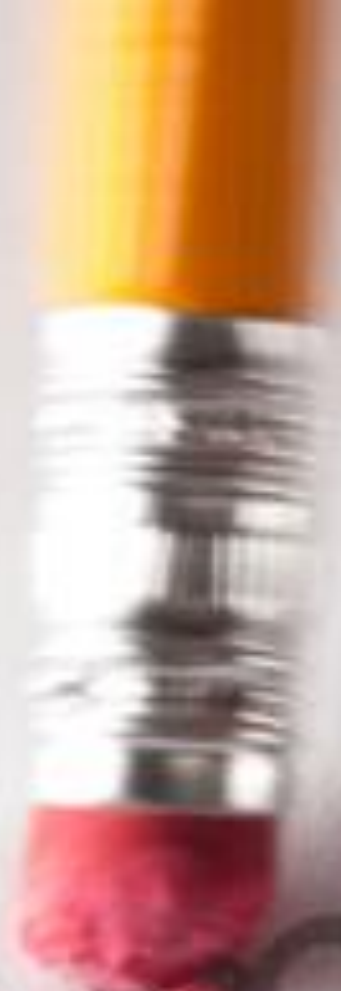


So.....what are we going to do ?





Strategies
(that work)



impossible

Set *REALISTIC*
Goals for Yourself

Set Realistic Goals

Focus on things you CAN control

Lawyers already have control issues. As long as we're focusing on questions with unknowable answers and circumstances outside of our personal control, this strategy will get us nowhere other than **drained, anxious and overwhelmed !**

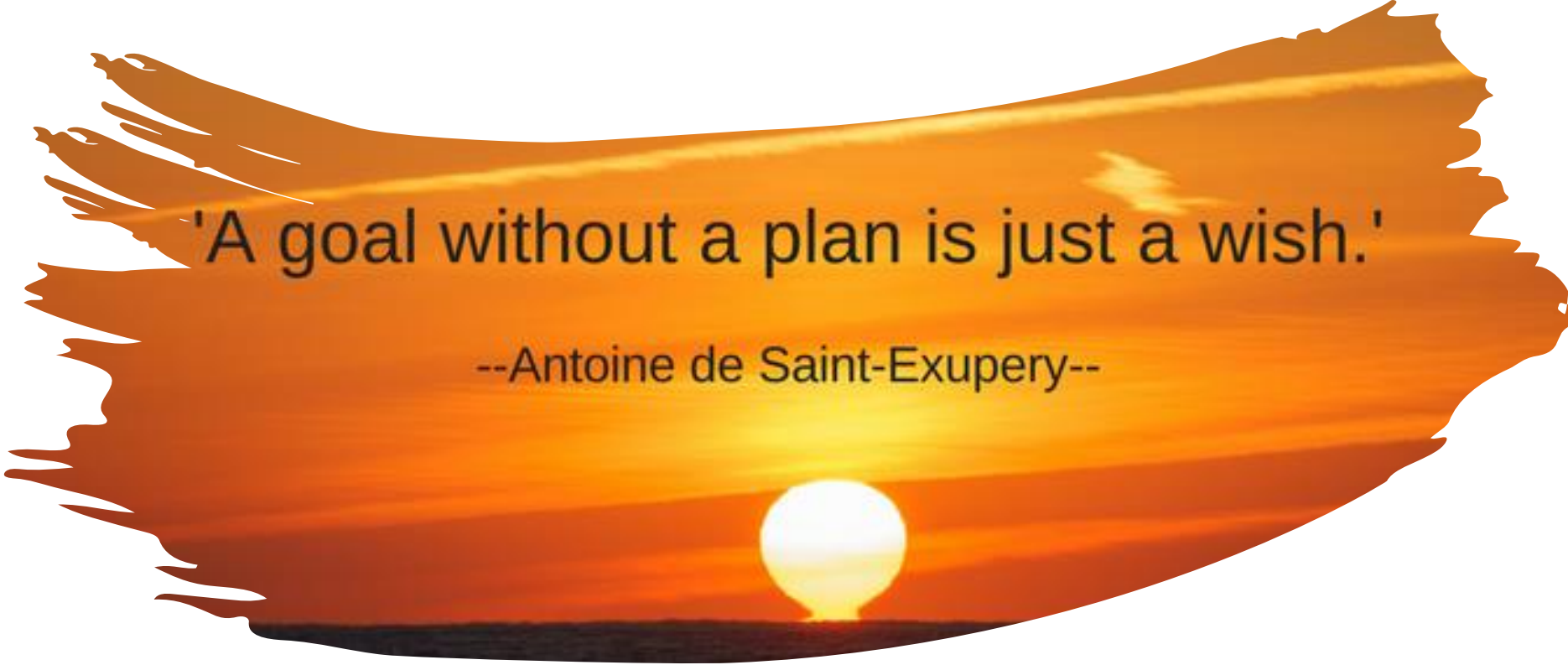




WOOP it up in 2023!!

- **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 horizontal brushstroke with a sunset background. The background features a bright yellow sun low on the horizon, casting a warm orange and yellow glow across the sky. The brushstroke itself is a thick, textured band of orange and yellow, with a rough, hand-painted edge. The text is centered within this brushstroke.

'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 !



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
if it's paved
with good
intentions !!

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 !!

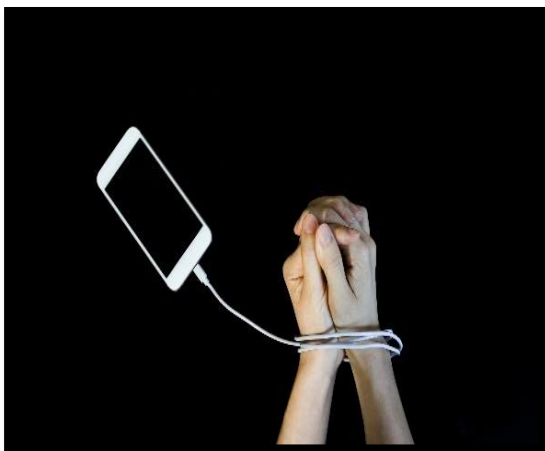
intentional

in · ten · tion · al

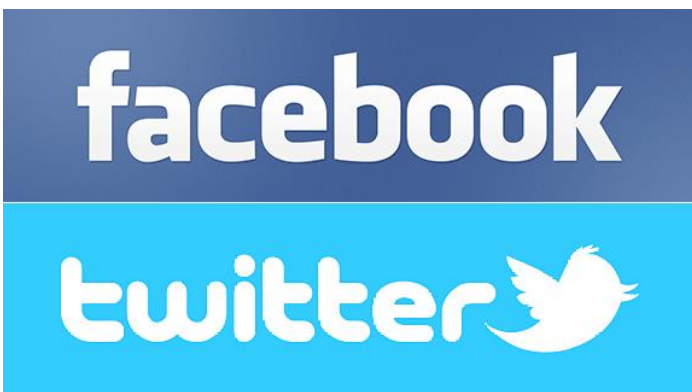
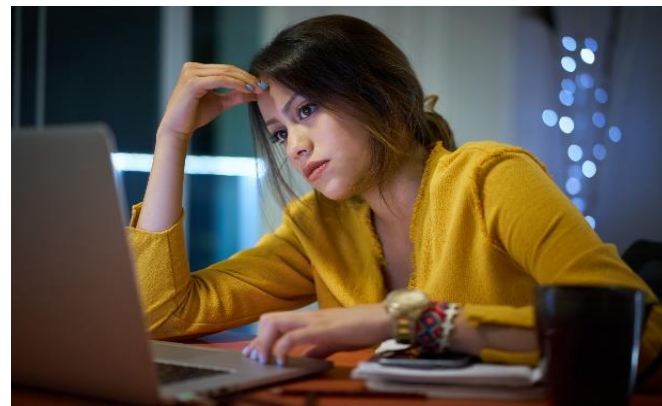
Adjective: Done on purpose; deliberate.



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.



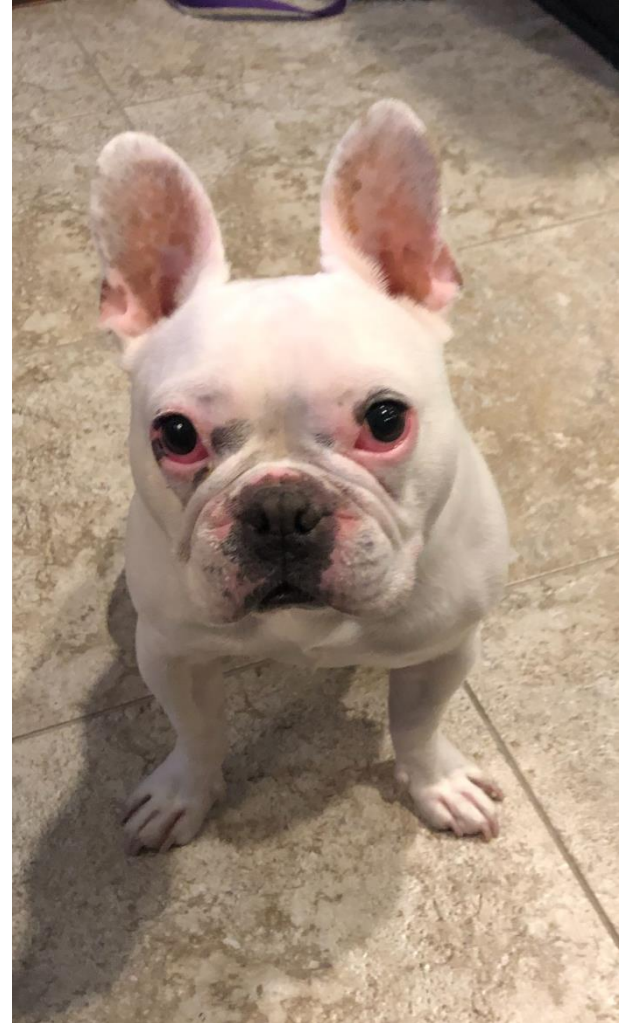
Meditation/Mindfulness

- 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



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



A grayscale photograph of a woman with dark hair, wearing a plaid 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.

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



**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.**

2023



Be it Resolved.....

Striving For a (Realistic) Work/Life Balance in 2022

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/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