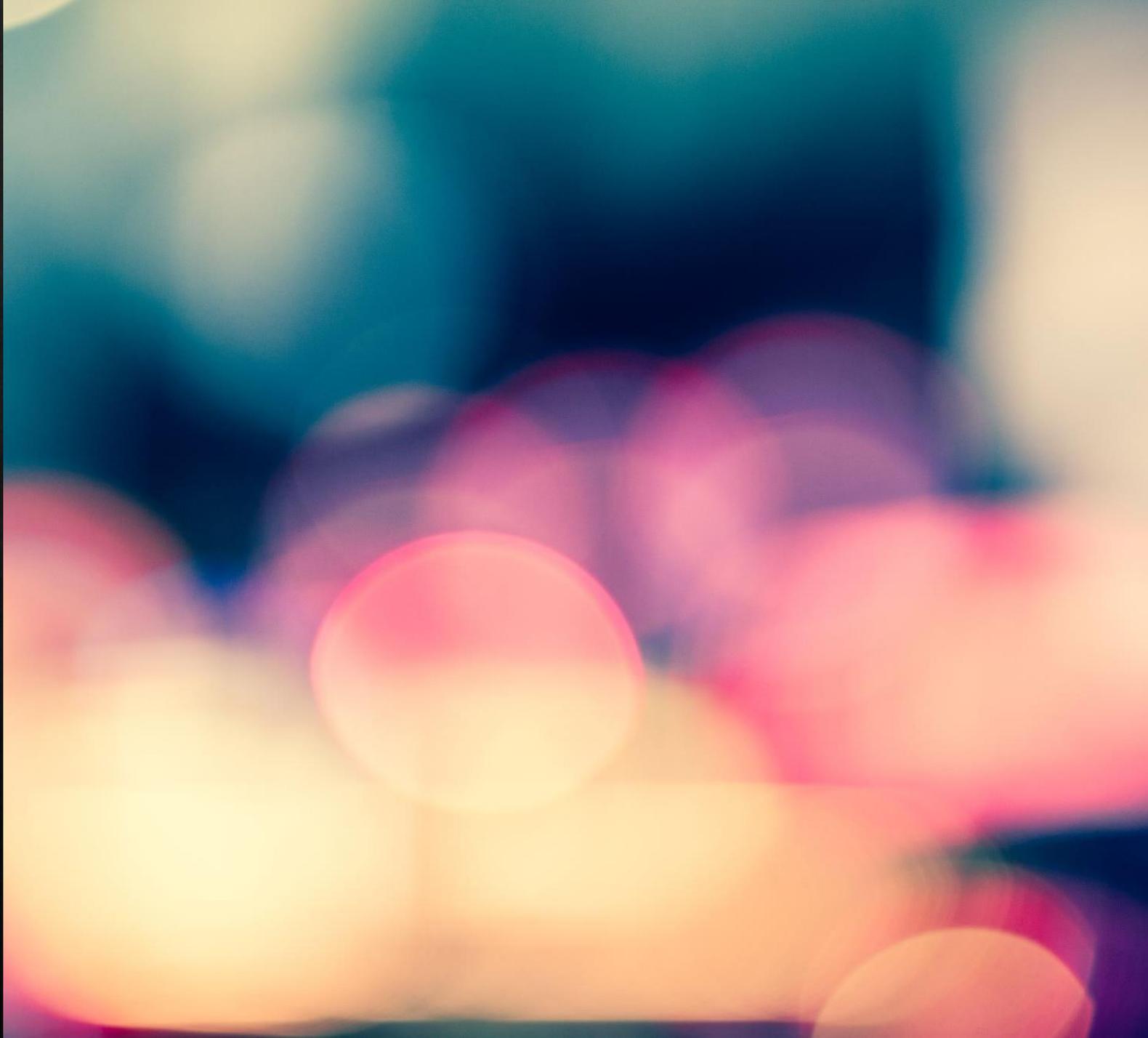


Path to Lawyer Well-Being: Practical Recommendations for Positive Change

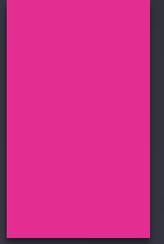
PRESENTER: JACLYN PALUMBO



What is the National Task Force on Lawyer Well-Being?

- ▶ Conceptualized and initiated by the ABA Commission on Lawyer Assistance Programs; the National Organization of Bar Counsel; and the Association of Professional Responsibility Lawyers. Many divisions of the American Bar Association as well as entities outside of the Bar association collaborated.

What is the “Path to Lawyer Well-Being:
Practical Recommendations for
Positive Change”?



FIVE CENTRAL THEMES OF THE REPORT:

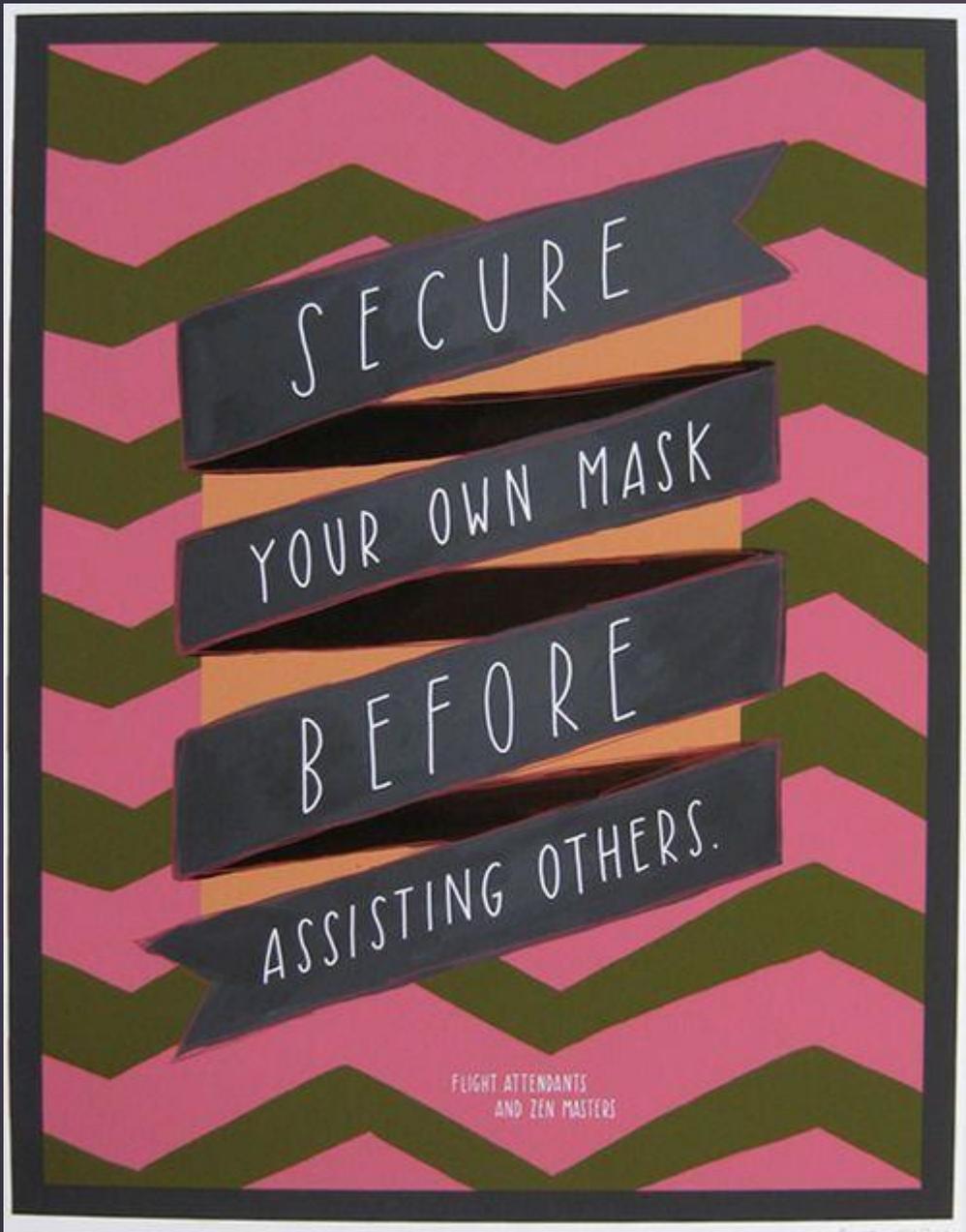
(1) identifying stakeholders and the role each of us can play in reducing the level of toxicity in our profession

(2) eliminating the stigma associated with helpseeking behaviors

(3) emphasizing that well-being is an indispensable part of a lawyer's duty of competence

(4) educating lawyers, judges, and law students on lawyer well-being issues, and

(5) taking small, incremental steps to change how law is practiced and how lawyers are regulated to instill greater well-being in the profession



An empty tank
will take you exactly

NOWHERE.

Take time to refuel.



In 2016, the American Bar Association (ABA) Commission on Lawyer Assistance Programs and Hazelden Betty Ford Foundation published their study of nearly 13,000 currently practicing lawyers [the “Study”]. It found that between 21 and 36 percent qualify as problem drinkers, and that approximately 28 percent, 19 percent, and 23 percent are struggling with some level of depression, anxiety, and stress, respectively.

Additionally, 15 law schools and over 3,300 law students participated in the Survey of Law Student Well-Being, the results of which were released in 2016. It found that 17 percent experienced some level of depression, 14 percent experienced severe anxiety, 23 percent had mild or moderate anxiety, and six percent reported serious suicidal thoughts in the past year. As to alcohol use, 43 percent reported binge drinking at least once in the prior two weeks and nearly one-quarter (22 percent) reported binge-drinking two or more times during that period. One-quarter fell into the category of being at risk for alcoholism for which further screening was recommended.

Research has identified multiple factors that can hinder seeking help for mental health conditions: (1) failure to recognize symptoms; (2) not knowing how to identify or access appropriate treatment or believing it to be a hassle to do so; (3) a culture's negative attitude about such conditions; (4) fear of adverse reactions by others whose opinions are important; (5) feeling ashamed; (6) viewing help-seeking as a sign of weakness, having a strong preference for self-reliance, and/or having a tendency toward perfectionism; (7) fear of career repercussions; (8) concerns about confidentiality; (9) uncertainty about the quality of organizationally-provided therapists or otherwise doubting that treatment will be effective; and (10) lack of time in busy schedules.

SO HOW DO WE DE-STIGMATIZE?

EDUCATION.

The two most common barriers to seeking treatment for a substance use disorder that lawyers reported were not wanting others to find out they needed help and concerns regarding privacy or confidentiality. Top concerns of law students in the Survey of Law Student Well Being were fear of jeopardizing their academic standing or admission to the practice of law, social stigma, and privacy concerns. Removing these barriers requires education, skillbuilding, and stigma-reduction strategies. Research shows that the most effective way to reduce stigma is through direct contact with someone who has personally experienced a relevant disorder.

“Self-care means
giving yourself
permission to pause.”

— *Cecilia Tran*

GIRLS' NIGHT IN

<https://www.youtube.com/watch?v=LFXxaZ9qXOA>

Iron Man Panic Attack – shows lack of education; overworking toward a goal; should probably be on medication; pushing through without receiving treatment

5-4-3-2-1 Technique

5 – things you can see in the room with you

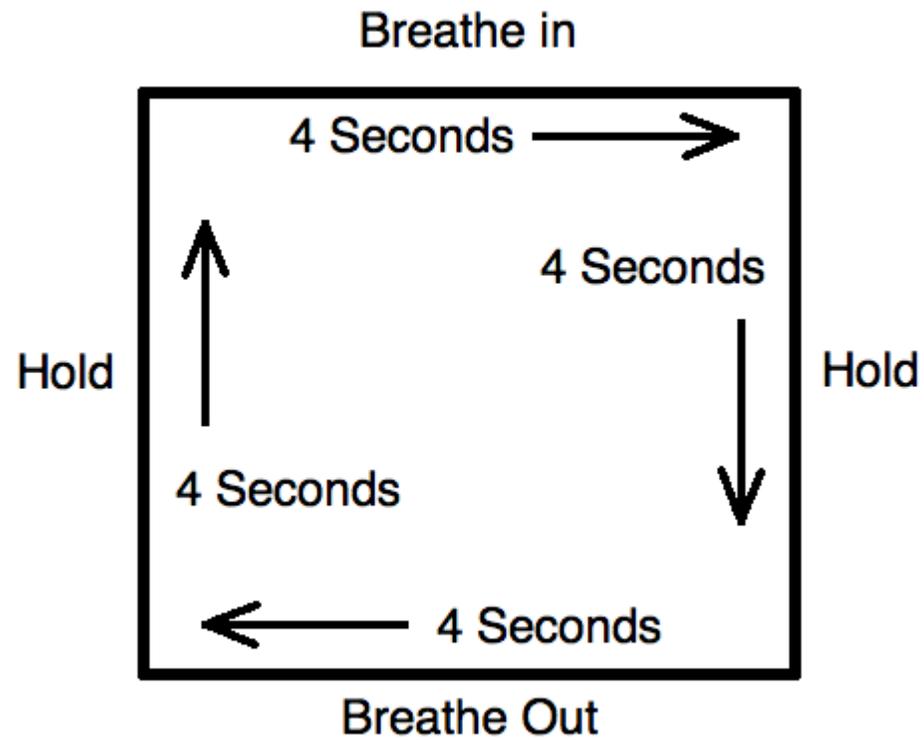
4 – name four things you can feel (chair on your back, feet on the floor, your shirt...)

3 – things you can hear right now (breathing, typing, air conditioner)

2 – things you can smell (perfume, chocolate) or two things you like the scent of

1 – something you can taste like candy, or state something good about yourself

SQUARE BREATHING



SLEEP HYGIENE

How can I improve my sleep hygiene?

One of the most important sleep hygiene practices is to spend an appropriate amount of time asleep in bed, not too **little** or too excessive. Sleep needs vary across ages and are especially impacted by lifestyle and health. However, there are recommendations that can provide guidance on how much sleep you need generally. Other good sleep hygiene practices include:

- **Limiting daytime naps to 30 minutes.** Napping does not make up for inadequate nighttime sleep. However, a short nap of 20-30 minutes can help to improve mood, alertness and performance.
- **Avoiding stimulants such as caffeine and nicotine close to bedtime.** And when it comes to alcohol, moderation is key⁴. While alcohol is well-known to help you fall asleep faster, too much close to bedtime can disrupt sleep in the second half of the night as the body begins to process the alcohol.
- **Exercising to promote good quality sleep.** As little as 10 minutes of aerobic exercise, such as walking or cycling, can drastically improve nighttime sleep quality. For the best night's sleep, most people should avoid strenuous workouts close to bedtime. However, the effect of intense nighttime exercise on sleep differs from person to person, so find out what works best for you.
- **Steering clear of food that can be disruptive right before sleep.** Heavy or rich foods, fatty or fried meals, spicy dishes, citrus fruits, and carbonated drinks can trigger indigestion for some people. When this occurs close to bedtime, it can lead to painful heartburn that disrupts sleep.
- **Ensuring adequate exposure to natural light.** This is particularly important for individuals who may not venture outside frequently. Exposure to sunlight during the day, as well as darkness at night, helps to maintain a healthy sleep-wake cycle.
- **Establishing a regular relaxing bedtime routine.** A regular nightly routine helps the body recognize that it is bedtime. This could include taking warm shower or bath, reading a book, or light stretches. When possible, try to avoid emotionally upsetting conversations and activities before attempting to sleep.
- **Making sure that the sleep environment is pleasant.** Mattress and pillows should be comfortable. The bedroom should be cool – between 60 and 67 degrees – for optimal sleep. Bright light from lamps, cell phone and TV screens can make it difficult to fall asleep⁴, so turn those light off or adjust them when possible. Consider using blackout curtains, eye shades, ear plugs, "white noise" machines, humidifiers, fans and other devices that can make the bedroom more relaxing.

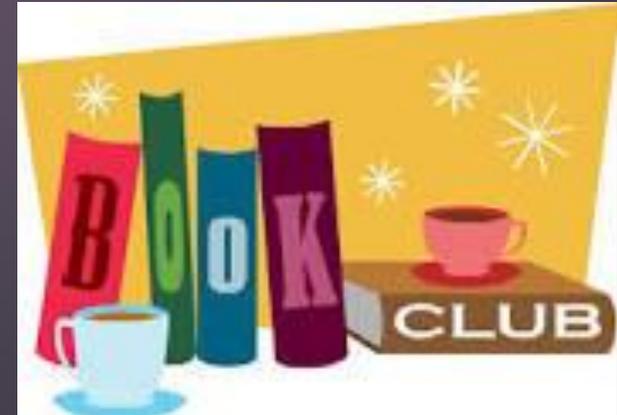


PUT COINS IN THE JAR FOR MENTAL HEALTH!

THERAPY AND OTHER CLASS OPTIONS IN AKRON AND ELSEWHERE:

- Individual therapy
- Group therapy
- Marriage counseling
- Intensive outpatient therapy (IOP) – skills-based development
- PHP – partial hospitalization program (intensive psychiatric needs before hospitalization)
- NAMI classes for individuals and families

HOBBIES!!!





National Suicide Prevention Lifeline

1-800-273-8255