

The Knoxville Bar Association
presents:

*How to Save a Life:
Lifeguard Training for the Legal Profession*

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Executive Director
Tennessee Lawyers for Assistance Program

L & L Seminar
Thursday, June 11, 2015
12:00 noon - 1:30 p.m.
Hilton - Downtown Knoxville

Approved for 1 hour of Dual CLE Credit.

Please do not record or tweet KBA presentations; note taking for personal use is, of course, encouraged.

Identifying Attorney Impairment

Alcoholism, Drug Addiction, Substance Abuse, Compulsive Gambling, Depression, Anxiety and Stress

Relationship Problems

- Complaints from clients
- Problems with supervisors
- Disagreements or inability to work with colleagues
- Avoidance of others
- Irritable, impatient
- Angry outbursts
- Inconsistencies or discrepancies in describing events
- Hostile attitude
- Overreacts to criticism
- Unpredictable, rapid mood swings
- Non-responsive communication

Attendance Problems

- Late
- Leaving early
- Taking "long lunches"
- Not returning to work after lunch
- Missing appointments
- Unable to be located
- Ill with vague ailments
- Absent (especially Mondays/Fridays)
- Frequent rest room breaks
- Improbable excuses for absences
- Last minute cancellations

Trust Account

- Missing checks to be deposited
- Debit card withdrawals
- Incomplete or irregular records
- Pay office expenses from trust
- Pay personal expenses from trust
- "Borrowing" from trust
- Failure to timely disburse
- Incomplete accounting for receipts and disbursements

Personal Problems

- Legal separation or divorce
- Credit problems, judgments, tax liens, bankruptcy
- Decreased performance after long lunches involving alcohol
- Frequent illnesses or accidents
- Arrests or warnings while under the influence of alcohol or drugs
- Isolating from friends, family and social activities

Miscellaneous

- Failure to renew law license
- Non-compliance with CLE
- Non-responsive to Discipline
- Lapsed insurance policies
- Failure to file tax returns
- Failure to pay taxes

Performance Problems

- Missed deadlines
- Decreased efficiency
- Decreased performance after long lunches involving alcohol
- Inadequate follow through
- Lack of attention
- Poor judgment
- Inability to concentrate
- Difficulty remembering details or directions
- General difficulty with recall
- Blaming or making excuses for poor performance
- Erratic work patterns

The Clinically Depressed Lawyer

- Has little or no energy; getting out of bed and making it to the office is exhausting.
- Firmly resolves every morning to get to those cases and projects having deadline, but doesn't.
- Knows phone calls have to be returned but feels too enervated to do so.
- Sometimes spends hours at the office behind a closed door staring out the window or playing mindless computer games.
- Becomes angry or irritated easily and can't seem to let it go – i.e. sweats all the small stuff.
- Experience a pervasive sense of sadness; feels overwhelmed and immobilized by indecisiveness.
- Has diminished ability to concentrate, analyze and synthesize information.
- Isolates socially and professionally, pulls away from close relationships. May experience apathy and pessimism.
- Is confused by inability to “snap out of it,” feels “weak” and berates self.
- Feels extremely or inappropriately guilty about not meeting occupational or personal responsibilities.
- Tries to feel better by using alcohol, sedatives, stimulants or other substances, including food.
- Fantasizes about some kind of escape, has fleeting thoughts of suicide.
- Thinks about ways to end the pain, may begin a plan for suicide; sometimes acts on this plan.