International Municipal Lawyers Association
2023 Annual Conference
LaQuinta, CA

Sunday, October 1st

The Safari Experience: Ethics and Practice Tips for Survival in the Wild

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Ft. Lauderdale, USA



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The Safari Experience:
Ethics and Trial Tips for Survival in the Wild

Karen Blake

Ginger E. Wald

INTRODUCTION



In the middle of safari, a journey through a few national parks in South Africa, Zimbabwe, Zambia and Botswana, it occurred to us that all the things you do to prepare for and to enjoy the experience were very much like practicing municipal law. **Wild!!!** Not only should you prepare wisely (from packing mosquito-repellent and spf clothing), but you should also be sure you did your research so you would know what you would be facing—and how you should react. Like any great adventure, not everything could be anticipated, nor would our instincts necessarily serve us well enough to keep us alive.

We hope this paper and presentation feeds your thirst for adventure, as it did for us, but also helps you be more prepared for what is out there in the wild, wild world of practicing municipal law. First, we will navigate relevant ethical rules in municipal work. We will also cover wellness skills to use to battle burnout and fatigue. Finally, we will discuss lawyer assistance resources for whenever you need a lifeline.

I. Be Prepared - Know the Rules of the Jungle

In the municipal law world, being prepared means knowing the rules and getting ready for the possibilities, having a plan, and being aware that not everything goes according to plan. This is

where Project Management and Time Management principles enter. When we cannot manage these is when we run afoul of ethical rules. So first, let's review a few relevant ones.

The Ethics Rules We will list some applicable rules in 3 types of jurisdictions (using model rules), understanding that some states' rules and local rules may vary.

A. Relevant ABA Model Rules

- Rule **1.1** of the ABA's Model Rules of Professional Conduct requires lawyers to "provide **competent** representation." For an example, see California's model rule that incorporates the Model Rule Comments into its rule.[i]
- Rule **1.3** requires **diligence** in client representation.
- Rules **4.1 - 4.4** regulate working with people other than clients.
- **Preamble calls lawyers to "strive to attain the *highest* level of skill, to *improve the law and the legal profession* and to *exemplify* the legal profession's ideals of public service."**
- **Model Rule 5.1** imposes a **duty on law firm management** and other partners in the firm to make reasonable efforts to ensure that the firm puts in place measures giving reasonable assurance that all lawyers in the firm conform to the Rules of Professional Conduct.
- **Model Rule 5.3** requires that partners and firm management make reasonable efforts to **ensure that the conduct of a *nonlawyer*** is compatible with the professional obligations of the lawyer.

B. Relevant Canadian Rules

2.1-1 A lawyer has a duty to carry on the practice of law and discharge all responsibilities to clients, tribunals, the public and other members of the profession honorably and with integrity.

> [2] Public confidence in the administration of justice and in the legal profession may be eroded by a lawyer's irresponsible conduct. Accordingly, a lawyer's conduct should reflect favourably on the legal profession, inspire the confidence, respect and trust of clients and of the community, and avoid even the appearance of impropriety.
>
> [3] Dishonourable or questionable conduct on the part of a lawyer in either private life or professional practice will reflect adversely upon the integrity of the profession and the administration of justice. Whether within or outside the professional sphere, if the conduct is such that knowledge of it would be likely to impair a client's trust in the lawyer, the Society may be justified in taking disciplinary action.
>
> Competence 3.1-2 A lawyer must perform all legal services undertaken on a client's behalf to the standard of a competent lawyer.

Quality of Service 3.2-1 A lawyer has a duty to provide courteous, thorough and prompt service to clients. The quality of service required of a lawyer is service that is competent, timely, conscientious, diligent, efficient and civil.

Honesty and Candor 3.2-2 When advising a client, a lawyer must be honest and candid and must inform the client of all information known to the lawyer that may affect the interests of the client in the matter.[ii]

C. **Example Tribal Rule: United Cherokee Nation of Indians** (general ethics applicable to all, not a legal ethical rule)

Keep yourself balanced. Your Mental self, Spiritual self, Emotional self and Physical self all need to be strong, pure and healthy. Work out the body to strengthen the mind. Grow rich in spirit to cure emotional ails.

Make conscious decisions as to who you will be and how you will react. Be responsible for your actions.

Be true to yourself first. You cannot nurture and help others if you cannot nurture and help (yourself.)[iii]

Rule 1.1 of the ABA's Model Rules of Professional Conduct requires lawyers to "provide **competent** representation."

a. Be Prepared: Have Your Route Mapped

What does mean in terms of practicing municipal law? Having a route means you know what you have to do each day, including adding wellness (i.e. setting aside time for breaks). Build it into your roadmap every day. Research has shown that you can actually be *more* productive if you do so.

b. Get a Mentor

Being prepared also mean being able to anticipate dangers that lie ahead. Sometimes you can only gain this knowledge by having a guide, a mentor knowledgeable in the landscape. This is also the value you add as an attorney and trusted advisor to your client, knowing the pitfalls before they happen.

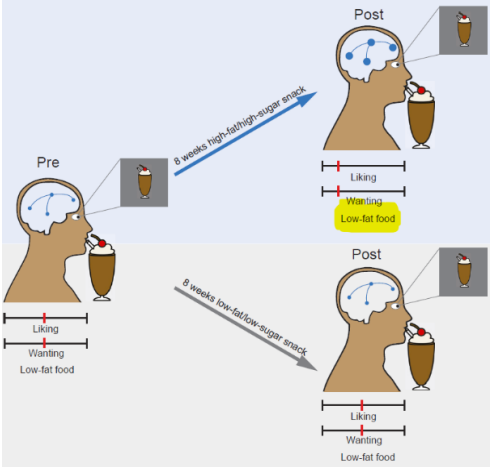
c. Pack for All Kinds of Weather

We were shocked how cold the desert can be, not just temperature-wise (we were very prepared for that in Africa), but the winds burned us red as cherries! Had some of us we packed gaiters, like Ginger did, we would not have felt an extra layer of skin develop to cover the wounds.

II. Save Your Energy

a. Eat a Big Breakfast, Avoid Sugar and Unhealthy Fats

Maybe Mom was right after all: the biggest meal should be eaten at breakfast. Research has shown that in relatively healthy adults, eating less frequently, no snacking, consuming breakfast, and eating the largest meal in the morning may be effective methods for preventing long-term weight gain[iv], but also giving you energy for the day.



But Western diets are rich in fat and sugar. The effects on health can be staggering. Until now, it's been unclear if preferring unhealthy foods is a result of genetic traits or a learned mechanism. But a recent study, published in the journal Cell Metabolism, found that foods high in fat and sugar activate the dopaminergic system — a region in the brain responsible for motivation and reward. The brain begins to seek out those unhealthy treats. The new findings suggest that modern processed food choices are, in part, learned.[v] The more you eat sugar, the more you want it, creating a continuous cycle.

b. Get Going Before the Animals Do

We were up at 4:30 or 5 a.m. on most days, ate breakfast and headed into the wild. Getting that extra time in ahead to travel there allowed us to see the animals at their morning peaks of energy.

You have that energy, too. So when you ask yourself "When do I really have time to take care of myself?" consider getting up earlier. Even a half hour can give you the time to meditate, set up your day and commit to wellness.

III. Facing Danger Wisely

a. Don't Run

It's incredibly counter-intuitive not to run when fear strikes. However, when you panic, it gives your opponent dominance. This is very true in the animal world as in the adventures of litigation. Stand your ground on the important things. Don't capitulate to the pressure of your elected officials when doing so will harm the client—the entire governmental entity.

b. Know Your Opponent

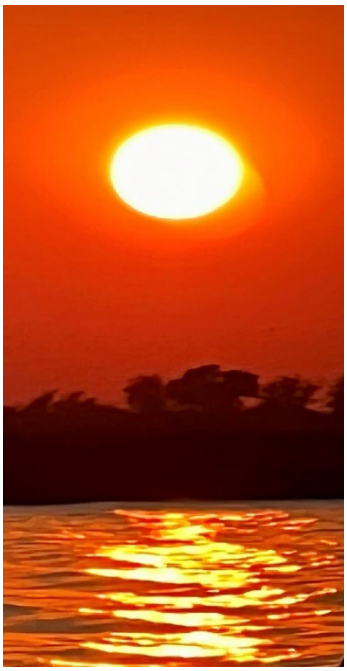
Just like you have to know who your client is, spend time figuring out who your opponents really are. Is it really the court of public opinion (a/k/a Social Media) or is it (1) another governmental entity (a county or the state)? or (2) opposing counsel

and their clients? We make this point to highlight social media buzzards should be ignored.

c. Be Proactive—Get with the Pack

According to new research from the Integrated Benefits Institute, based on a survey of nearly 500,000 employed Americans, anxiety or depression symptoms have decreased overall since the height of the pandemic in 2020—from 40% to 35%. However, symptoms today are more prevalent among those **not** working in an office: 35% for fully in-person workers, 38% for hybrid and **40% for remote workers.**[vi] Bottom line: going to work will help most people with their anxiety and depression. If you are leading your department, encourage your team to come into the office more for this reason. Encourage physical weekly staff meetings. Make them something people *want* to come to. Motivate your team to keep together as a pack to protect the collective group.

IV. Take Breaks, Decompress with a Sundowner



Taking a physical break, like going for a walk, helps us perform better on tests of memory and attention; our brain cells build new connections, staving off the usual withering of brain tissue that comes with age; we can actively change the pace of our thoughts by deliberately walking more briskly or by slowing down; and our attention is left to meander and observe, helping us generate new ideas and have strokes of insight. According to the Centers for Disease Control and Prevention, a single bout of moderate-to-vigorous activity (including walking) can improve our sleep, thinking, and learning while reducing symptoms of anxiety. [vii] If you are exposed to nature—even for just 5 minutes—when walking, you change "from voluntary attention, which draws on our reserves of focus and energy, to involuntary attention, which requires less focus and energy. This allows us to recover from mental fatigue." *Id.* Deborah Grayson Riegel, a professional speaker and facilitator, at Duke University's Fuqua School of Business suggests walking for perspective, connection with others, for learning, for gratitude and for productivity with a mind reset. *Id.*

Doing so with friends adds to the social experience and, in turn, can improve your health, research has shown. [viii] But also, taking the time to just plain socialize is important. South Africans have a cultural tradition they use at the end of a safari day, having a Sundowner, or an adult beverage, with friends, as you watch the sun set on the desert. With the deep reds of the sunset enhanced in the desert dust, it's a beauty to behold while relaxing.

a. Avoid Excess

The other side of this coin, relaxing with your favorite adult beverage, should also be mentioned to caution avoiding excess. This is precisely what the ABA focused on back in 2016 when it polled attorneys in the United States and found so many had addictions. At the end of this presentation, we have supporting references if you need help in this area. The authors are not mental health professionals, but we have provided links and phone numbers.

V. When It's All Too Much

a. The Problem

Google searches for "how to ask for a mental health day" jumped by 1,000% from the pandemic's onset to February 2022. That summer, HR professionals largely told the Society for Human Resource Management they were prioritizing mental health benefits going forward. One study found that almost half of respondents said their mental health stayed the same throughout 2022 and 32% said their mental health worsened.[ix]

So, if one third of us are suffering, what are we doing about it?

OneMedical's 2023 State of Workplace Health report collected responses from 800 HR and benefits leaders and 800 full-time employees and found that mental health resources often go untapped. While 38% of those surveyed felt their mental health had worsened, only 19% of workers said they accessed mental health care. When asked why they avoided using their mental well-being benefits, 22% cited costs, 25% said they were embarrassed and 45% pointed to packed schedules.[x]

Municipal lawyers, busy from early morning through late-night meetings, truly might not have the time to fit regular office visits into their schedule, but nowadays, so many apps, telehealth and online options are available at different price ranges, 24 hours a day.

There are simply no excuses for not taking advantage of what is available, especially those provided through your employer.

But sometimes, stress and burnout are tough to recognize when you are in the middle of it all. "Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy."[xi]

Let's look at an example of whether or not burnout has gotten worse. New Jersey. A recent poll[xii] found 49% percent of surveyed lawyers in New Jersey have reported moderate to high levels of burnout, nearly twice as high as the level of burnout in the general U.S. working population.

- 68% reported feeling anxious in the past two weeks;
- 56% reported a high prevalence of alcohol misuse;
- 49% reported feelings of isolation;
- 28% of attorneys considered leaving the profession because of mental health, burnout or stress; and
- 23% reported a high prevalence of depressive symptoms;
- 10% reported thoughts of suicidal ideation.

To combat burnout, we recommend the following suggestions.

b. Suggestions to Reduce Stress and to Avoid Burnout

1. STOP.

Jon Kabat-Zinn, founder of the Stress Reduction Clinic and Center for Mindfulness in Medicine, Health Care and Society at the University of Massachusetts Medical School developed a simple technique called "STOP":

- **S**top. Stop what you're doing and put your thoughts and actions on pause.
- **T**ake. Take a short break by inhaling and exhaling deeply two or three times. Relax and focus on what's happening now, rather than on any sort of outcome.
- **O**bserve physical sensations
- Feelings (nervous, stressed, sad or something else?) –why?
- **P**roceed. Go back to whatever it is you were doing, making a conscious decision to incorporate what you just learned.

Cyberspace has a lot of information out there about taking the time to pause, studied by Victor Frankl. Creating a space between instinctively reacting and pausing to reflect before acting can help with better decisions because you have given yourself the power of choice. (For more, see his book *Man's Search for Meaning,* and learn about his experiences in a Nazi death camp. The ones with hope, he said, were the ones who survived.)

In fact, some state bars now require and offer mental health continuing legal education credits. For example, the Florida Bar requires 5 hours of Professional Responsibility in which mental health is included. Additionally, there are many free course, for those with tight budgets.

2. **MBSR**. Consider taking it a step further with a **Mindfulness-Based Stress Reduction course.** Check out the free course and resources on Paulouse's MBSR page: https://palousemindfulness.com/MBSR/ataglance.html .

3. **Apps**. If you enjoy quick, one-shots, consider getting yourself a meditation app, like Headspace, or the moodtracker, Daylio. Keeping a regular practice, usually in the morning for meditation, can often battle stress before it's begun. Again, you can find valuable information on the internet, or consider taking a course to get the full benefits of these types of practices, whether stationary or movement based. See our PowerPoint slides and Facebook page (Wellness Committee Coalition) for more resources.

4. **Therapy**. But maybe nothing is better than seeing a professional therapist to help you. These days, so many options exist—from telehealth appointments to in-person appointments and group work. Be sure to treat it as you would any other meeting—prepare, perhaps with a pre-session habit. Try a couple of deep breaths or a short walk. Check out your notes or journal from the last appointment, if you have any. You will get more out of your session that way.

Telehealth brings us instantly into a session which may have time management benefits. Think you can stay in your office, go on and off the call, and pick up where you left off, right? That might be going a bit too fast, according Nandini Maharaj, who suggests you schedule your appointments to give you time to digest and rest afterward. Consider setting the appointment for right before lunch, right before the end of business or on later evening or weekend hours.

To avoid a "therapy hangover", develop habits to ease the transition between therapy and work, ideally 2 hours after the appointment. "Having a tangible or physical change can help your brain make space between the session and work," says Daryl Appleton, EdD, MEd, psychotherapist, and Fortune 500 executive coach.[xiii] Consider listening to music, meditation, splashing cold water on your face, grabbing a healthy snack or changing positions.

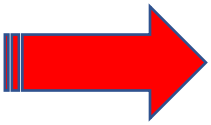
Sidebar: Ruminating and Worry

But maybe talking about constant worry rather than burnout can help us relieve stress. Anthony Castro, Ph.D., a licensed clinical psychologist with the University of Miami Health System, recognizes that without worry, we might miss actual dangers and hazards. Dr. Castro adds, worry "triggers our thinking and leads us to analyze. In many respects, it's good for us." Dr. Castro's suggests:

- **Accept worry**. "I don't recommend the idea that you don't worry," Dr. Castro says. "It's unrealistic. The idea is not to overreact to worry and to move on to working out solutions."
- **Narrow down** what you're worried about. Writing it out helps to focus energy and effort on specifics.

- **Limit your worry time**. Give yourself a set time (and place) to entertain your worry, and then stop. Go on with your daily tasks.
- **Don't jump immediately into trying to find a solution**. Ask yourself: Does this situation really require a response? If so, how quickly should I respond? "Sometimes it's best to wait. Sometimes the situation resolves itself, and you don't have to do anything," Dr. Castro says.
- **Jot down potential solutions** for the troublesome situation. Sometimes seeing "fixes" in black and white helps you understand that any given outcome may not be as a bad as you think it is. It also helps differentiate between what is probable and what is possible.
- **Recognize uncertainty as part of life**. No one leads a stressless, worry-free existence. Those carefree friends? Most likely, they grew up in a family that modeled such behavior, or they learned how to deal with worry in a positive way.
- **Distract yourself** with something you enjoy — but know that this only helps in the moment. "Once the distraction is over," Dr. Castro points out, "the worry can come back." Distraction works as a temporary respite, but it's not permanent.
- **Seek help** when worrying interferes with your daily life. A therapeutic setting provides a safe space for chronic worriers to understand the what and why of their worries. Therapy can also help an individual design solutions to a specific situation and develop coping skills to deal with future concerns."[xiv]

5. Lawyers Assistance Programs



So many free programs are available for assistance. The American Bar Association has a full list of state Lawyer Assistance Programs at https://www.americanbar.org/groups/lawyer_assistance/resources/lap_programs_by_state/. We will also append links to this paper. Lawyer Assistance Programs provide confidential counseling and support to attorneys, judges and law students law students facing substance use disorders or mental health issues. If you or someone you know needs assistance, contact your state or local LAP.

6. Bar associations. Many have additional, free wellness programs. Take, for example, the State of Georgia that gives 6 free counseling sessions per year as a benefit of membership![xv] Or Tennessee that offers an app-ful of resources.[xvi] It includes a new section for mental health and addiction resources featuring the services from the Tennessee Department of Mental Health and Substance Abuse Services (TDMHSAS), as well as an easy click to call or text the Statewide Crisis Line and the Tennessee REDLINE. In a special section called "Spread Hope", the app has information and access to several department programs which work to prevent behavioral health issues or train and educate people about ways they can help a loved one or make a difference in their community. If downloads are any indication of need, MyTN app has been

downloaded more than 117,000 times and has more than 14,000 active monthly users. You might want to check your state's website to see what they offer for free. We have included a link here[xvii] to California's Lawyer Assistance Program which includes 3 self-assessments for Anxiety, Depression and Addiction you may find useful, too. They are attached to our Appendix, too.

7. Group meetings for attorneys. If you are looking for a group space to meet with other lawyers who share their challenges and experiences with mental health, consider joining Lawyers Depression Project, which hosts 10 or more **free**, confidential, online peer support meetings for lawyers and legal professionals every month. https://www.lawyersdepressionproject.org/

8. **The WaterCooler**. Always remember, no one can understand better what it's like to be a municipal attorney than municipal attorneys. As Brad Cunningham (Municipal Attorney for Lexington, South Carolina and IMLA Board member) said, "Let's take care of ourselves so we can take care of others."[xviii] We are our own support group, as our WaterCooler group and friends for a lifetime continue to prove. Reach out. We promise, you will not be sorry.

Lawyer Assistance Programs:

Source: https://www.americanbar.org/groups/lawyer_assistance/resources/lap_programs_by_state/

ALABAMA
Lawyer Assistance Program
334-269-1515
E-mail
LAP Confidentiality

ALASKA
Lawyers' Assistance Committee
907-272-7469
E-mail

ARIZONA
Member Assistance Program
602-340-7334
Email

ARKANSAS
Arkansas Judges and Lawyers Assistance Program (Arkansas JLAP)
501-907-2529
E-mail

CALIFORNIA
State Bar of California LAP
Toll-free 877-LAP 4 HELP
E-mail

The Other Bar
415-482-9500
800-222-0767
E-mail

COLORADO
Colorado Lawyer Assistance Program
Main number: 303-986-3345
E-mail

CONNECTICUT
Lawyers Concerned for Lawyers
860-563-4900
E-mail

DELAWARE
Delaware Lawyers Assistance Program (DE-LAP)
302-777-0124 or 877-24DELAP
E-mail

DISTRICT OF COLUMBIA
DC Bar Lawyer Assistance Program
202-347-3131 9:00 - 5:00 and answering machine
E-mail

FLORIDA
The Florida Bar Mental Health Helpline
833-351-9355
Florida Lawyers Assistance, Inc.
800-282-8981 (National)
24 hours
E-mail
Facebook
Twitter

GEORGIA
Georgia Lawyer Assistance Program
Helpline: 800-327-9631
E-mail

HAWAII
Hawaii Attorneys and Judges Assistance Program
(808) 531-2880
E-mail
Facebook
LinkedIn

IDAHO
Idaho Lawyer Assistance Program
208-334-4500
E-mail

ILLINOIS
Illinois Lawyers' Assistance Program
Shelley Sandoval, JD
Director of Development
Office: 312-726-6607 or 800-LAP-1233
Downstate Office: 618-462-4397 or 800-LAP-1233
E-mail
Facebook
LinkedIn
Instagram
Twitter

INDIANA
Judges and Lawyers Assistance Program

866-428-5527 (JLAP) or
317-833-0370
E-mail
Facebook (ISBA Wellness Committee)

IOWA
Lawyers Assistance Program
800-243-1533
E-mail

KANSAS
Kansas Lawyers Assistance Program
888-342-9080
E-mail
Facebook
Twitter

KENTUCKY
Kentucky Lawyer Assistance Program (KYLAP)
859-221-0806 Cell (Confidential)
866-364-7254 Fax
502-564-3795, ext. 265 KBA
www.kylap.org
E-mail
Twitter

LOUISIANA
Judges and Lawyers Assistance Program, Inc.
866-354-9334 24 hours
E-mail

MAINE
Maine Assistance Program for Lawyers and Judges
207-266-5951
E-mail

MARYLAND
Lawyer Assistance Program
Confidential Toll-Free number 1-888-388-5459
443-703-3042
E-mail

MASSACHUSETTS
Lawyers Concerned for Lawyers, Inc.
617-482-9600 or 800-525-0210
E-mail
Twitter

MICHIGAN
Lawyers & Judges Assistance Program
517-346-6348
800-996-5522
E-mail

MINNESOTA
Lawyers Concerned for Lawyers
651-646-5590
E-mail
Twitter

MISSISSIPPI
Lawyers and Judges Assistance Program
800-593-9777
24 hour confidential hotline
E-mail

MISSOURI
Lawyers' Assistance Program
800-688-7859 24 hours & answering service
573-638-2262
E-mail

MONTANA
Lawyer Assistance Program
406-683-6525
E-mail

NEBRASKA
Nebraska Lawyers Assistance Program
402-475-6527
E-mail
Facebook

NEVADA
Lawyers Concerned for Lawyers
775-322-2154
866-866-3211

NEW HAMPSHIRE
New Hampshire Lawyers Assistance Program
Hotline 877-224-6060
E-mail
Twitter

NEW JERSEY
Lawyers Assistance Program
800-246-5527 24 hours
E-mail
Twitter

NEW MEXICO
Lawyers and Judges Assistance Program
505-797-6003
800-860-4914 (24-hr)
E-mail

NEW YORK
Lawyer Assistance Program
800-255-0569 24 hours

(Nationwide)
E-mail

Nassau County Bar Association LAP
Confidential Helpline: 888-408-6222
Director's Confidential Cell Phone: 516-512-2618
E-mail

LAP related resource in New York
New York Lawyer Assistance Trust
518-285-4545

NEW YORK CITY
New York City Lawyer Assistance Program
212-302-5787 24 Hours
E-mail

NORTH CAROLINA
North Carolina Lawyer Assistance Program
704-892-5699 or 919-828-6425
E-mail

BarCARES of North Carolina
919-659-1453
E-mail

NORTH DAKOTA
State Bar of North Dakota Lawyer Assistance Program
701-255-1404
E-mail

OHIO
Ohio Lawyers Assistance Program, Inc.
800-348-4343 24 hours
E-mail

OKLAHOMA
Lawyers Helping Lawyers
800-364-7886

OREGON
Oregon Attorney Assistance Program
503-226-1057
E-mail

PENNSYLVANIA
Lawyers Concerned for Lawyers Helpline
888-999-1941
Office Number 800-335-2572
E-mail

RHODE ISLAND
Confidential Assistance Program
401-421-5740
E-mail

SOUTH CAROLINA
Lawyers Helping Lawyers
866-545-9590
E-mail

SOUTH DAKOTA
Lawyers Concerned for Lawyers
605-624-4449
E-mail

TENNESSEE
Tennessee Lawyers Assistance Program
877-424-8527
E-mail
Facebook
Twitter

TEXAS
Texas Lawyers' Assistance Program
800-343-8527
Voice Mail 512-463-1453
E-mail
Facebook

UTAH
Lawyers Helping Lawyers
Local Phone: 801-579-0404
Toll Free: 800-530-3743
E-mail

VERMONT
Lawyer Assistance Program
802 355-4352
E-mail

VIRGINIA
Lawyers Helping Lawyers
877-LHL-INVA (877-545-4682)
Confidential Voice Mail 804-644-3212
E-mail

WASHINGTON
Lawyers Assistance Program
855-857-9722
E-mail

WEST VIRGINIA
Judicial & Lawyer Assistance Program
304-553-7232
E-mail

WISCONSIN
Lawyers Assistance Program
E-mail

WYOMING
Lawyer Assistance Program
P.O. Box 109
Cheyenne, Wy 82007
307-996-6834
E-mail

CANADA

Alberta Lawyers' Assistance Society
Professional Help: 1-877-498-6898
E-mail

British Columbia Lawyers Assistance Program
604-685-2171 or 888-685-2171
E-mail

CBA Wellness Forum
800-667-5722
E-mail

Ontario
Members' Assistance Program
1-855-403-8922
Email

Quebec Bar Association
PAMBA Lawyers Association
514-286-0831
E-mail

Saskatchewan Lawyers Concerned for Lawyers
For 24 hour Confidential service: (800) 780-5256
Regina: 306-757-6130
OR Saskatoon: 306-978-4466

PUERTO RICO

Committee for Lawyer Affairs
809-751-2705

VIRGIN ISLANDS

Lawyer Assistance Committee
340-773-4150
E-mail

ENGLAND/WALES/SCOTLAND

LawCare
011-44-1273 461861
E-mail

WORK-LIFE BALANCE RESOURCES WE HAVE FOUND HELPFUL

Karen Blake kblake@bakerdonelson.com

Articles:

"How to Say No Instead of Being a Person-pleaser" http://www.personalbrandingblog.com/how-to-say-no-instead-of-being-a-person-pleaser/

"4 Ways to Manage a Heavy Workload and Still Stay Sane" http://fortune.com/2016/11/02/work-life-balance-women-business/

- Know yourself & act accordingly
- Plan
- Ask for help
- Let Go

"The Surprising Way To Protect Yourself From Burnout" by Michael Lee Stallard

- Connect yourself
- Connect with others outside of work
- Connect with colleagues and customers

Books/resources:

The Andrew Weil Audio Collection https://www.amazon.com/Andrew-Weil-Audio-Collection-Meditation/dp/1564559491/sr=11-1/qid=1167323864 The Andrew Weil Audio Collection includes these two insightful sessions: Breathing: The Master Key to Self Healing - http://www.drweil.com/health-wellness/balanced-living/

"The Language of Letting Go" or any book by Melody Beattie. "Keep the life in your life."

http://melodybeattie.com/category/daily-meditations/

Websites:

http://smartbrief.com/original/2016/10/surprising-way-protect-yourself-burnout?utm_source=brief Connection is key

http://connectionculture.com/100-ways-to-connect/ Free e-book

Apps:

Daylio (mood monitor) I turn to this not only to log moods and activities, but if my mood is down, opening up the app reminds me of all the ways I can bring myself back up.

Headspace So many resources and worth the subscription.

MyCalmBeat (simple breathing training)

Fabulous (for starting new, good habits)

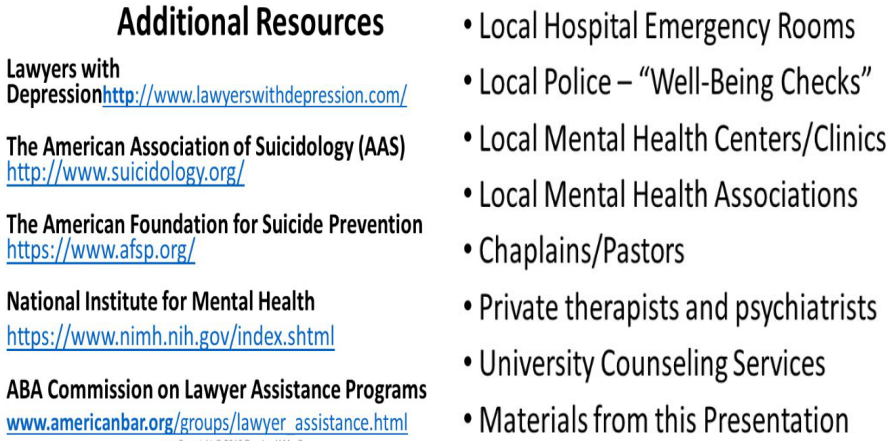
Example meditations:

Ocean Meditation

Have you been to the beach and see the ocean recently?

You can always access this memory to help you relax. Use previous breathing techniques and think about the color of the water, the sound it makes, how cool it feels, and all the sensations you might feel as if you were there. Spend a minute on each sense. Can you taste the salt in the air or feel the cool mist on your face?

Just as waves come and go, ebb and flow, so can stressful moments if we take the time to clear our minds, accept what we can change and what we can't, and let go.



The surprising way to protect yourself from burnout

Michael Lee Stallard October 31, 2016 https://www.michaelleestallard.com/category/career-advice-2, Download free copies of the 28-page "100 Ways to Connect" e-book. He is president of E Pluribus Partners co-founder ofConnectionCulture.com and author, most recently, of "Connection Culture: The Competitive Advantage of Shared Identity, Empathy and Understanding at Work." Sign up at no cost to receive his 28-page "100 Ways to Connect" ebook.

Burnout and the Importance of Connection https://www.michaelleestallard.com/burn-importance-connection

Resource of Resources: https://www.monash.edu/consciousness-contemplative-studies/research#tabs__2713528-03

ENDNOTES

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[xv] See: https://www.gabar.org/wellness/mental/LAP.cfm

[xvi] https://www.tn.gov/behavioral-health/news/2023/7/12/mytn-app-adds-easy-access-to-tdmhsas-services.html?utm_campaign=tba-today&utm_source=membercentralpublications&utm_medium=email&utm_content=friday-july-14-2023

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