



ReelTime

CREATIVE LEARNING EXPERIENCES

Wellness in “Reel Life”: What Lawyers Can Learn from the Movies about Self-Awareness and Self-Care



Why Does “Wellness” Even Matter?



What is “unwellness”? And how does it show up for you?

Poor concentration
Fatigue/Exhaustion
Isolation
Sleep Changes
Appetite Changes
Impatience
Relational Conflicts
Headaches
Job Dissatisfaction

ANXIETY DISORDERS
CARDIAC PROBLEMS
SEVERE MOOD SWINGS
LOWERED IMMUNITY
ADDICTIONS
DEPRESSION
SUICIDAL



What are the causes of unwellness?

Work pressures

Financial Pressures

Life events

Isolation

Relationship strains

Prior traumatic experiences

Vicarious trauma





“I fought the law and...”



Billable/Long Hours

“Golden Handcuffs”

Lack of control

Responsible for solving other's problems

Clients unrealistically demanding

Lack of mentoring

Adversarial, Incivility

Public distrust and disrespect



Common Attorney Traits

Perfectionism

Pessimism

Intolerance for
weakness/vulnerability

Analytical: Don't value
importance of emotions

Unrealistic expectations

Perfectionism
is self-abuse
of the highest
order.



Work/Life Balance Integration

- The emphasis on doing the right thing at the right time as defined by you.
- Periods of engagement, intense as needed, but alternated with regular periods of reflection, recreation, relationships, rest etc.
- Opportunity costs of demanding professional life: impact on family, hobbies, friendships, other aspects of life.



“Automatic Thoughts/Self-Talk ”

- These thoughts are constant, rarely noticed or challenged and almost always believed no matter how illogical.
- They impact **emotions** and behavior.
- AT/ST can be challenged and unlearned.



“Automatic Thoughts/Self-Talk ”

- Disputing questions:
 - What is the evidence for this thought or belief?
 - Are you confusing a thinking habit with a fact?
 - Where did this thought originate?
 - Would you speak with a close family member or friend this way?
 - What are the “should” statements that prevent you from leaving the office earlier, saying “no” to requests from colleagues or others, or taking a lunch break?



*“I am going to totally blow this trial!”**

- How do you know this will happen before the trial even starts?
- How many times have you actually blown a trial before?
- How many times have you said that before, but it never happened?
- What is a possible truth: I need to prepare a little more because I think my opening statement could be better...



“I am going to totally blow this trial!”

- Once a real problem has been validated, ask:
 - How can I fix this?
 - What can I do about it right now?
 - Is there someone who can assist me?
 - How can I solve this problem in the future?

*Stress Management for Lawyers, How to Increase Personal & Professional Satisfaction in the Law, Amiram Elwork, Ph.D. Vorkell Group 2007



Overcoming the Obstacles to Wellness



What can we learn from Dory?

- It's not what happens to you, it's your attitude about what happens to you.
- Humor/laughter is a critical resource:
 - Lowers blood pressure; reduces stress hormones; improves alertness, creativity and memory
 - Take yourself lightly and your work seriously. Accept all parts of yourself.
 - Use humor to reframe challenges into opportunities.
 - Develop cues to remind you it is time to lighten up (i.e. child, dog).
 - Humor “Go Tos”



What can we learn from Dory?

- It's not what happens to you, it's your attitude about what happens to you.
- Humor/laughter is a critical resource:
 - Lowers blood pressure; reduces stress hormones; improves alertness, creativity and memory
 - Take yourself lightly and your work seriously. Accept all parts of yourself.
 - Use humor to reframe challenges into opportunities.
 - Develop cues to remind you it is time to lighten up (i.e. child, dog).
 - Humor “Go Tos”



There is a crack, a crack, in everything.
That's how the light gets in....

Leonard Cohen



What can we learn from Dory?

- Mindfulness: The ability to be in the present moment:
 - Aware of what is happening now.
 - The situation, like related thoughts and emotions, is transient.
 - Helps you avoid habitual responses to stress and adversity.
- Talking to someone is often helpful, even if the other person says little.



“The mind is like a megawatt searchlight, enabling you to see so much deeper into what you are gazing at. Ordinary concrete becomes a masterpiece. A blade of grass literally shimmers with the most delightful and brilliant shades of fluorescent green... [T]he pretty becomes profound and the humdrum heavenly under the sparkling energy of power mindfulness.”

Ajahn Brahn, *Mindfulness, Bliss and Beyond*



“The mind is like a megawatt searchlight, enabling you to see so much deeper into what you are gazing at. Ordinary concrete becomes a masterpiece. A blade of grass literally shimmers with the most delightful and brilliant shades of fluorescent green... [T]he pretty becomes profound and the humdrum heavenly under the sparkling energy of power mindfulness.”

Ajahn Brahn, *Mindfulness, Bliss and Beyond*



Be Here Now, Be Somewhere Else Later.

Zen Judaism: For You a Little Enlightenment
David Bader



Creating Lasting Positive Change

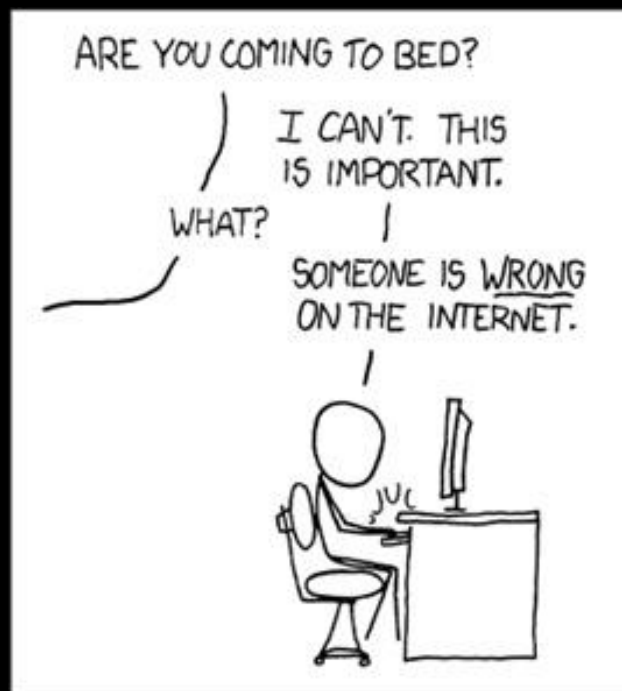
- 3 Gratitudes
- Journaling
- Exercise
- Meditation
- Random Acts of Kindness

*Shawn Achor 2011 TEDx



Practical Suggestions for Self-Care

Avoid distractions that appear to offer a temporary escape, but provide little or no enduring value. Ask: “Is this what I intended to be doing?”
“For this long?”





Practical Suggestions for Self-Care

Practice a breathing exercise or anything that disengages “auto pilot” (i.e. yoga, meditation, exercise, prayer etc.)





Walking in Nature Can Change the Brain and Impact Mood

Stanford 2015 study:

Volunteers who walked through a lush, green portion of the campus were more attentive and happier than those who walked near heavy traffic.



More recent study*: What is the effect of a similar type walk on “brooding/rumination,” which is strongly associated with activity in the subgenual prefrontal cortex of the brain?

- Questionnaires completed to determine normal level of rumination.
- Checked for brain activity in SPC by tracking blood flow
- Reduced dwelling on negative aspects of their lives.
- The subgenual prefrontal cortex was quieter.

Bratman et al., *Nature Experience Reduces Rumination and Subgenual Prefrontal Cortex Activation*, Proceedings of the National Academy of Sciences of the United States of America



micro Self-Care

- Quick self-replenishing practices throughout the day, every day
- Simple, free and doable
- Include a prompt or trigger to make them routine/habits

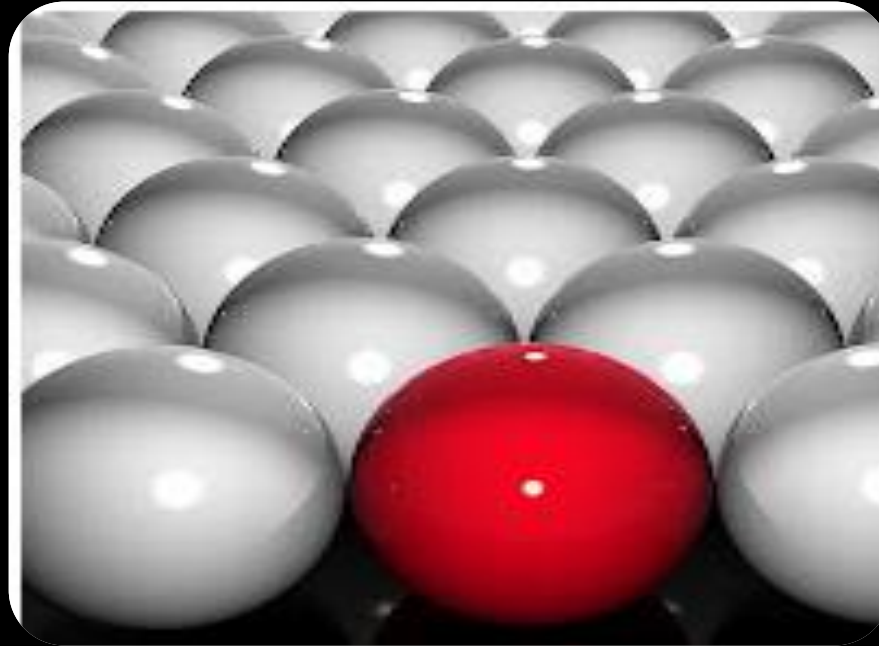


micro Self-Care

- Grounding tool at **start of day** to feel centered
 - One minute mindful breathing:
 - Focus attention on breathing, in and out of nostrils
 - Breathe in “peace”, Breath out “stress”
 - Music; Nature sounds etc.
- Energizing tool **after lunch** (seated/standing yoga)
- Relaxing tool at **end of day** to leave work at office (4x7x8)



Strategies for Keeping Your Commitments...



**Pick one key improvement
area to start.**



Strategies for Keeping Your Commitments...

**Set SMART
goals for
yourself.**





Strategies for Keeping Your Commitments...



Write it down.

Tell someone...

**And ask them to
follow up with
you to see how
you are doing...**



ReelTime

CREATIVE LEARNING EXPERIENCES

CLE/
CPD

Moving pictures.

Engaging minds.

Changing paradigms.

www.ReelTimeCLE.com

**Ethics &
Compliance**

**Professional
Development**

**Diversity &
Inclusion / Implicit
Bias**



Wellness in “Reel Life”:
**What Lawyers Can Learn from the Movies about
Self-Awareness and Self-Care**

- **Strive for Self-Awareness.** It is beneficial—in fact necessary—for lawyers to pay attention to sources of stress, fear, or pressure. Consider:
 - What are the warning signs that I am under stress, pressure, anxiety or fear? What do I do with these emotions or sensations when I realize that they are present? What has worked in the past?
 - Which sources of stress are legitimate, and to be expected in my practice? Which ones can I do something about, and how?
 - Is there anyone helpful I can talk to about it?
- **Take Inventory.** Seeking perfect balance between your personal and professional lives may be an exercise in futility. Instead, consider the idea of there being a rhythm to your life: periods of engagement, which may be intense as needed, but alternated with regular periods of reflection, recreation, relationships, rest etc. Here are a few questions to consider in evaluating how well the rhythm of your professional life matches your personality, temperament, and desires:
 - Do I consistently have enough energy for things that are important to me? Where, when, or while doing what do I tend to run out of energy most frequently? What gives me energy and engages me? How often am I doing those things?
 - If I could have two extra hours in a day, what would I spend them on?
 - Do I have mental space to reflect on what I have been doing, and to proactively plan what I need to do next?? How often am I able to take a step back periodically and assess what’s working and what is not?
 - What are the 3-5 things I need in my life to be happy and healthy (i.e. having dinner with my kids most nights, a regular “date night” with my spouse, sleeping 8 hours etc.) What can I do to ensure that these things happen?
 - Take time to try to look at life as a comedy, rather than a tragedy. Find places for humor and play in your life. Take yourself lightly and your work seriously.



- **Recognize the physical dimension of your life.** Yes, we lawyers work primarily using our brains, but the brain is interconnected with the body, and therefore how you treat your body (proactively and reactively) has a profound impact on how well your brain functions. Consider the following simple suggestions:
 - Avoid high caloric foods. Instead, eat a healthy diet with fruits and vegetables, and a good source of protein—especially early in the day.
 - Exercise regularly and remain physically active throughout the day (i.e. use the stairs, park farther from the office door when weather permits), but not close to bedtime.
 - When taking up exercise, choose an activity that you truly enjoy--not just something that you think you “should” do (or see other folks doing) to keep “fit.” The more you have a healthy passion for the activity, the less you will have to “make yourself” do it.
 - Take short breaks when working and/or studying.
 - Get enough sleep. Make your room completely dark. Reduce brightness of lights as bedtime approaches, then brighten in a.m. Taking a hot bath or shower prior to bedtime may also help you fall asleep.
 - Minimize intake of caffeine, stimulants, and alcohol.
 - Practice the 4 x 7 x 8 exercise or any deep breathing exercise. It is physiologically impossible to stay anxious or stressed while deep breathing.
- **Engage more fully and purposefully in positive, healthy, non-demanding relationships.** Law is a service profession, and you have plenty of people who need you. Look for positive ways to engage with the people in your life that you enjoy.
 - Spend time with friends. For many, it is the first thing eliminated under stress. Human beings simply cannot bond as well over the phone, or by texting, chatting, or emailing.
 - Avoid distractions that appear to offer a temporary escape, but provide little or no enduring value. If you notice yourself drawn into “flipping channels” or excessive internet surfing (e.g., spending hours on your iPad, or social media sites like Facebook or Twitter, or plowing through 5 or more episodes of a show on Netflix at one sitting), ask yourself if that is really how you want to allocate your time.
 - Get a pet (or spend more purposeful time with one(s) you already have!)



- **Make regular time for the kinds of things that move you, refresh you, or nourish your soul.** In *Dead Poets' Society*, Mr. Keating said, "We read and write poetry because we are members of the human race and the human race is filled with passion.... Poetry, beauty, romance, love, these are what we stay alive for." Would bringing more of the arts into your life improve your wellness? Consider these other quotes in that regard:
 - "Music is a basic need of human survival. Music is one of the ways we make sense of our lives, one of the ways in which we express feelings when we have no words, a way for us to understand things with our hearts when we cannot with our minds." Karl Paulnack, Dean, Ithaca College School of Music
 - "Art enables us to find ourselves and lose ourselves at the same time." Father Thomas Merton
- **Pay Attention to Your Thoughts.** No one else talks to you more than you do. Would you continue to spend time with any other "friend" that constantly ran you down, or focused on your flaws? Watch out for negative "self-talk" that interferes with self-care.
 - What are the "should" statements that prevent you from leaving the office earlier, saying "no" to requests from colleagues or others, or taking a lunch break?
 - Notice when overly critical self-talk may be affecting your mood, or contributing to habits you would like to break.
 - The study and practice of law trains us to be left brained/analytical. Give yourself permission to feel your emotions. Your emotions can provide valuable information.
- **It takes commitment and practice for a new behavior to become a regular part of your life. In order to make lasting change in your wellness consider following these steps:**
 - Begin by choosing **one thing** to change, and then **report your plans** to another person (perhaps a loved one, friend or professional coach or therapist). Give that person permission to follow up and ask how you are doing with your commitment.
 - If you have difficulty making the change, consider what has gotten in the way. Do you really want to make the change? Was the amount of change too ambitious?
 - You don't need to reinvent the wheel. What can you learn from times that you have successfully made life changes?

Cultivating 360 Degrees of Connection with Mindfulness

A photograph of a field of red poppies in a field of tall grass. The poppies are in various stages of bloom, with some fully open and others as buds. The grass is a mix of green and yellow, suggesting a late summer or early autumn setting. The background is a soft, out-of-focus white, likely a bright sky.

Laura Mahr, Esq.
Conscious Legal Minds LLC
CoLAP 2018

© 2018 by Conscious Legal Minds LLC

All rights reserved. No part of this presentation may be transmitted, reproduced, distributed, or adapted without written permission from Laura Mahr, Esq or Conscious Legal Minds LLC


Orientation to Today's Presentation

- Understanding connection
- Understanding disconnection
- Neurobiology of connection/disconnection
- Connection/disconnection in the legal world
- Understanding mindfulness
- The connection between mindfulness and connection
- Mindfulness practices that cultivate meaningful connection





**What is
Connection?**

A photograph of two purple crocuses in bloom, with a bright sun in the background creating a warm, golden glow. The flowers are in the foreground, slightly to the left, and the sun is in the upper right, creating a bokeh effect in the background.

**With whom &
what do we
connect?**

People connect with:

- People (individuals and communities)
- Ourselves
- Nature/Forces/Powers Larger than Ourselves
- Places
- Things
- Ideas
- Values/Missions





What does
connection
feel like?

**Feeling:
Appreciated
Special
Liked
Seen
Worthy
Included
Loved**



What's so important



about connection?



What does disconnection feel like?

Heartache
Unseen
Dismissed
Unappreciated
Unliked
Rejected
Unworthy
Lonely
Abandoned
Ashamed
Jealous





**What factors contribute
to disconnection in the
field of law?**

Contributing factors for disconnection:

- Perfectionism/must have an answer to everything
- Unspoken expectation that we feel we are a part of the legal community
- Insecurities about fitting in/being a “real lawyer”
- Lack of social skills
- Peers as adversaries (opposing counsel)
- Peers as authority / subordinates (judges-->lawyers)
- Constant conflict
- Expectation to thrive in isolation
 - solo practitioners
 - keepers of secrets
- Competition/billable hour
- Profession that values mental not emotional intelligence
- Overworking and exhaustion
- Lack of mentorship: time to mentor or be mentored
- Generation gaps
- Traditions
- Technology

Resulting in:

- Isolation
- Addiction
- Depression
- Anxiety
- Suicidality
- Poor physical health
- loss of collegiality
- disinterest in Bar events
- avoidance of LAP support
- Disciplinary actions
- Disbarment



The Neurobiology of Connection



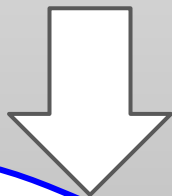
WHEN YOU FEEL:



**SAFE/PEACEFUL
SATISFIED
CONNECTED**



RESPONSIVE MODE



FLOW STATE

WHEN YOU FEEL:



**UNSAFE/FEARFUL
DISSATISFIED
DISCONNECTED**



REACTIVE MODE



**ARREST
VIGILANCE/SCANNING
FLIGHT
FIGHT
FREEZE
COLLAPSE**

What is Mindfulness?

Paying attention to whatever is happening in the present moment, without judging what you're noticing.



**How can mindfulness
cultivate connection in
the practice of law?**



A close-up photograph of a vibrant blue flower, possibly a daisy or similar, with a bright yellow center. The petals are long and pointed, radiating from the center. The background is dark, making the flower stand out. The text "Start Within" is overlaid on the right side of the flower in a white, serif font.

**Start
Within**

Mindful Listening



**How Can Lawyer
Assistance
Programs
Cultivate
Meaningful
Connection in
Legal
Communities?**



Thank you for all you do!





Laura Mahr, Esq.
Trainer, Consultant, Coach
laura@consciouslegalminds.com
consciouslegalminds.com
828-484-2004





Conscious Legal Minds

Mindful Listening

BEFORE YOU LISTEN:

1. **Center yourself** (take a few breaths, or close your eyes and relax, or stretch slowly).
2. **Clear your mind** of extra thoughts (you can say to yourself “all I have to do right now is focus on what this person is communicating to me”).
3. **Invite the person to talk** (ask your question, or say “I’m ready to listen”).

WHILE LISTENING:

1. **Stay present** to whatever is happening
 - a. **in you**: be aware of your thoughts, feelings, sensations; notice them without judgement and let them go.
 - b. **in the other**: listen with curiosity to what is being communicated (through their words, facial expression, body language, pauses).

AFTER LISTENING:

1. **Reflect back** what you observed:
 - a. **in the other**: for example:
 - i. “I heard you say that you intend to do x”
 - ii. “I noticed a look of x on your face when you talked about x”
 - iii. “I noticed you paused before you talked about x”
 - b. **in you (if appropriate)**: for example:
 - i. “I felt x when you talked about x”
 - ii. “I noticed I smiled when you talked about x”
 - iii. “I noticed my mind started racing with solutions when you mentioned x”

Mindful listening has been shown to improve memory retention, prolong the listener’s ability to pay attention/concentrate, improve the results of mediations and negotiations, and conflict resolution, and foster connection and respect between individuals and within an individual.

For more information on mindful listening and lawyering see:

Riskin, L.L. (2002). The contemplative lawyer: on the potential contribution of mindfulness meditation to law students, lawyers, and their clients. *Harvard Negotiation Law Review* AND

Riskin, L.L. (2004). Mindfulness: Foundational training for dispute resolution. *Journal of Legal Education*.



Conscious Legal Minds

www.consciouslegalminds.com

Research on mindfulness and neuroscience shows...

- The first meta-analysis of 47 different trials with a total of 3,515 participants found that people in mindfulness programs experienced improvements in anxiety, depression, and pain (Journal of American Medical Association Intern Med 2014 Mar; 174(3):357-68).
- A meta-analysis of 163 studies on adult meditators found that the results of meditating were strongest for changes in emotionality and relationship issues (Psychological Bulletin 2012 Nov; 138(6):1139-71)
- “Research over the past 2 decades broadly supports the claim that mindfulness meditation...exerts beneficial effects on physical and mental health, and cognitive performance. Recent neuroimaging studies have begun to uncover the brain areas and networks that mediate these positive effects.” (Nature Reviews Neuroscience, 2015 Apr;16(4):213-25)

Twenty-one neuroimaging studies examining brains of 300 experienced meditators found these 8 brain regions consistently altered:

(Neurosci Biobehav Rev. 2014 Jun;43:48-73.)

- **Rostrolateral prefrontal cortex:** A region associated with meta-awareness (awareness of how you think), introspection, and processing of complex, abstract information.
- **Sensory cortices and insular cortex:** The main cortical hubs for processing of tactile information such touch, pain, conscious proprioception, and body awareness.
- **Hippocampus:** A pair of subcortical structures involved in memory formation and facilitating emotional responses.
- **Anterior cingulate cortex and mid-cingulate cortex:** Cortical regions involved in self-regulation, emotional regulation, attention, and self-control.
- **Superior longitudinal fasciculus and corpus callosum:** Subcortical white matter tracts that communicate within and between brain hemispheres.

Articles by Laura Mahr on Mindfulness, Neuroscience, and Resilience for Lawyers:

NOTE: find links to articles here: consciouslegalminds.com/articles

“Is it Time for Your Firm to Take Up the Mindfulness Mantle?” ABA Law Practice Today

“What's Mindfulness Got to Do With It?” NC State Bar *Journal*

“Pathways to Wellbeing” NC State Bar *Journal*

“North Carolina Roots in Laywer Wellness” NC State Bar *Journal*

“Wellbeing While You Wait” NC State Bar *Journal*

“Mindfulness Matters” Lawyer's Mutual Blog

“The Lawyer’s Negativity Bias” NCLAP *Sidebar* “Mindful Moment”

“Reset Your Brain” NCLAP *Sidebar* “Mindful Moment”

“Take a Breath” NCLAP *Sidebar* “Mindful Moment”

“Bring in the Best of You to Get Unstuck” NCLAP *Sidebar* “Mindful Moment”

“Finding Your Flavor of Meditation” NCLAP *Sidebar* “Mindful Moment”

“Career Transitions Made Easier with Neuroscience Tools” Above the Law (Laura Mahr being interviewed by Jeena Cho)

“Neuroscience and Mindfulness: Becoming More Resilient” Above the Law (Laura Mahr being interviewed by Jeena Cho)

Additional Articles on Mindfulness, Neuroscience, and Resilience

“The Neuroscience of Mindfulness Meditation” by Sarah McKay

“Corporate Meditation: How & Why Big Businesses are Promoting Meditation” by Tamara Lechner

“Turning Negative Thinkers Into Positive Ones” NY Times

“A Positive Outlook May be Good for Your Health” NY Times

“Resilience is About How You Recharge...” Harvard Business Review

“How to Be Better at Stress” NY Times

Books on Neuroscience and Resilience:

Resilient: How to Grow and Unshakable Core of Calm, Strength, and Happiness by Dr. Rick Hanson and Forrest Hanson

Hardwiring Happiness by Dr. Rick Hanson

Neurosculpting for Stress Relief: Four Practices to Change Your Brain and Your Life by Lisa Wimberger

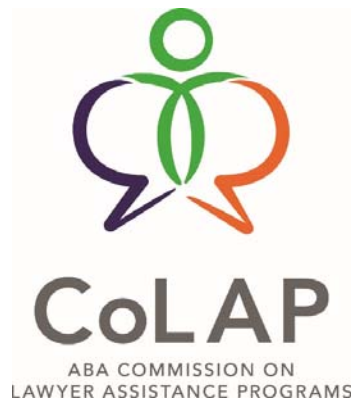
Bouncing Back: Rewiring Your Brain for Maximum Resilience and Well-being by Linda Graham

Grit: Passion, Perseverance, and the Science of Success by Angela Duckworth

Mobile Mindfulness Apps:

Calm / Insight Timer / Headspace / The Mindfulness App / Buddhify / 10% Happier /

Sattva Meditations / Stop, Breathe & Think / Omvana / Breethe / Simply Being



THE FULL WEIGHT OF THE
LAW:

RECOGNIZING AND
REBOUNDED FROM
DEPRESSION

Speakers:



Jeffrey Fortgang, PhD, LADC-I
Clinical Psychologist
Lawyers Concerned for Lawyers
of Massachusetts
drjeff@lclma.org



Shawn Healy, PhD
Clinical Psychologist
Lawyers Concerned for Lawyers
of Massachusetts
shawn@lclma.org



Katherine Myers, JD
Prosecutor
First Judicial Circuit
Solicitor's Office
katrmyers@gmail.com

The Full **Weight** of the **Law:**

How Legal Professionals Can Recognize
and Rebound from Depression

Shawn Healy, Ph.D. & Jeffrey Fortgang, Ph.D.

ABA
LAW
PRACTICE
DIVISION
The Business of Practicing Law



STATISTICS ON DEPRESSION

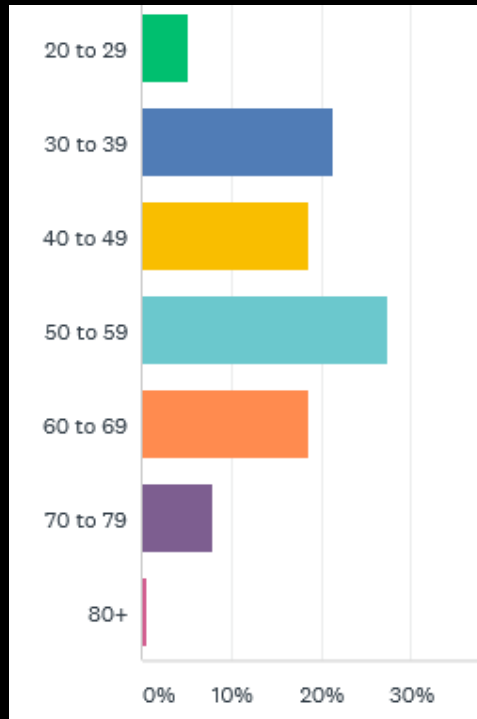
- General Population
 - Depression = 7 - 8%
- Depression in Law School
 - 17% - 40% (Benjamin, Kaszniak, Sales & Shanfield; 1986)
 - 17% (Organ, Jaffe & Bender; 2016)
- After Law School
 - 28% (Krill, Johnson & Albert; 2016)

SURVEY RESPONDENTS

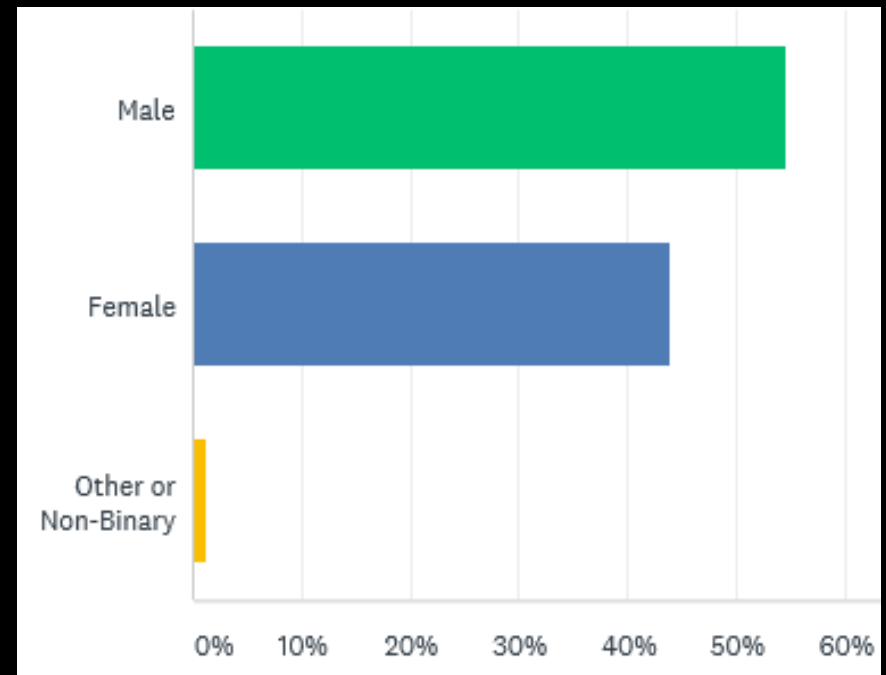
AS OF 8/13/18, N = 150

[Not all replied to every question.]

Age Group

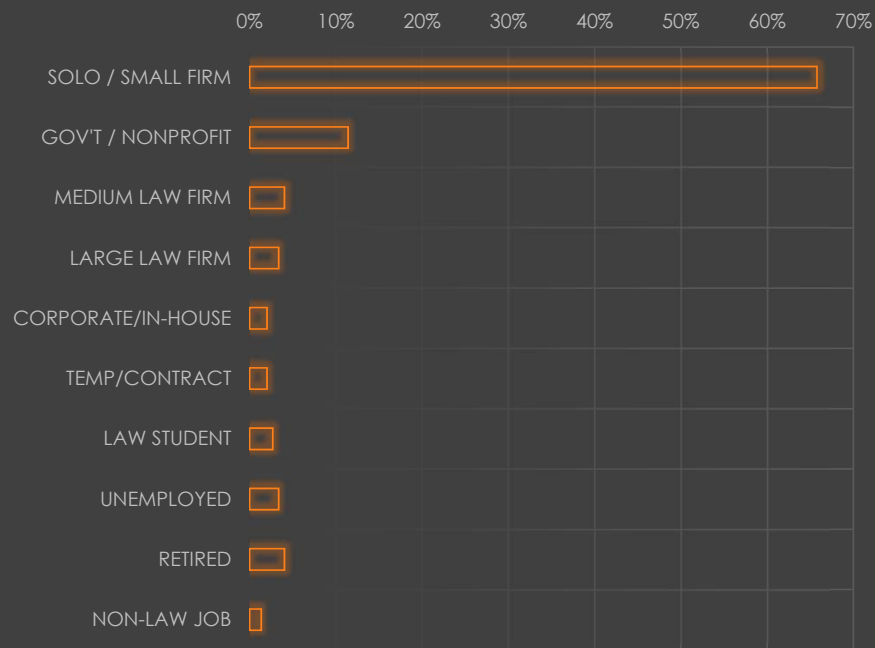


Gender

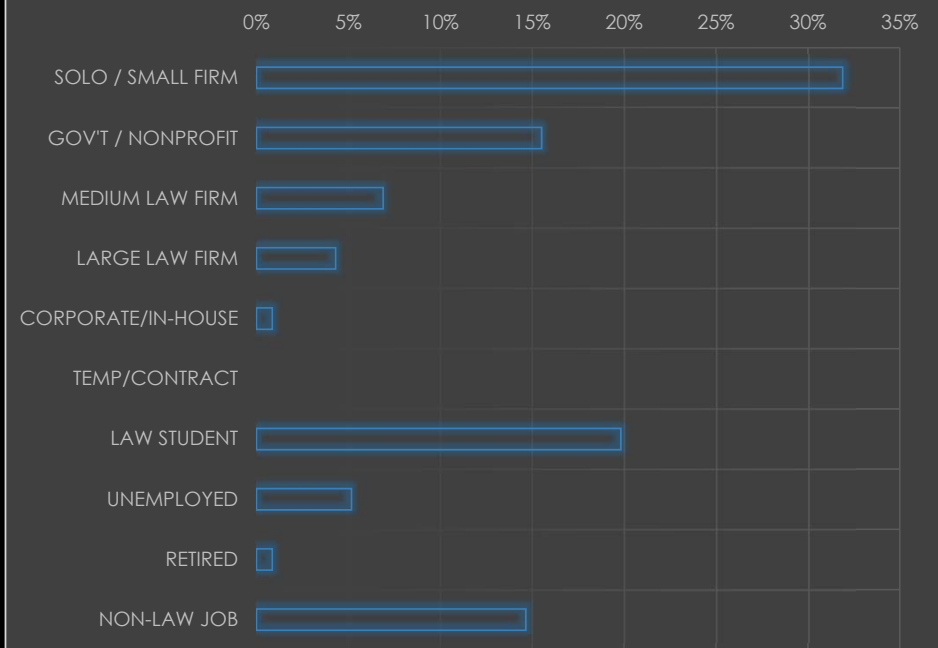


VOCATIONAL SETTING

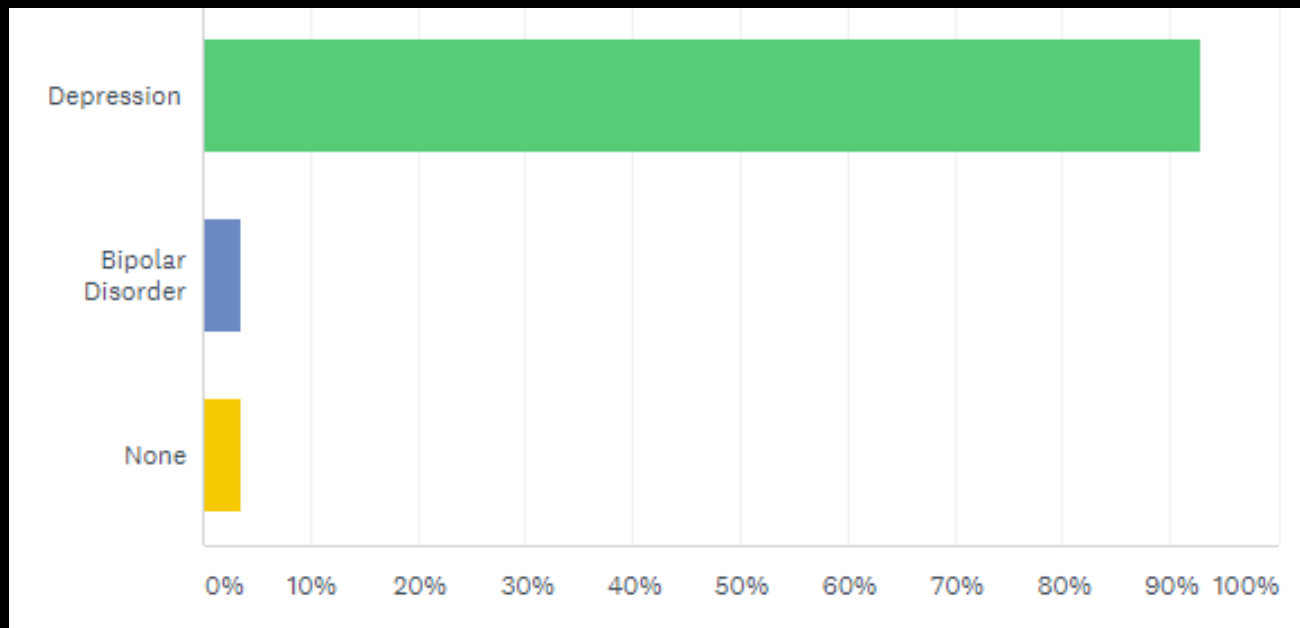
Current Vocational Setting



Voc Setting, Time of 1st Depr Experience



TYPE OF MOOD DISORDER



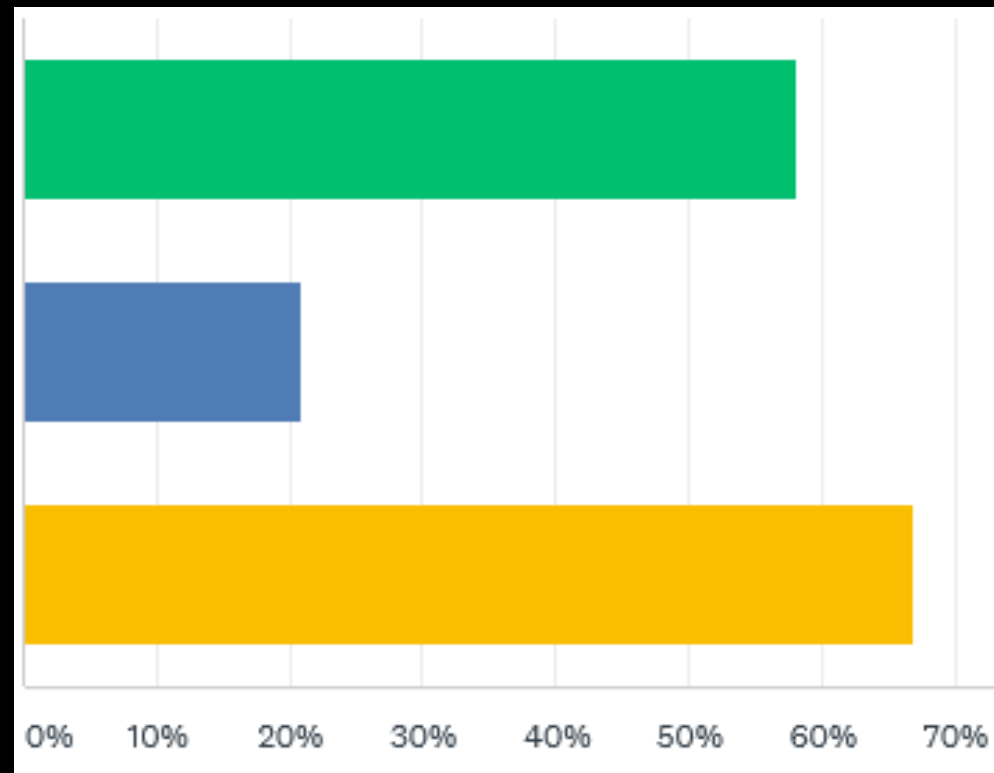
General Population: Depression is about 5 times as prevalent as bipolar disorder.
[Figures are quite variable across studies.]
In our survey, Depression was reported 23 times as much as bipolar disorder.

COEXISTING CONDITIONS

Alcohol / Drug

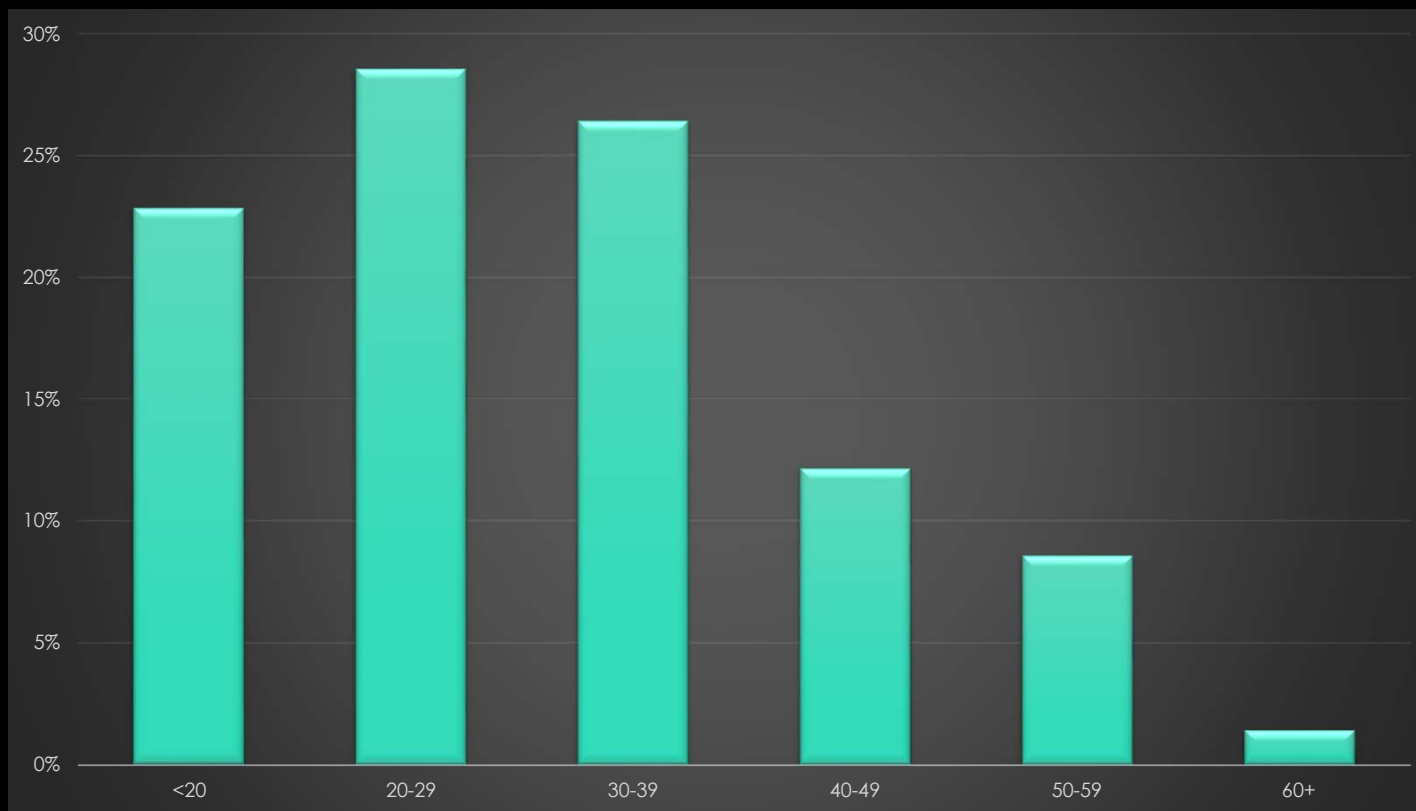
Behavioral Addiction

Other Mental Health
(probably mostly anxiety disorders)

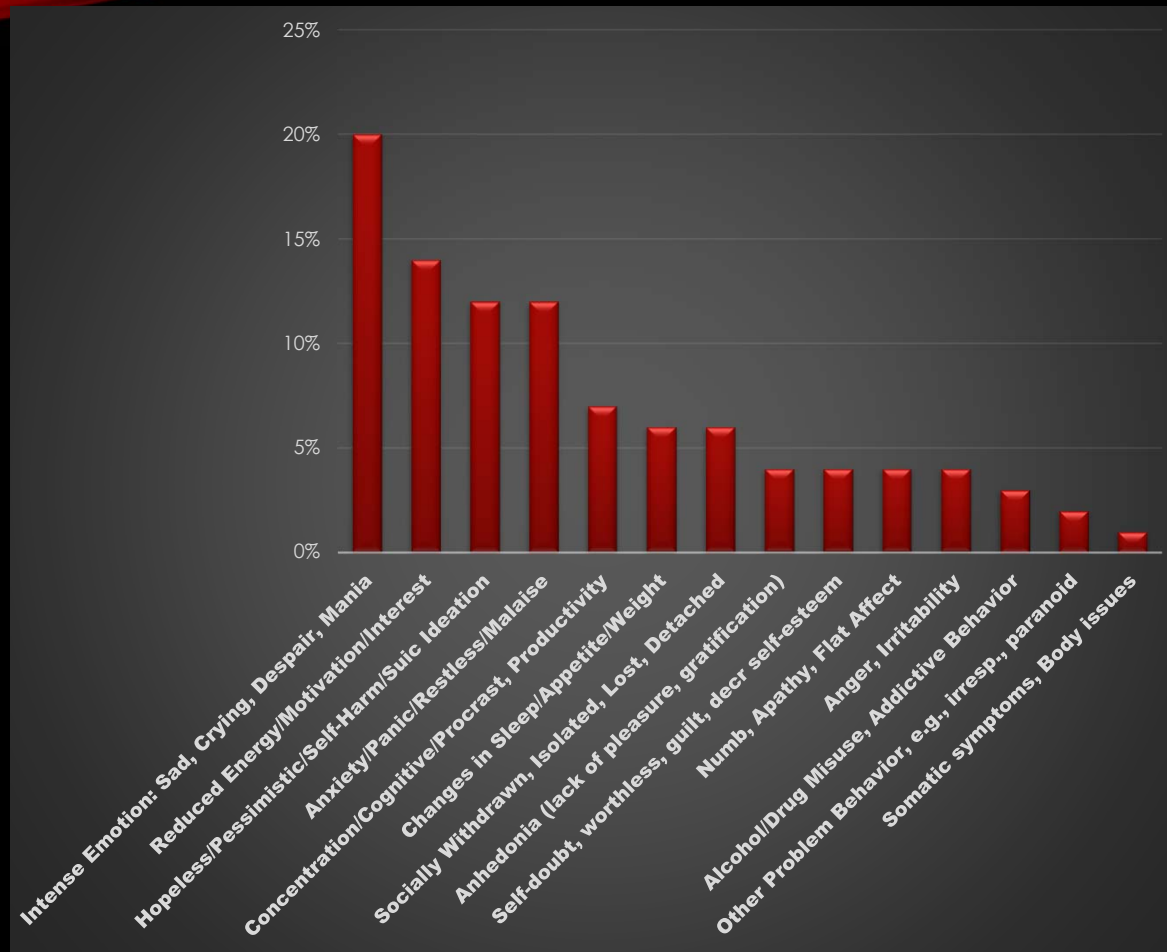


AGE REALIZED DEPRESSION

AGE REALIZED DEPRESSION



SIGNS 1ST NOTICED



TOP 4

- Intense Emotion (e.g., despair, crying, revved)
- ↓ Energy/Motivation/Interest
- Hopeless; S.I., Self-Harm, Pess.
- Anxiety/Panic/Malaise

GETTING SUPPORT

FIRST REACHED OUT TO

MOST HELPFUL

Family Member

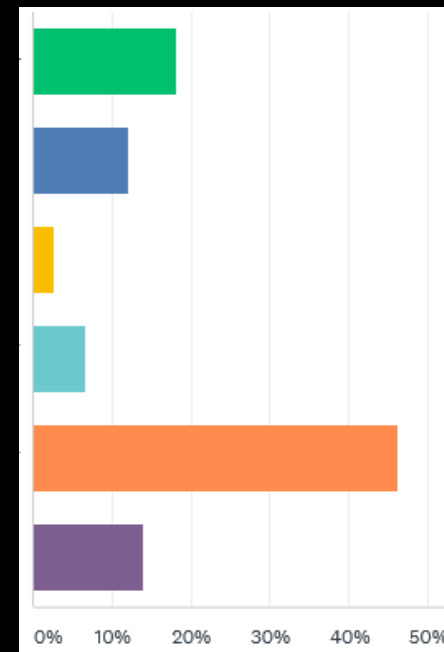
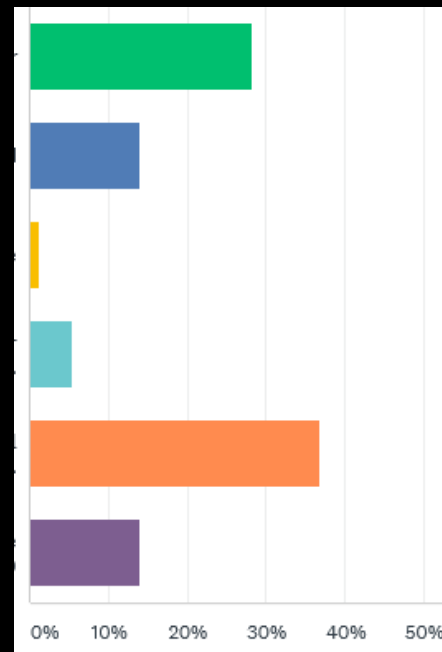
Friend

Law Colleague

Lawyer Assistance

Prof. Treatment

Other



TREATMENT/SUPPORT RECEIVED

Outpatient Therapy/Counseling

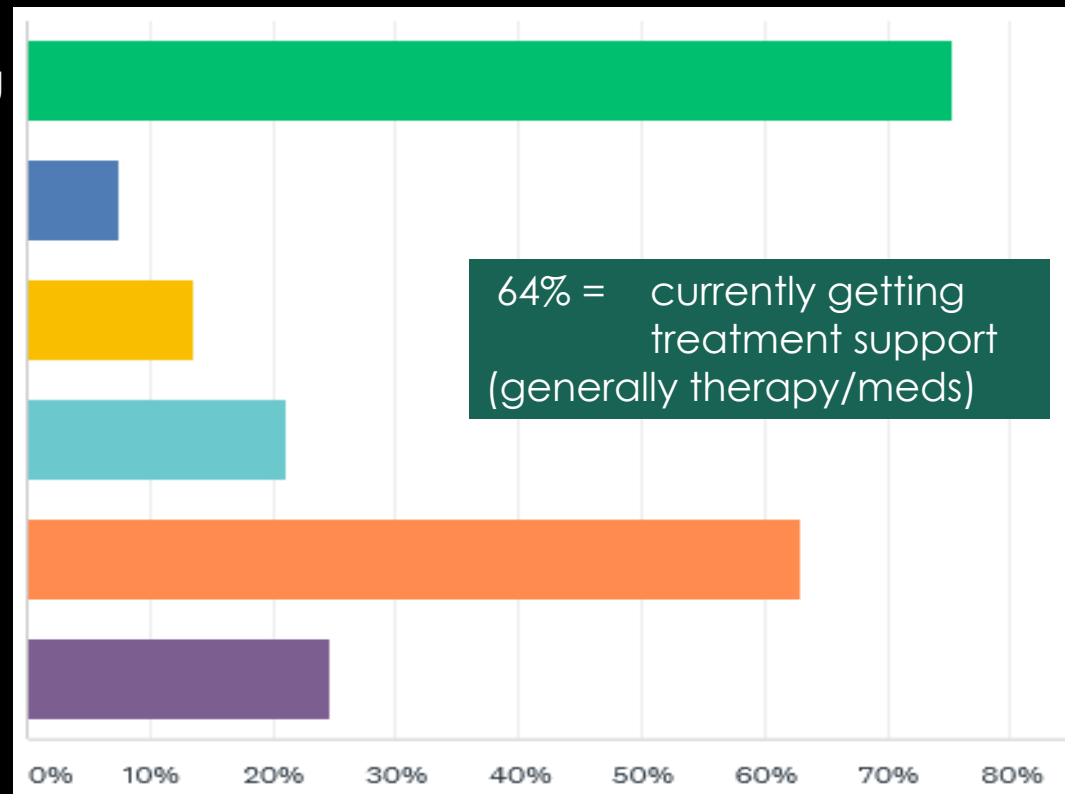
Intensive Outpatient Program

Inpatient or Residential

Peer Support Group

Medication

Other





OBSTACLES

- Obstacles to seeing the problem
- Obstacles to getting help
- How lawyers overcame those obstacles



I DIDN'T KNOW I WAS DEPRESSED

- Christmas time
- Triggers
- No Triggers
- “Why don't you call your counselor”
 - Classic symptoms



PROFESSIONAL HELP

- Existing Counselor
- New Counselor
- Lawyer Helpline
- Medicine
- Just finally knowing what's wrong



JOB FLEXIBILITY

- Sick Days/Vacation Days
- Work from home
- Ability to have low production days
- Ability to work fewer hours
- Ability to go to a counseling appointment during business hours



ACCEPTING IT

- Denial
- Re-evaluation of depression and mental illness
- Perceived weakness
- Big Reward=feeling like yourself again
 - Story of friend

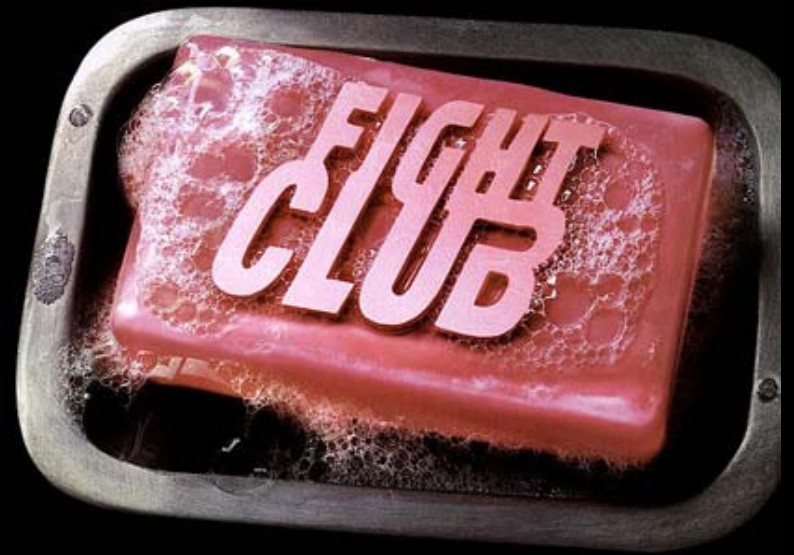


SO, WHERE DO WE FIT IN?

- Law Schools
- Board of Bar Examiners
- LAPs
- Discipline Boards
- Legal Employers
- Courts

ADDRESS THE STIGMA

- The first rule about fighting stigma: You Talk About It
- The second rule about fighting stigma: You Talk About It!
- The import of the message is directly tied to the source of the message



ENCOURAGE LIFESTYLE INTERVENTIONS

- Exercise
- Social Connection
- Nutrition
- Sleep Hygiene
- Healthy coping skills
- Mindfulness practices

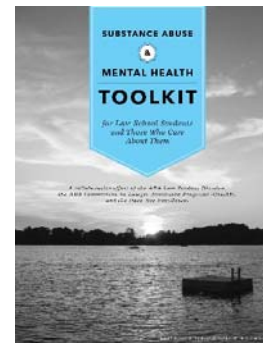
LEARN FROM EACH OTHER

- What have you tried?
- What works?
- What didn't work?
- What are the barriers?



UTILIZE RESOURCES

- The Path to Lawyer Well-Being
- Well-Being Toolkit for Lawyers and Legal Employers
- Substance Abuse and Mental Health Toolkit for Law School Students and Those Who Care about Them



OUTSIDE HELP

- Referral to PCP for full check up
 - Rule out medical causes and comorbid diagnoses (delirium, dementia, medication side effects, stroke, postpartum, etc.)
- Psychotherapy
- Medication
- Transcranial Magnetic Stimulation (TMS)
- Ketamine

HELPING AND UTILIZING PEERS

- We can't be everywhere
- Train those on the ground
 - Express sincere concern
 - State what you have observed
 - Listen non-judgmentally
 - Be a role model for self-care
 - Encourage getting help

The Full Weight of the Law: Recognizing and Rebounding from Depression

Questions?

