Do you have a prescription for a Healthy Environment?

ALA Annual Conference & Expo
April 15, 2019

Michael Moore, J.D.

Our focus today

Law Firms Are Unique
Defining the Challenges
Preventive Strategies
What about You?
Law Firms are Unique

Why are law firms different?

Being First among Equals
Lawyers, Staff, Administration
It may appear to be all about the money
Client service is not Customer service
Dealing with professional skeptics
The Pressures of the Legal Profession

- Emotionally isolating
- Rigorously demanding
- Anxiety provoking
- Lacking in adequate consideration for life balance or personal wellness

Added Pressures

- Working more than 50+ hours/week.
- Reduced vacation time
- Really tough cases
- Long-term medical issues requiring pain medication
- Personality traits – self-reliance, ambition, perfectionism and competitiveness.
Do you have a healthy environment?

21% of licensed, employed attorneys qualify as problem drinkers.
28% struggle with some level of depression.
19% demonstrate symptoms of anxiety.
If you know 10 lawyers, three of them are likely depressed, and two of them are suffering from a drinking problem or anxiety.
Especially younger attorneys within their first 10 years of practice.

Substances Most Likely to be Abused in the Legal Profession

Alcohol (twice the population average)
Painkillers (opioids, such as OxyContin and Percocet)
Stimulants (keep up the pace)
Anti-anxiety medications (stress release)
Warning signs

Declining hours
Little work accomplished after lunch
Sharply reduced revenue production
Deadlines are missed
Responses are not filed

Warning signs

Glassy eyes
Paranoia
Frequent absences or calls in late
Frequently changes workplaces
Problems with productivity
Difficult Conversations
Agonizing over the Inevitable

Focus on actual activity, not your impressions.
Be specific. Not generic or vague.
Start with the positive.
Try to see through their eyes.
Preventive Resources

In 2017 the National Task Force on Lawyer Well-Being issued a comprehensive report called “The Path to Lawyer Well-Being: Practical Recommendations for Positive Change.”

The “WELL-BEING TOOLKIT for Lawyers and Legal Employers.” Created By Anne M. Brafford For Use By The American Bar Association

6 Dimensions of Lawyer Well-Being

1. Occupational
Cultivating personal satisfaction, growth, and enrichment in work; financial stability.

2. Emotional
Recognizing the importance of emotions. Developing the ability to identify and manage our own emotions to support mental health, achieve goals, and inform decision-making. Seeking help for mental health when needed.

3. Physical
Striving for regular physical activity, proper diet and nutrition, sufficient sleep, and recovery; minimizing the use of addictive substances. Seeking help for physical health when needed.
6 Dimensions of Lawyer Well-Being

4. Intellectual
Engaging in continuous learning and the pursuit of creative or intellectually challenging activities that foster development; monitoring cognitive wellness.

5. Spiritual
Developing a sense of meaningfulness and purpose in all aspects of life.

6. Social
Developing a sense of connection, belonging, and a well-developed support network while also contributing to our groups and communities.

Preventive Strategies
8 – Step Action Plan for Law Firms

1. Enlist Leaders
Establishing the business case for well-being can help build leader buy-in.

2. Launch a Well-Being Committee
Recruit a Champion and launch a Committee

3. Define Well-Being
The multi-dimensional definition of well-being proposed by the National Task Force on Attorney Well-Being is one option.

4. Conduct a Needs Assessment
The Well-Being Committee should conduct a needs assessment.
Preventive Strategies
8 – Step Action Plan for Law Firms

5. Identify Priorities
Set a narrow set of priorities and accumulate “small wins” that can build credibility.

6. Create & Execute an Action Plan
The Committee should prepare and execute an action plan.

7. Create a Well-Being Policy
Create a well-being policy to convey priorities, values, expectations and intentions.

8. Continually Measure, Evaluate, & Improve
Measure overall progress on well-being indicators

Preventive Strategies
Alternative Rewards
Preventive Strategies
How do we make our firm a better place to work?

Casual Dress
Forced Fun
Customized Accommodations
Mentoring and Feedback
Client Development Training
Improve IT
Communication Transparency

Preventive Strategies
How can we improve our retention of talent?

Transparent road to shareholder Compensation
Student Loan Subsidies
Flexible Hours
Business Development Training
Integrating Laterals
What About You?

Personal Time Management
Life Balance Matrix

- Helps you prioritize activities
- Improves your Self-Discipline
- Makes sure you deliver what you promised
- Keeps things in context
- Forces you to do things you do not like
- Reduces stress
Personal Time Management
Life Balance Matrix

Your goal is meaningful daily Achievement and Enjoyment in each of four life quadrants: Family, Career, Health and Friends.

Achievement means Accomplishments, Rewards, Satisfaction ... all the Joys of Getting Things Done.

Enjoyment means Happiness, Celebration, Love, Well Being ...all the Joys of a Good Life.
Personal Matrix

<table>
<thead>
<tr>
<th>Family</th>
<th>Career</th>
</tr>
</thead>
<tbody>
<tr>
<td>Priority</td>
<td>Achievement</td>
</tr>
<tr>
<td>Love</td>
<td>Satisfaction</td>
</tr>
<tr>
<td>Pride</td>
<td>Rewards</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Health</th>
<th>Friends</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exercise</td>
<td>Happiness</td>
</tr>
<tr>
<td>Diet</td>
<td>Relationships</td>
</tr>
<tr>
<td>Well Being</td>
<td>Celebrations</td>
</tr>
</tbody>
</table>

How do you spend your personal time?

What percentage of activities are Family?

What percentage of activities are Career?

What percentage of activities are Health?

What percentage of activities are Friends?
How do you spend your Personal Time?

Creating a Competitive Advantage
The leader’s contribution

- Identify needs
- Provide solutions
- Focus on execution

Do you have a prescription for a Healthy Environment?

Your Challenges and Opportunities?

Michael Moore, J.D.
Your opinion matters

Please take a moment now to evaluate this session.

Do you have a prescription for a Healthy Environment?

Michael Moore, J.D.

Thank You!