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MENU

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COOKING COUNSELORS

[Relieving the Stress of the Practice of Law Through Creative Cuisine]

Focusing on the importance of lawyers and judges to enjoy endeavors outside their professional pursuits, the **March Team** takes you to a world enhanced by culinary creativity as a diversion from the stresses indigenous to the practice of law. Showing off newly learned and developed talents honed after nearly 7 months of effort, the March Team presents **'The Inn at Temple U'** by dishing up unique components of a five course meal, each course planned and cooked by a "chef" squad to be enjoyed by five preselected audience members for each course. A discussion of the importance of attorney leisure activities will ensue following the demonstration based upon a survey of Inn Members about what unique hobbies and interests they pursue.

- | | |
|-------------|--|
| • Appetizer | Howard Scher / Thomas Nardi |
| • Soup | Steve Medina / Valerie Kellner / Theresa Langshultz |
| • Fish | Amey Park / Alexandra Perry / Justin Williams |
| • Meat | Andrew Wellbrock / Casey Coyle / Alexa Nemoy Neifield |
| • Dessert | Alan Casper / Mark Lewinter / Matthew Faranda-Dietrich |

BEATING BURNOUT

Hobbies

1. Marcus Rutherford

Partner at Enyo Law

Hobby: mycology

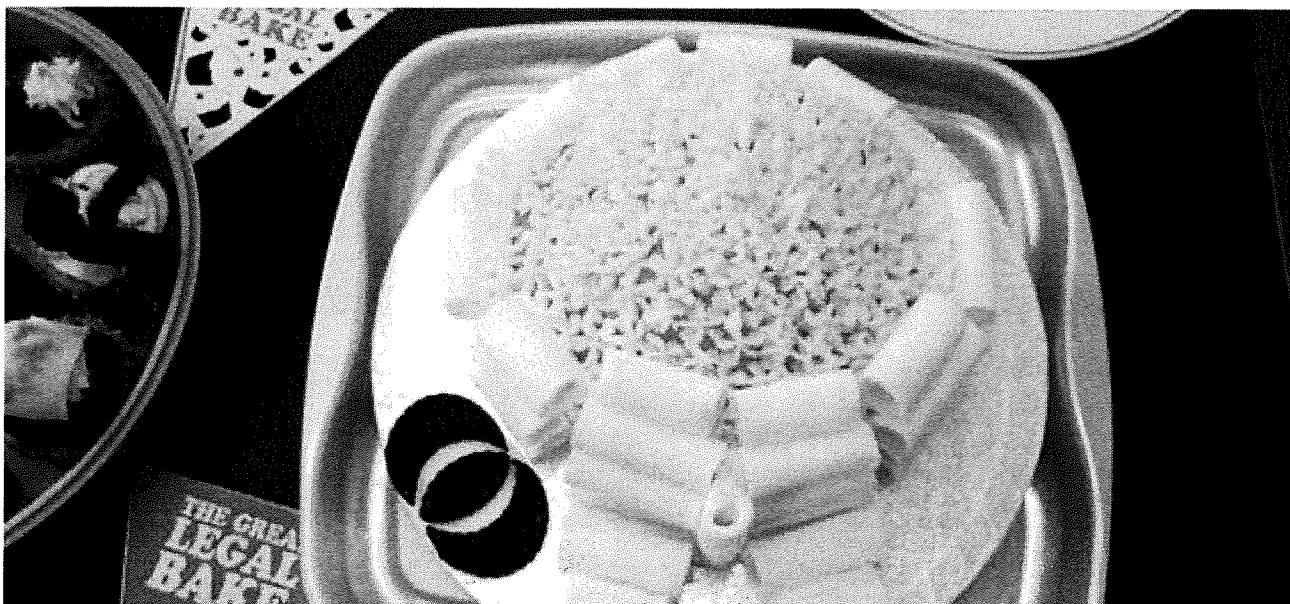


Mycology, unbeknownst to most, is the scientific study of fungi. While *Legal Cheek* imagines looking a smith/) — Rutherford still enjoys searching for mushrooms at the weekend. Interestingly, he’s also an

2. Olivia Potts

Junior barrister at 5 Paper Buildings

Hobby: baking





Criminal law specialist Olivia Potts rightly describes herself as a “barrister by day, baker by night”. Has maybe Potts could take a leaf out of freelance solicitor Kay Ma’s book (<http://www.legalcheek.com/20>)

3. Bill Braithwaite QC

Barrister at Exchange Chambers (<http://www.legalcheek.com/exchange-chambers/>)

Hobby: motor racing



Brain damage guru Bill Braithwaite QC is a self-confessed “wheel freak”. The Liverpool University grad “no better feeling than sitting on the grid on the start line, waiting for the lights to go out and signal th

4. Paul Beckett

Senior counsel at MannBenham Advocates

Hobby: tattoo art





Professor Green once asked (<http://www.legalcheek.com/2012/12/can-you-be-a-lawyer-with-tattoos->
(<http://www.legalcheek.com/2012/01/lawyers-and-tattoos-what-could-possibly-go-wrong/>)”, and is c

5. Martin Porter QC

Barrister at 2 Temple Gardens (<http://www.legalcheek.com/2-temple-gardens/>)

Hobby: cycling

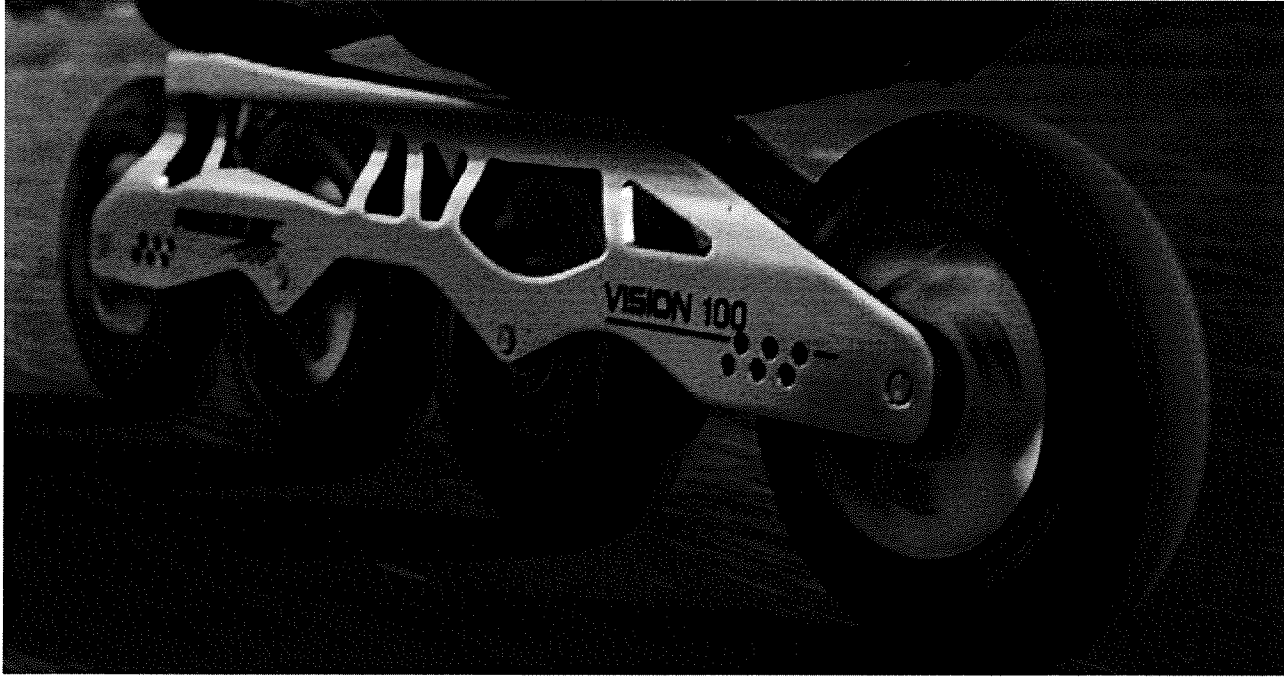


Though it's hardly a weird hobby, *Legal Cheek* thought Martin Porter QC deserved a mention on our li:
(<http://www.legalcheek.com/2016/03/cycling-qc-brings-uks-first-ever-private-prosecution-for-danger>

6. Alex Marzec

Barrister at 5RB

Hobby: inline skating



Who says you can't be well-respected libel barrister and a keen inline skater? Alex Marzec is doing just

When you get it right, the sensation is like flying.

7. Chris Walters

Senior pro bono counsel at Reed Smith

Hobby: bird-watching





It's a hobby that appeals to more than a few of us — and Chris Walters is absolutely potty about bird-v
Reed Smith — was back bird-watching, and has been devoted to his passion ever since.

8. Alex Wade

Freelance media lawyer

Hobby: surfing

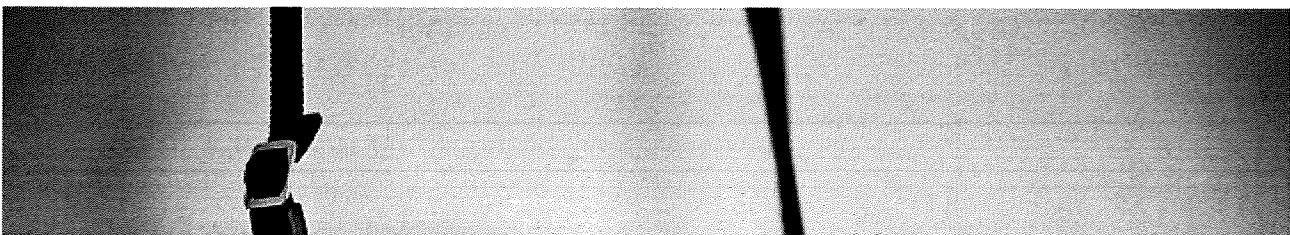


Alex Wade is a former Carter-Ruck lawyer, who spends most of his time writing for and lawyering for n
things — on his blog (<http://www.surfnation.co.uk/>) Surf Nation.

9. Simon Allen

Head of personal injury at Russell Jones & Walker

Hobby: photography



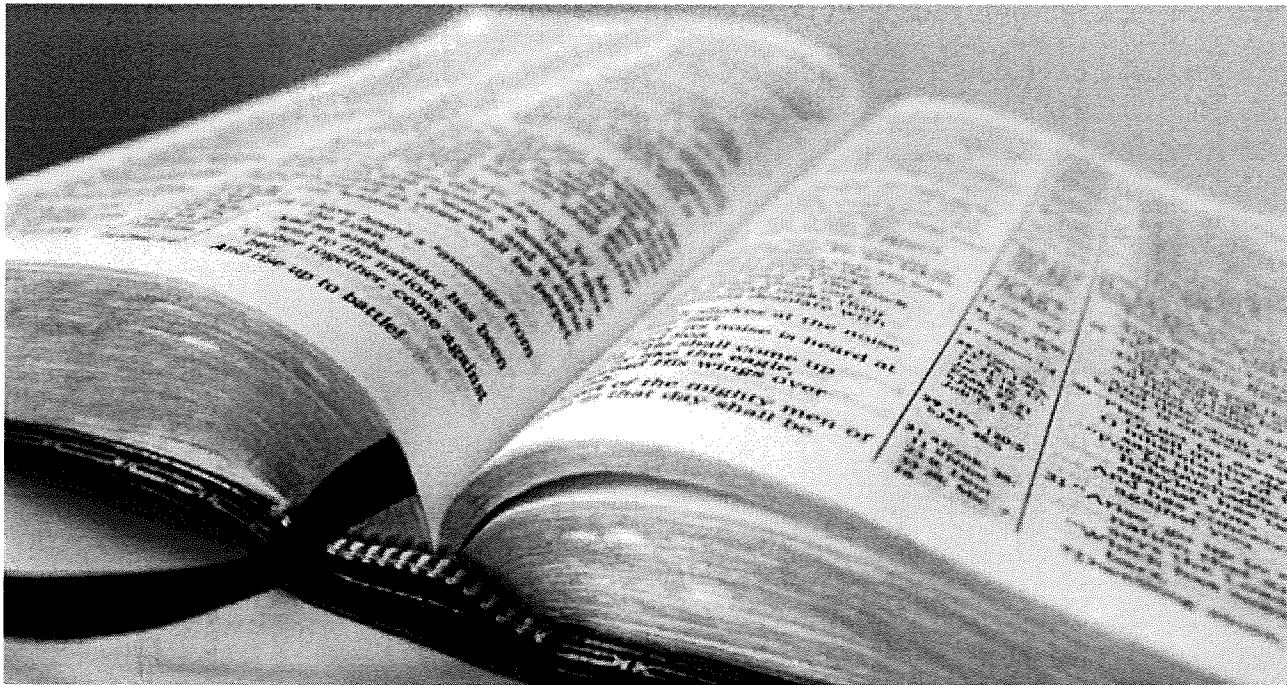


Lawyers, stereotypically, are rubbish at two things: maths, and art. But not Simon Allen, who has been seen from his website (<http://www.simonallenphotos.com>), he's also been snapping away in Berlin, Romania.

10. James Greig

Partner at Blake Morgan

Hobby: Bible tours



James Greig: University of Cambridge educated, partner at Blake Morgan, and keen conductor of Bible tours.

There's a great deal of interest in the connections between archaeology and manuscripts.



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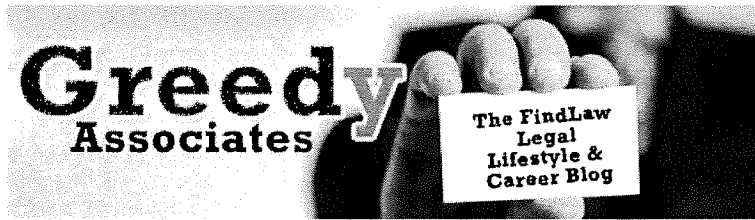


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5 Hobbies for Lawyers to Take Up in the New Year

By William Peacock, Esq. on December 30, 2014 5:56 AM

Work-life balance. It's something that many lawyers struggle with and if you're unsatisfied with your professional life, it's easy to subsume yourself into your work, thinking that the more hours you put in, the more it'll pay off.

Diminishing returns is what we'd say to that. And if you don't want to die of a heart attack after 15 years of working 200-hour weeks, you might want to try a little bit of balance.

How? Besides the obvious choice (spending more time with family, friends, and significant others), there is also the option of picking up a new hobby. Here are five you may want to consider:

5. Learn a Musical Instrument.

It's never too late to find your creative side. In the past, you'd have to buy an instrument, get private lessons, and really, there's no way you could eke out the time needed to become even slightly proficient in a musical instrument unless you started young.

Now? Take guitar, for example: You can get a cheap \$100 guitar and learn how to play actual songs at your own pace using a computer or a video game console. Personal favorites include Instinct (browser-based, uses your microphone, and is great for acoustic guitar) and Rocksmith (PC, Mac, or gaming consoles, hooks into an electric guitar).

You wouldn't be the first lawyer to become a rock star...

4. Get Fit.

Fitness might sound like the most boring hobby ever and really, it kind of is, at least until you become one of those people who enjoy running marathons. (Ugh.) But you don't have to go that far -- a

couple apps like Runtastic Pro (which tracks your running, biking, or

JEEP RENEGADE
Time spent wandering is never wasted

VEHICLE DETAILS

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Greedy Associates covers the attorney lifestyle-- from law school to career and everything in between. Have a comment or tip? Write to us.



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About this Entry

This page contains a single entry by William Peacock, Esq. published on December 30, 2014 5:56 AM.

Your 10 Favorite Law School-Related Blog Posts of 2014 was the previous entry in this blog.

7 New Year's Resolutions for Law Students and Young Lawyers is the next entry in this blog.

Find recent content on the main index or look in the archives to find all content.

other fitness activity) and MyFitnessPal (which is an *amazing* free calorie counter which helped me drop bar review weight), along with some goal-setting, could be all you need to get in shape.

Boring? Sure. But it pays off when you have less back and joint pain and a longer lifespan.

3. Beer Brewing/Wine Tasting.

It fitness sounds like a nightmare to you, this might be a better option: drinking. And we're not talking about knocking back pitchers of Natty Ice like you did in college. No, we're talking about sophisticated drinking -- craft beer brewing and wine tasting. Brew beer in your garage for friends and clients. Or join the ABA's hilarious wine club and talk about velvety mouth feel.

2. Find a Sport.

Some say that golf is where business gets done. Negotiate contracts, hammer out a plea, settle a harassment case, all over 18 holes of golf. Me? I tried golfing once and could barely make contact with a ball on a tee. I prefer a different gentlemanly sport: shooting. Other friends of mine prefer recreational league volleyball, soccer, or rugby.

Why a sport? Not only is it fun and healthy to get out of your office chair, but sports leagues are a great way to network and get your name out in the community. Teammates, coaches, and even opposing players are going to have legal problems. Your hobby league might become a source of referrals.

1. Write Something. Anything.

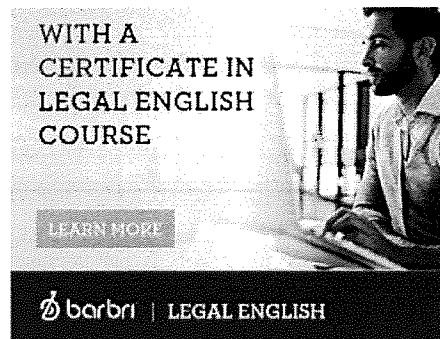
You're probably not the next Aaron Sorkin. You're probably not a John Grisham or even a Danielle Steele. But there is so much overlap between creative writing and good lawyering. Whether you are convincing a jury with a narrative, selling your services to clients, or drafting the appellate brief that sways the Supreme Court, all of it comes back to two things: writing and storytelling.

Of course, it's not easy to come home and write the next great American novel after working all day. I can barely stand to send emails after writing for eight hours per day. Start with a blog post or two. Maybe short stories. You don't have to write hundreds of pages -- just practice writing generally, especially if more of your day is spent in court or with people than in front of a keyboard.

What's your hobby? How do you find time for it with a full workload? Tweet us @FindLawLP.

Related Resources:

- 5 Types of New Year's Resolutions to Make for 2015 (FindLaw's Greedy Associates)
- An Excuse for Midday Drinking? It Boosts Creativity: Study (FindLaw's Greedy Associates)
- Lookie Here: An Online MBA in Running a Law Practice! (FindLaw's Greedy Associates)



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August 22, 2012

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7 Attorney Pastimes You Didn't Know Existed

We've collected seven of our favorite **lawyer hobbies** that do *not* involve the words running or golf. As August rolls along, offices are emptying out and office phones forward to iPads on the beach, so what do lawyers do when they're not poring over papers?



For SNR Denton patent partner **Mark Hogge**, it might not have been a far jump from litigating complex technology to building it. His computer desktop picture—**WWI-era fighter planes**—is similar to the Nieuport 24 he's building in his backyard. That's right, Mark's hobby is **backyard plane assembly**. He's joined by a **500-person** online community of plane builders with whom he keeps in touch. The aircraft is now **95 percent complete** (inset), and he eventually plans to fly it. For now, the fuselage is getting ready to be covered. (Other possible mode of travel: his **Harley motorcycle**.) Watch the skies over DC for this patent lawyer.

RESULTS

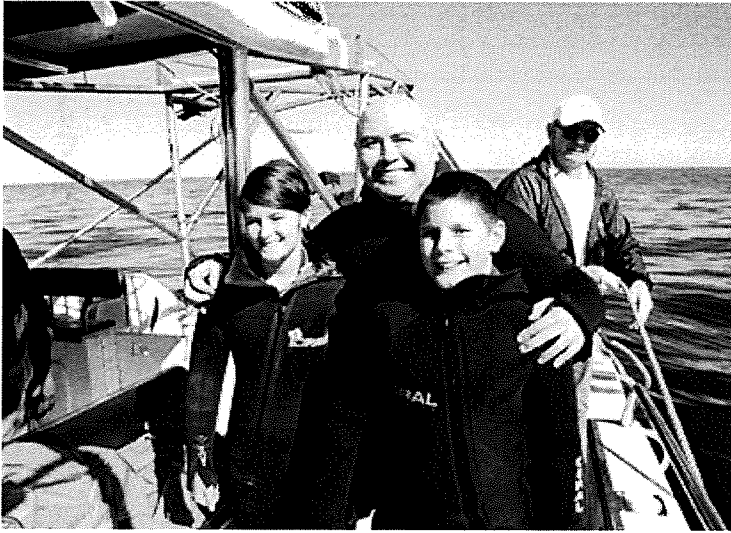
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When DLA Piper defense and government services chair **Jeff Houle** watched *Jaws*, it inspired him to jump into the ocean. (As opposed to our reaction: sprint to dry land.) He's a **diving junkie**, having done over **200** around the world. Getting top billing was cage diving with **great white sharks** off the coast of Seal Island, South Africa with his 10 and 12-year-old kids. (Any sharks would have been intimidated by his impressive status as both a lawyer and an **English solicitor**.)



McDermott natural gas expert **Karol Lyn Newman** puts on the heat both in and out of the courtroom. She won her first federal appeals case as just a fourth-year associate and made partner not long after. Her newest undertaking is **ballroom dance**, after taking an example from her daughter, who picked it up while an undergrad at G'town. (Her daughter reciprocated by going to law school—Harvard—and summering at White & Case this year). Karol Lyn makes time to practice ballroom a few times a week, and jokes that will be her **full-time gig** when she retires.

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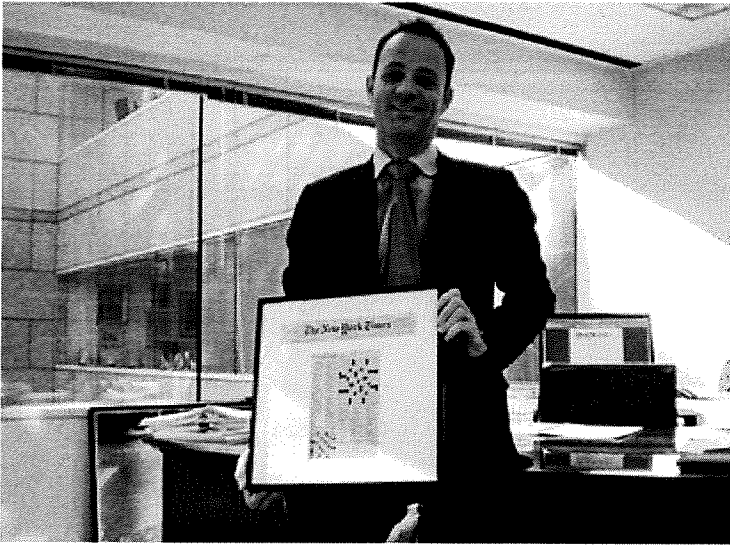
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Back when Hogan Lovells was Hogan & Hartson, **Chris Handman** practiced under now-**Chief Justice Roberts**, who chaired the appellate practice. The mental acrobatics of litigation is mirrored in **crosswords**, which he enjoys both solving and building. Chris has achieved every cruciverbalist's dream: having a puzzle in the **NYTimes crossword section**. He's already published two (his debut was about the joint Jon Stewart and **Stephen Colbert** rally) and aims to have one for every day of the week. The past six months have kept him busy with **eight oral arguments** before federal appeals courts, including victories overturning FAA, DOT, and EPA rulings.



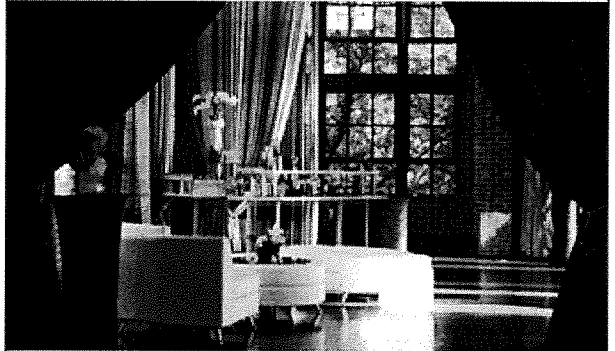
Akin Gump's **Pattie Millett** holds the record for **most Supreme Court arguments** by a woman (the number stands at **31** as of April). And on top of that, she can kick a brick in half. The **Supreme Court practice chair** and firmwide appellate group co-chair is a **Tae Kwon Do black belt**, thanks to her family taking up the sport together. Steptoe antitrust partner **Chong Park** is another lawyer turned Tae Kwon Do black belt (as are several of his colleagues at the firm, including **Scott Katzman**, **Ed Krauland**, and **Bob Fleishman**). Chong has even picked up a bronze medal in the US Senior National Tae Kwon Do championship.

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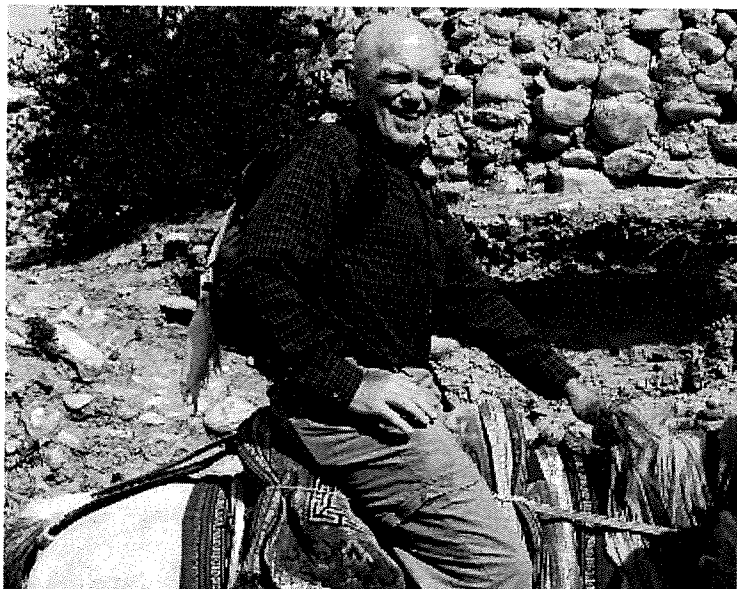
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Maryland Supreme Court Judge **Howard Chasanow** started his interest in Asian art after being stationed in **Korea** and **Japan** during the Korean DMZ conflict of '67. Now these artifacts in his JAMS office above (he started up the Greenbelt location for **JAMS**, the largest private mediation group in the world) make up just a miniscule portion of his collection. He even gifted part of it to the Towson **Asian Arts Gallery** to create an exhibition. Many of the pieces are scholar's objects, like this stone used for a **moment of calm** amongst a day of studies (more lawyers should own those).




Steptoe partner **Stewart Baker** was NSA GC and the **first DHS assistant secretary** for policy. When he wasn't creating and staffing DHS's 250-member policy initiative or publishing his book (*Skating on Stilts: Why We Aren't Stopping Tomorrow's Terrorism*), he was likely trekking through a **remote region** of the world. He's hiked Nepal (above), Switzerland, the Andes, Machu Picchu, Turkey, New Zealand, and Nova Scotia, to name a few.



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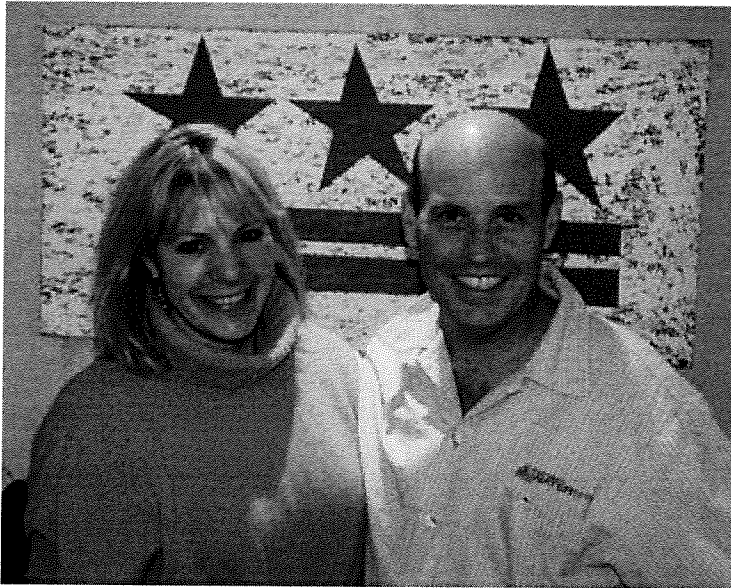
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What's your hobby? Send hobbies and story ideas to Roksana@bisnow.com



Join us for an engagement party for **heather & grayson**
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Adventurous Attorneys



Shelley Spivack

"From the lush back roads of the Mekong Delta to a mesmerizing sunset on the Gulf of Thailand, my recent cycling trip from Saigon to Bangkok was well worth the 25 hours spent in the air and in airports from Chicago to Tokyo. While many would question the sanity of a 61-year-old woman who chooses to spend her vacation cycling 400 miles on dusty and dirt covered roads in the 90 degree heat, I eagerly returned to Southeast Asia for my fourth bicycle tour in this region. Along with 14 other cyclists from Europe, Australia, Hawaii, and England, we rode, hiked, and ate our way through Vietnam, Cambodia and Thailand during the last 2 weeks in February. ...

"As we traveled further into the country, we began to encounter the remainders of the ancient Khmer civilization. Buildings and relics from the 7th century began to populate the terrain. By the time we arrived in the ancient capital of Siem Riep we were ready for the wonders of Angkor Wat. Words cannot describe the experience of riding our bikes through the forest to arrive at palaces and temples that put Versailles and the Vatican to shame.

"More photos from the trip can be found at: <https://www.flickr.com/photos/shoshannarobin/albums/>"

Attribution: Photo and text submitted by Shelley Spivack.

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Pushing their limits

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Chris Rosengren,
 Jason Kohlmeyer
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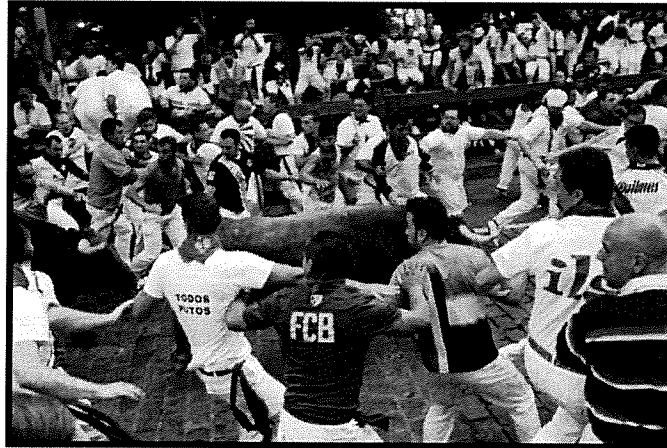
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Chris Rosengren, Jason Kohlmeyer and Tom Hagen

"Chris Rosengren, Jason Kohlmeyer and Tom Hagen, partners at Rosengren, Kohlmeyer & Hagen, a Southern Minnesota Law Firm focusing on Injury, Family and Criminal Defense, ran with the bulls in the annual St. Fermin festival in Pamplona, Spain in 2013."

Attribution: Photo and text submitted by Chris Rosengren.

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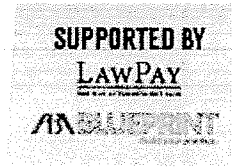
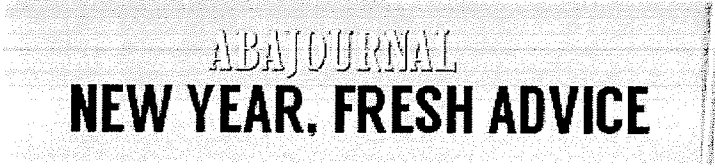
Shelley Spivack

Scot D. Goldberg

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Adventurous Attorneys



Scot D. Goldberg

"Nothing beats escaping the stress of being a trial lawyer like getting out on the water. Kayak fishing in Pine Island Sound off Bokeelia, lobster fishing in the Keys with my family or cruising for reds out in the Gulf of Mexico are my favorite ways to leave it all behind."

Attribution: Photo and text submitted by Scot D. Goldberg..

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Chris Rosengren,
Jason Kohlmeyer
and Tom Hagen

Laura Heft

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Adventurous Attorneys



Laura Heft

"Six years ago, I found a little airport in the middle of the cornfields, where I fell in love with aviation. Today, I am a licensed hangglider and private pilot, and I fly, camp, swim, and have a bonfire every weekend out at the airport. It's my mini-vacation once per week. ... In addition to the flying activities, the field holds regular events like having the Chicago Astronomical Society come out and set up large telescopes on the runways! It truly is an amazing place."

Attribution: Photo and text submitted by Laura Heft.

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Scot D. Goldberg

Kenni Merritt

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Adventurous Attorneys



Kenni Merritt

"Early on a cold, clear winter morning, my husband and I snowshoed in deep powder up to about 5,250 feet in the Mt. Baker backcountry. It was a gorgeous bluebird day. Heavy snowfall overnight had sculpted huge cornices. Two cross-country skiers, backlit by billowing clouds, were ascending the ridge. With the cornice under the ridge, it looked like they were climbing on a cloud. In making this photograph, I wanted to communicate the power and the allure of nature and what it feels like to be in the backcountry on a cold winter morning."

Attribution: Photo and text submitted by Kenni Merritt of Bellingham, Washington.

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Laura Heft

Bruce Kaplan

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Bruce Kaplan

"In 2015, Bruce Kaplan had the opportunity to take the round-the-world trip everyone always thinks and talks about, starting with skiing in Sochi, Russia. A life-threatening ordeal in the Caucasus Mountains followed, after he had accidentally skied out of bounds (\$50 billion for the Olympics, but no sign, fence or gate!) After 30-foot free-fall over a cliff, a six-mile (horizontal), one-mile (vertical) hike in ski boots out of a steep ravine followed. In a real Survivorman episode, he trekked through freezing streams, finding a sign of (still distant) civilization just as darkness fell, thus escaping a night of hypothermia stranded on a mountain, yet having confronted one's insignificance in the eyes of Mother Nature."

[Click here for a PDF in which Kaplan describes his full ordeal.](#)

Attribution: Photo and text submitted by Bruce Kaplan.

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Kenni Merritt

Terry McNiff

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Terry McNiff

"When I was in my 60th year, I climbed Kilimanjaro with my 22-year-old adventurer. Because he wanted to climb Kilimanjaro with me, and my wife thought it would be a great father-son adventure. It was. But oh so difficult, and wonderful. I'm the old guy in the back of this picture."

Attribution: Photo and text submitted by Terry McNiff.

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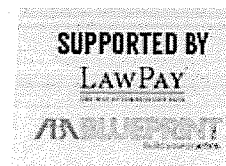
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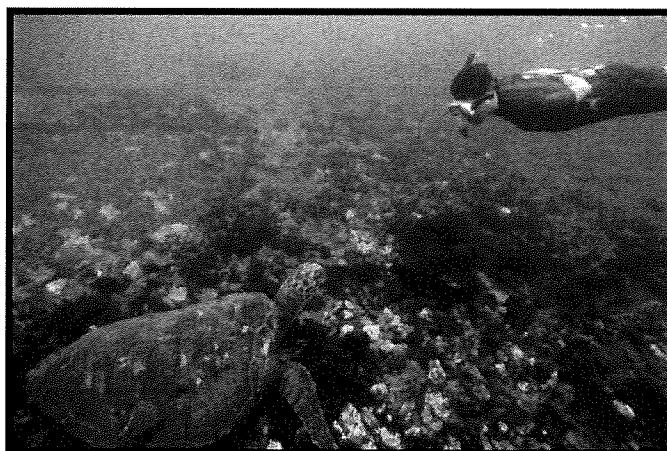
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Paul Cook

"A photo of me snorkeling with a giant green sea turtle at the Galapagos Islands."

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Terry McNiff

Mars Scott

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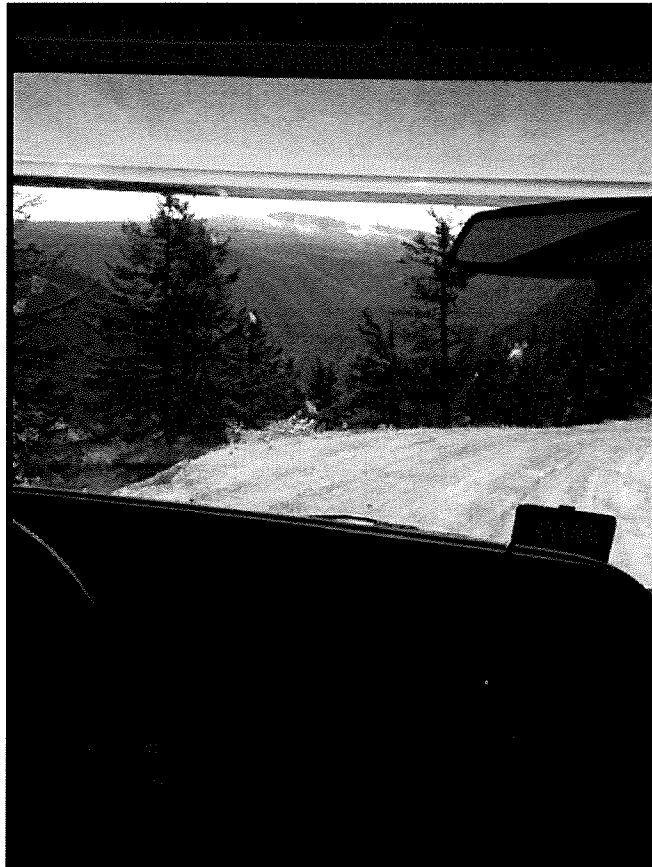
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Adventurous Attorneys



Mars Scott

"I live in Western Montana, so outdoor adventures are fairly easy to come by with Glacier Park, Yellowstone Park, Flathead Lake, and all the mountain ranges, rivers and prairies in between. But I did have one special adventure last fall and that was a 2,000-mile round-trip to Bella Bella in British Columbia with my wife and two other couples in a 35-foot rented RV for 10 days. The trip came about when my client, who is member of a Harley group, told me that 'the most beautiful road trip' he'd ever taken with his group was to Bella Bella (*bella* means beautiful in Italian) which involves a 24-hour ferry ride from Bella Cooola through several inlets and waterways to Bella Bella.

"We left after Labor Day. We had no timetable and no agenda except to reach Bella Bella and return home within 10 days. We let the road, weather, moods, availability of campsites, and probable equipment failures dictate our agenda. Traveling towards Bella Bella, we discovered some marvelous wine country north of the border in the Okanagan Valley (Canadian wine? Who knew? This discovery did "slow" our trip a bit). We found quaint and full-blown summer and ski resort towns and met lots of very friendly, helpful people. However, the last 60 miles from Williams Lake, B.C. into Bella Cooola where you board the ferry to Bella Bella is where the real adventure starts.

"At Williams Lake, you turn on to Highway 20 which is not a highway at all, but a washboard dusty dirt road. Picture six people in a 35' RV towing 3 scooters bouncing on this dusty dirt road, with dishes falling and the din so loud that you have to yell at each other. But what nobody told us, (and also there are no warning signs), is that 6 miles out of Bella Cooola, the road literally drops from about 3,000 feet to sea level at a 18 percent grade, and it turns into a hairpin-curved washboard road with absolutely no guardrails and at times one lane with a sheer cliff drop-off into oblivion. This is the only road into Bella Cooola, and the locals have named it "The Hill." Some tourists who have driven The Hill into

Bella Coola have refused to drive back and have had to be taken out by boat or float plane. We traveled no more than 10 mph and had to stop twice to cool the RV brakes. It took us an hour-and-a-half to go 6 miles basically straight down. Once in Bella Coola (people couldn't believe we came down The Hill in an RV trailering scooters), we found a campground right on the Bella Coola River surrounded by majestic, rugged, glacier-packed mountains with waterfalls (Montana mountains on steroids)! We immediately saw a grizzly bear and bald eagles feeding on salmon directly across from our campsite. As it turns out, Bella Coola has some of the best grizzly bear-watching country in the world. We hiked and took scooter rides all over the area and discovered a fresh fish market on a back road literally in the middle of nowhere (only locals know where it is). We took the ferry from Bella Coola to Bella Bella, and sure enough, at one point, we had the entire ferry to ourselves. We saw breaching whales, salmon, porpoises, and loads of unbelievably beautiful jellyfish.

"After returning to Bella Coola, we happened upon a car with Montana license plates, so we stopped to talk. Come to find out, the guy was from Missoula and had moved to Bella Coola with his wife and small child to start a charter fishing boat business. Since they were just starting out, we decided to give them some business. So we chartered the entire 50-foot boat for a day and caught crab, prawns, salmon and saw breaching whales. We also stopped at a hot springs on one of the inlet's remote islands and totally relaxed in one of the most beautiful, peaceful places on earth! The weather was perfect that day, and the scenery was literally indescribably stunning.

"We had a lot more memorable experiences, but this trip was a true adventure because we had no preconceived itinerary which resulted in many unexpected experiences generating countless stories to tell for years, and we're still friends."

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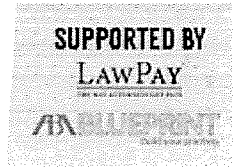
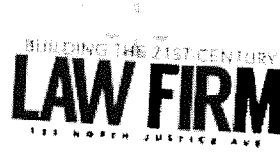
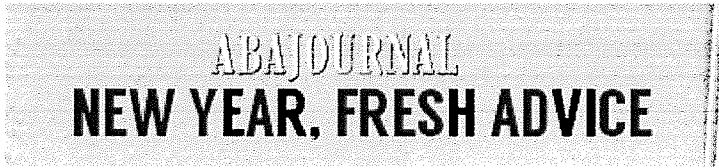
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Anne Bennette

"I love to hike and camp. Over the past year, my husband and I took a two-month road trip to travel throughout the U.S., hiking and camping in many national parks along the way including in Yellowstone, Glacier National Park, the Grand Canyon and Arches National Park. We also hiked in the Rockies and the Appalachian Trail.

"We also spent a month hiking and camping in New Zealand in Abel Tasman and Arthur's Pass (pictured).

"I am a family law associate at Beresford Booth in Edmonds, Washington, and have the benefit of working for a firm that encourages outdoor hobbies and motivates associates to do the things they love."

Attribution: Photo and text submitted by Anne Bennette.

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Maurice Wexler

"Floating the Roaring Fork River in a drift boat while fly fishing between Aspen and Glenwood Springs, Colorado."

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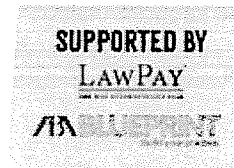
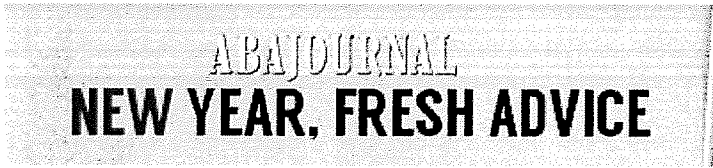
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Roger Kane

"I've been doing mountain ultra running for the past 10 years. Much of the training and racing leaves me alone at night in the wild. Usually all night. Recent things I've done are a solo rim-to-rim-to-rim of the Grand Canyon, the Leadville 100 and three Hardrock Hundreds. Hardrock is out of Silverton, Colorado and goes over six points above 12,000 feet, and seven more above 13,000 feet, including Handies Peak at 14,000-plus feet. Totals of 33,000 feet ascent and 33,000 feet descent. Beautiful country."

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Maurice Wexler

Nigel Greene

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Nigel Greene

"I am a partner at Rawle & Henderson and a litigation attorney in Philadelphia. In 2015, I participated in the Paris-Brest-Paris, a 770-mile bike event that started in 1891 and takes place every four years, making it older than the Tour de France. The participants have 90 hours to complete the ride. My primary training for this event consists of bike-commuting to work as often as my schedule permits. The commute also serves as a great way to both prepare for the day ahead and wind down afterwards."

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Mel Simburg

"My passion is high-mountain backcountry skiing. Sometimes this means helicopter access, sometimes climbing. In addition to the continental U.S. and Canada, I have skied in Alaska, Europe, Chile, Argentina, New Zealand and Japan." This photo was taken in Slushman's Ravine in Bridger Bowl Ski Area in Bozeman, Montana.

Attribution: Photo and text submitted by Mel Simburg.

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John Klees

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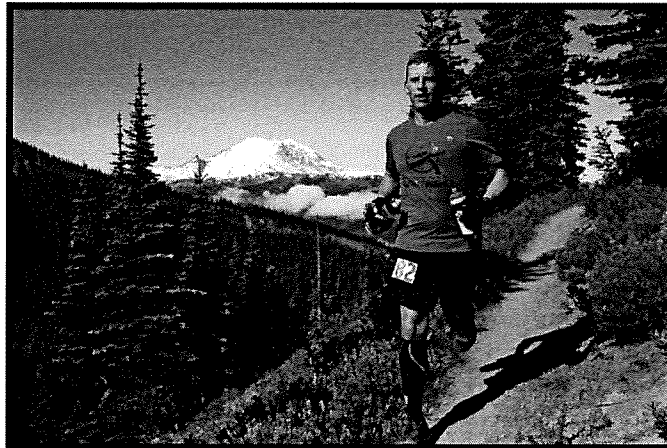
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John Klees

"I'm 53 years old. I've been practicing law in Michigan with a specialty in advanced estate planning and post-death estate/trust administration for 25 years. I've always been active but I made the deliberate choice to devote my first 10 years of practice to my job/career. Coincidentally, the end of those 10 years coincided with my employer's bankruptcy and resulting loss of most of the benefits a young lawyer would expect to receive from those efforts, and I was sadly overweight and out of shape, so much so that I failed a life insurance exam. I immediately started running again, but couldn't run continuously one entire lap around a track at first. But I kept at it, every day, I would cover 4 miles on the track, running as much (and walking as little) as I could each time. After a month, I could run a continuous 4 miles. I lost 40 pounds in 80 days (after which I was re-examined and qualified for the insurance policy). Not content to backslide, I put a marathon on my calendar for about 9 months out—which was the San Francisco Marathon in July 2001. I enjoyed it so much, I just kept putting marathons on my calendar.

"Fast-forward 15 years, and I have now run 70 marathons and 65 races of other distances, from 5Ks to 100-milers. I have qualified for and run in the Boston Marathon for 15 consecutive years (and qualified for No. 16 next year). But for me the adventure really started when I began running ultra/trail runs in 2012, beginning with the White River 50 mile run in 2012 on my 50th birthday. I have run at least one such race each year since, with my goal each time being to requalify for the Western States Endurance Run (entry is by lottery but you must run a qualifying race each year). If/when I gain entry into Western States, I aim to complete the "Grand Slam" of ultra running (i.e., Western States, Wasatch Front, Vermont and Leadville 100-milers) in the same year.

"The photo is of Mount Ranier with me (in an orange shirt) in the foreground, at the 2012 White River race outside of Seattle. I like the beauty and challenge of mountainous endurance runs since I have spent pretty much my whole life in the relative flat lands of Michigan, near sea level.

"There is some commonality between ultra-running and my practice of law. I have found that in a journey of 100,000 steps, none is more important than the next step you take; that while you need to have a "big picture" eye on your environment and distant horizon for changing conditions, you must never lose sight of the path right in front of you. So it is in my practice of law. I guide clients along paths best suited for them while avoiding problems and pitfalls they may not even see."

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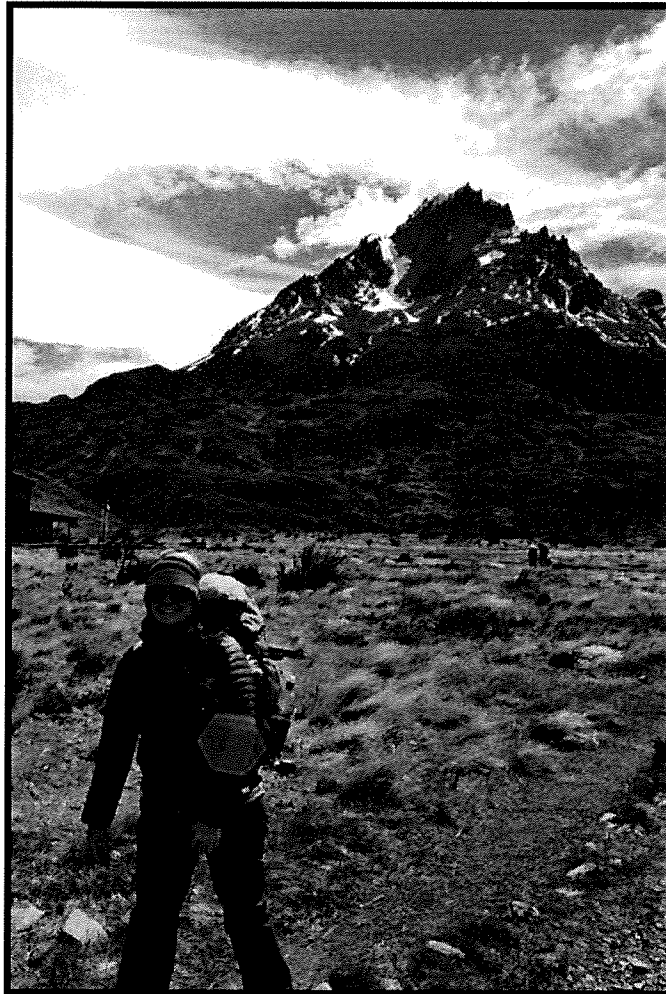
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Lindsey Surratt

"I am lucky enough to work in-house for a company that promotes work-life balance and reinvests in its culture—a great place to land for a travel junkie. My passion for travel began long ago, but my idea of a great vacation doesn't usually involve sitting under a palm tree in a beach lounge. My next adventure will take me to the jungles of Thailand and Cambodia. Since graduating from law school, I've explored the ruins of Machu Picchu, sandboarded in the Peruvian desert, skied some of the best mountains in North America, and trekked through Torres del Paine in Patagonia (pictured). There's nothing like gliding down a powdery piste with the wind in your face, or rounding a bend in a trail to be greeted with a spectacular view of the turquoise waters and multiple shades of stone and snow in Torres del Paine. Unplugging for a trip, along with a dose or two of adrenaline, helps me refocus on my work when I return."

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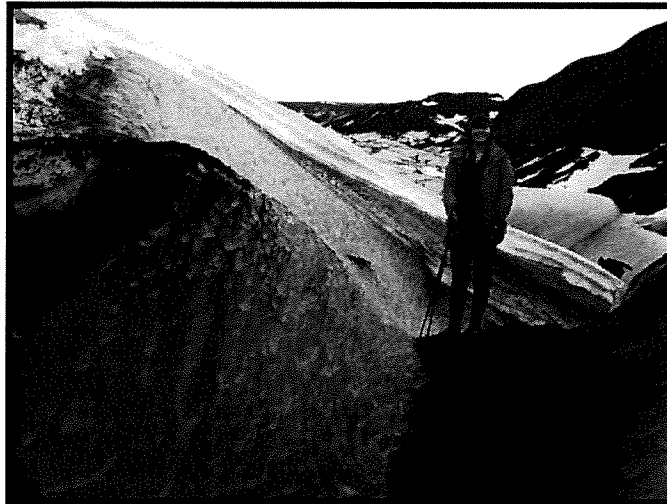


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Adventurous Attorneys



Joan Brown

"I am an ERISA/employee benefits attorney now practicing in-house at CenturyLink Inc. Living in Colorado, it is accepted that you are going to have adventures in the outdoors on a weekly basis. Our culture embraces and celebrates climbing "14ers," skiing/boarding—and upskiing and backcountry and cross-country, cycling, whitewater rafting, paddleboarding and doing yoga on paddleboards, marathons and ultra-marathons and polar plunges. Generally, Colorado is the birthplace of many extreme sports."

"A weekend can find me and my husband, Kevin, climbing a mountain, cycling a mountain pass and doing SUP yoga on Lake Dillon. We ski at least 40 days a year—it's hard to think about work when you are skiing extreme terrain or navigating backcountry. But to really de-stress, we love to travel and have found adventures all over the world, most recently in Peru hiking the Salkantay Trail to Macchu Picchu, which involved a 65-mile hike that went over a 15,000 pass and down to the edge of the Amazon jungle and then up other passes, ending at Macchu Picchu.

"When our daughter studied in Nepal, we visited her and hiked part of the Annapurna trail from Jomsom to Muktinath to Lubra back to Jomsom. We also visited Chitwan National Park in the south and trekked through the jungle and rode an elephant.

"On a particularly trying day at work I got an unsolicited email from IcelandAir offering an amazing deal and decided on the spot to book the trip to Iceland for a long January weekend—we loved it! We hiked all over, under waterfalls and on glaciers (pictured), rode snowmobiles and even splashed in the freezing north Atlantic. We just returned from French Polynesia where we cycled and snorkeled the islands of Moorea and Bora Bora.

"To maintain balance, focus and purpose, I am planning our next adventure a year out and certainly before we leave on the current one."

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Lindsey Surratt

Ryan Waid

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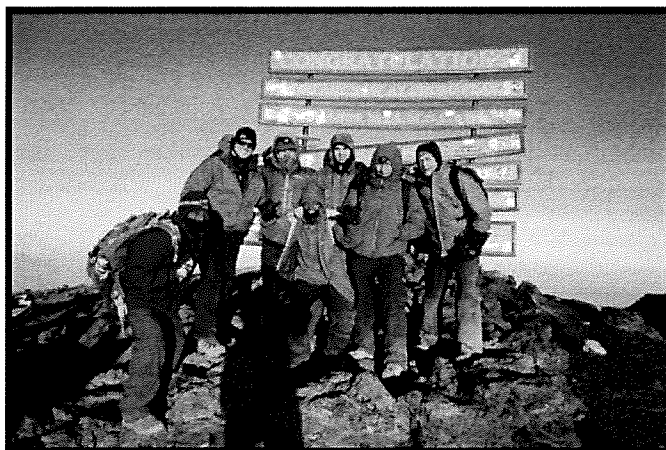
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Ryan Waid

"In the last five years, I have done the Tough Guy Race outside of London, England; the Alcatraz Challenge in San Francisco; and climbed Mount Kilimanjaro in Tanzania. Awesome experiences with the same 3 guys for each adventure."

Attribution: Photo and text submitted by Ryan Waid

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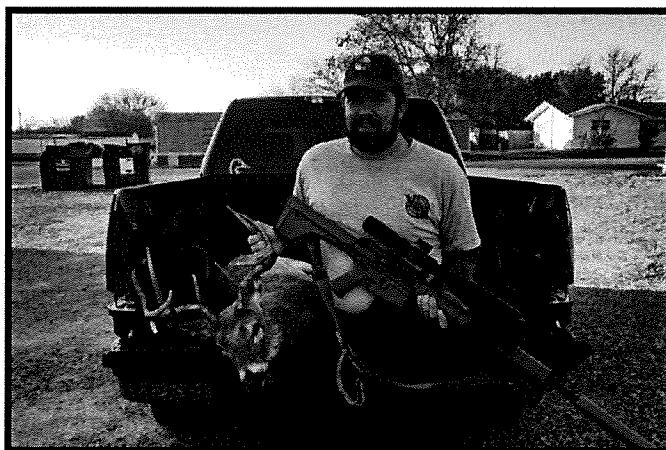
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Jason Van Dyke

"I participate in all manner of hunting and outdoor shooting activities. The beginning of hunting season in Texas starts with dove season, which opens in September, but in my house doesn't really kick off until early teal season. By that time we have been scouting the best spots a week before the start of the season. The night before the season starts it's a Christmas-like atmosphere where we celebrate with a large feast, get to our blinds around midnight, and spend the night under the stars reminiscing about duck hunting and enjoying some cold beers. By the time early teal season is over it's back to dove season and then on to the general deer season and duck season. By the time both seasons are over, we have freezers full of enough meat to last us until at least the start of the next season. The only meat I purchase from the grocery store is turkey and ham. The wild hogs we shoot in Texas are not very good for food and the turkeys we kill in the spring taste best if they are eaten right away.

"My shooting sport activities are numerous when I am not out hunting. I am the director of Texas Marksmen, Inc., which is a 501(c)(3) non-profit dedicated to teaching proper marksmanship skills to college students. I personally coach the University of North Texas team in pistol, tactical carbine, and precision rifle. The team often attends local competition and even out-of-state regional matches as a group. A free Texas license to carry course is offered every semester for UNT students and faculty. Members of the community are admitted for a nominal fee, but the class has always been free to active duty military and veterans regardless of where they come in from. Last semester we qualified well over 200 people and, with the passage of campus carry in Texas, we expect to qualify more students this school year. In the wake of the Orlando tragedy, I have even helped the organization plan a special free license-to-carry course that will be directed specifically toward the LGBT community in Dallas so that they can come learn how to protect themselves.

"When I am not hunting or training college students, I am typically training or doing competitions on my own. I take advanced training locally in all of the shooting disciplines that I teach to college students, although as an advanced shooter, my training is typically different than what my students are exposed to. Last school year, we had a student that had never been around guns before in his life and the school year by hitting an human-torso size target three times in a row at 800 yards with an AR-10 precision rifle. Although well within the capability of the rifle, this kind of shot can still be difficult to make depending upon the conditions. By comparison, I will travel with my own coach out to West Texas where we attempt shots out to one mile with the same rifle, and attempt shots a 2,500 yards are further using my fifty caliber Barrett M107A1. I also participate in precision rifle competitions on my own that are designed for advanced shooters.

"In addition to hunting and shooting activities, I enjoy riding my Harley Davidson Ultra-Glide motorcycle and participating in martial arts such as Judo and Brazilian Jiu-Jitsu."

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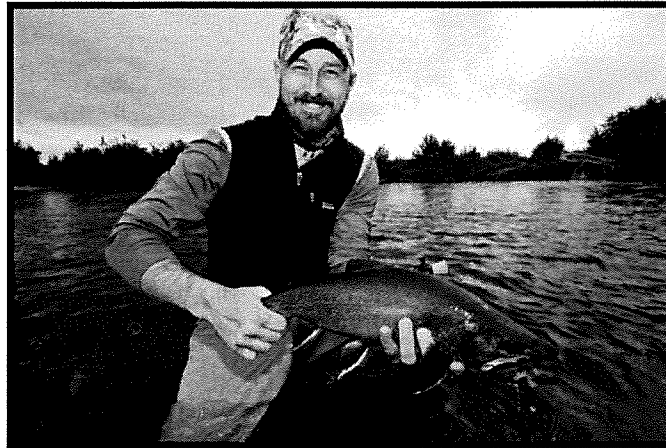
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Zach Matthews

"When I was in law school I began writing for fly-fishing magazines, and that blossomed into a side career as a travel and outdoor writer. I was actually the Southeast Field Editor for Fly Fisherman magazine during the first several years of my insurance defense practice. I still regularly submit to American Angler, Fly Rod & Reel, The Drake, Flyfish Journal, and some regional non-fishing publications such as Arkansas Life. I also run a website and a popular podcast, which you can see over at www.itinerantangler.com/about.

"These days I'm a partner at a litigation boutique in Alpharetta, Georgia, called McMickle, Kurey & Branch, but I continue to write and travel globally in my 'writer' capacity on a regular basis. Writing—especially writing about fly fishing—has taken me to Brazil, the Bahamas, Mexico, Montana, and most recently to Patagonia and Iceland.

"Modern fly fishing is not what people think; the days of tweed ghillies' hats and bamboo slowly unrolling casts that sparkle in the sun aren't exactly over, but that has become a kind of hipster nostalgia niche within the sport. Modern fly angling culture really has more in common with big wall climbing, snowboarding or whitewater rafting. The bleeding edge of the sport is in traveling to the most obscure places to catch fish which have never yet seen a fly, ideally native ones. Busting a trail through an Argentinian estancia, flushing coveys of quail en route to a secret stream that isn't even on the maps yet in search of huge brook trout—that's what really hooks people."

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Sarah Ames

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Sarah Ames

Partner, Quarles & Brady

Chicago

Sarah Ames has always loved to travel. Through her work representing companies based in German-speaking countries, the German-born business transactions lawyer travels to Europe at least three times a year. But she also travels extensively for fun, and many of her international adventures include running marathons. In 2007, she became a member of the Seven Continents Club, an exclusive group of runners who have logged 26.2 miles in certified races on every continent. She has since repeated the series four times, occasionally returning to the same race again, including the North Pole Marathon, billed as the only certified marathon run entirely on ice. "It's an interesting way to meet new people, and I find it relaxing," she says. "Trips like these may not seem relaxing, but they help you see how things can be done differently—you think, 'I am at the end of my rope,' but you can still keep going—and you learn a lot of different skills while traveling and running, like how to stay strong mentally."

Ames' approach to running could be called "adventure-toning"—combining a marathon with another outdoor experience. After a race in Zimbabwe, she traveled to Zambia to volunteer at a lion camp. Following a race in Singapore, she spent five days tracking orangutans in Indonesia. Not that the marathons themselves are not scenic: Ames has run past stone statues on Easter Island, alongside penguins in Antarctica and through the verdant highlands of Scotland. Even running through a city like Sydney reveals details she says she would have missed had she simply strolled through the streets as a tourist. A marathon in Ethiopia even inspired her to become a board member, volunteer and fundraiser for the Hamlin Fistula Hospital in Addis Ababa, which provides free surgeries for women with gruesome birth injuries.

This year, she completed what many consider the ultimate endurance test, the World Marathon Challenge. Participants run seven marathons on seven continents in seven days. One of her favorite parts was a night run in Marrakech—the second marathon in less than 24 hours—where she watched the sun rise over the ancient city walls. Although Ames admits the experience was grueling, she's already surfing the internet for her next challenge. She's been eyeing the London Marathon but, ultimately, she says, "I'll just have to see what inspires me."

Attribution: Photo courtesy of Sarah Ames. Text by Jenny B. Davis.

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Bill Burgess

Partner, Kirkland & Ellis

Washington, D.C.

When Bill Burgess needs to clear his head, his favorite thing to do is head outside and hit the ice. "Skating outside makes me feel like a little kid in Alaska again," says the busy appellate litigator. His was a military family, moving about every three years for his father's career in the Special Forces, but Burgess says that wherever they were, from Arizona to Massachusetts, outdoor activities were a constant. Some of his most cherished memories involve learning to ice skate with his dad, mother and sister in Fort Richardson, Alaska. The four would spend hours playing tag on frozen lakes, surrounded by majestic trees and clear blue skies.

Burgess is a lifelong athlete—he's completed five Ironman races, often bicycles to work and plays hockey late at night. In 2010, he was looking for a new challenge, and he remembered back when he was 15 and his dad told him about an epic race called the *Elfstedentocht* (11 cities tour). This speedskating race stretches across 125 miles of canals in the northern Netherlands. The Dutch dominate the sport of speedskating, and this race is a national obsession. Unfortunately, it only takes place in the years when the weather is cold enough to sustain thick ice, something that hasn't happened since 1997. But Burgess wasn't deterred. Although he didn't even own a pair of racing skates at the time, he decided to do as diehard Dutch speedskaters do and race the same distance around a frozen lake in Austria. As soon as he did it, he was hooked.

For the past three Februaries, Burgess has participated in the grueling 125-mile event on Lake Kallavesi at the Finland Ice Marathon, another Dutch skater favorite. He even won the race last year, receiving his trophy from the Dutch ambassador to Finland. More fulfilling than the win, Burgess says, was that his dad was there to see it. "He got a big kick out of it, that he taught me how to skate, and now 30 years later, it's led to this."

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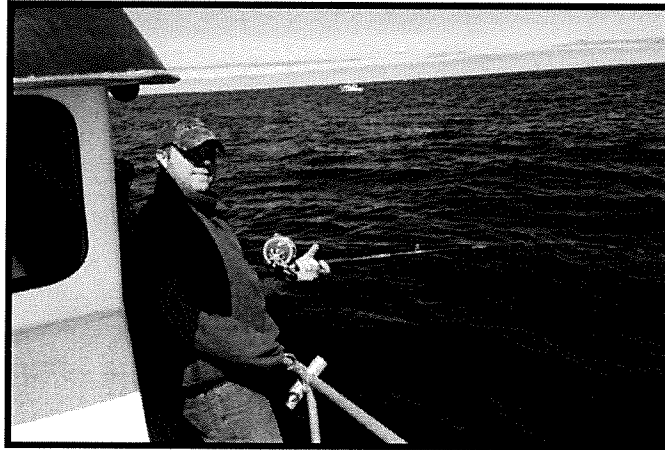
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Brandon Erickson

Associate, Kingsley Bogard

Folsom, California

In 2006, Brandon Erickson was feeling frustrated. Three years earlier, while in the Army National Guard and deployed in Iraq, he had lost most of his right arm in a roadside bomb explosion. The usually optimistic lawyer was having difficulty adapting to his physical limitations and felt fenced in by a routine that was in stark contrast to the life he had loved, growing up on a 3,000-acre farm in North Dakota, where his family had raised crops and tended cattle since homesteading the property in 1888. But Erickson's wife knew the combination that would restore his health and happiness, and at her urging, he took the first simple steps: He got back to nature, and he got back in motion. "I was just surrounded by city, and I needed the solitary time. Just hearing the sound of your own breathing—it's good for the soul."

Erickson also began competing in triathlons, and through them, he connected with the organization that would help change his life: the Challenged Athletes Foundation. Through its Operation Rebound program for physically challenged military personnel and veterans, Erickson received the encouragement, inspiration and adaptive accessories to recover from his wounds and begin competing in triathlons. His first year in law school, he took a week off to compete in an international triathlon competition in Australia. Three years ago, he competed in the Bataan Memorial Death March in White Sands, New Mexico—an event Erickson describes as the most miserable thing he's ever done, other than serve in Iraq. Today, a decade after his injuries, Erickson is fulfilled and at peace. He is a father and a lawyer at a boutique public-entity law firm near the foothills of Northern California. Although he has taken a break from athletic competitions, every weekend he and his family can be found outside, enjoying nature. "My 2-year-old can already do a 3-mile hike with me," he says. "We go to the lake and throw rocks—it's a blast." Recently he took a solo elk hunting trip to the mountains of Idaho, an experience he describes as incredible. "My whole reason for wanting to be active and outdoors was to recover from Iraq and be mentally, spiritually and physically fit," he explains. "That war will define me for the rest of my life, but I feel like I am on my feet now."

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Adventurous Attorneys



Eugene Holmes

Assistant general counsel, the Walt Disney Co.

Burbank, California

For the past decade, Eugene Holmes has been running. He runs mostly marathons—he tries for two a year—but for the past three years he's also competed in Oregon's Hood to Coast Relay race, a 200-mile segmented trek from the slopes of Mount Hood through Portland and along the coast to the town of Seaside. Holmes trains up to seven days a week, and when he enters a race, he runs it to win it. But that's where this employee benefits lawyer's laser focus stops.

"I try not to make my running really structured because it's about freedom and spontaneity," he says. "My profession is about structure, so I try not to turn my hobby into a vocation." Instead, Holmes goes outside to nurture his physical and mental health by breaking with demands and expectations of marathon training and reconnecting with the simple rhythms of nature and movement. It's an approach that's characterized as much by what he does as what he doesn't do.

For example, Holmes doesn't follow a set training schedule. He simply runs wherever and whenever the mood strikes. "Whenever I have time to break away, I do that," he says. By running at different times of the day, he can embrace changes in light and city sounds. Varying the location, terrain and sight lines ensures a different run every time, he says, whether he leaves from home, from work or undertakes a drive to a nature trail. "Sometimes," he says, "I just take off from wherever I am."

Holmes also never needs a portable device to give him a beat to keep up his pace. "My heartbeat, my breathing, the wind, the birds—that's my music," he says. (Of course, it goes without saying that Holmes doesn't need to take a selfie at the mile markers.) Often, he's not even wearing a watch. He simply doesn't need it. "I'm not trying to go a certain speed or distance. I just run until I am fulfilled with running for the day." Holmes isn't sure which marathons he'll run this year. Maybe Big Sur, maybe Detroit. It all depends on scheduling, on timing and, presumably, which destination happens to be speaking to Holmes that day.

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Josh Reisberg

Counsel at Axinn, Veltrop & Harkrider

New York City

Growing up, Josh Reisberg spent countless hours outside, playing sports and exploring the woods near his suburban Maryland neighborhood. It was what kids did—he never thought much about it. Until he moved to New York City. Between law school and internships in Manhattan, Reisberg found himself drawn once again to the outdoors as he yearned for the kind of adventure he enjoyed as a kid. That led him to sailing, which not only involved outdoor adventure; it was also physically and mentally demanding. In 2013, he bought an offshore racing sailboat and christened her *Abilyn*, a combination of the first names of his twin daughters. Between representing clients in high-stakes IP cases, Reisberg spends as much time on the water as he can, honing his skills and planning challenges for himself and his craft.

Last year, he competed in his longest race yet, the Around Long Island Regatta, sailing 250 miles over three days. Reisberg and his co-skipper took turns sailing and sleeping, taking three-hour shifts during the day and four-hour shifts at night. It was stressful and exhausting, but totally worth it. “Out on the open water, you get to experience natural phenomena that are just so sublime, like sunrise on the water or when the clouds open up and the moon shines on your sails,” he says. “That’s what draws you back—it’s not just the finish line or the nature of the endurance activity and the principles of sailing; it’s the environment, the beauty of the whole activity.”

At press time, Reisberg was looking forward to his most extensive endeavor: the Newport Bermuda Race on June 17. The 635-mile event has been called the world’s most glamorous and difficult ocean race, and he has been prepping for the two-man voyage for months. That the *Abilyn* is too small to be officially registered in the race isn’t a concern. “We’re doing it anyway as the ocean never closes. Our goal is to prepare the boat for an offshore voyage and to get there and come back safely, and maybe beat some official entrants,” Reisberg says. “The real fun is the journey—the adventure is being out in the middle of the ocean, miles from shore with 3,000 feet of water under you, in the middle of the night with a full moon and a full universe of stars above you. You don’t get that anywhere else.”

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Adventurous Attorneys



Kandis Gibson

Senior Associate at Foster, Murphy, Altman & Nickel

Washington, D.C.

Many lawyers can be described as having "Type A" personalities. Kandis Gibson says she's been told she's a "Type A+." During the day, she focuses on Section 337 litigation, a specialized practice she describes as "IP litigation on steroids." Cases often involve multiple parties located across the globe, meaning office hours are long and she's frequently on call 24/7. Once she exits her office, however, Gibson transforms into a triathlete. For the past four years, she has been competing in triathlons. She started with 5Ks and 10Ks at the age of 30, when she realized she was spending too much time on her couch after work; when a friend died of cancer at 33 and her grandfather was diagnosed with Lou Gehrig's disease, Gibson decided to step up the intensity. "It's almost like a responsibility that I can do something that many others can't do," she explains. "My grandmother says, 'Don't wait until you're 50 or 60 to do something you want to do,' and that's how I feel when I'm out there running."

Last fall, she completed the Ironman North American Championship in the Woodlands, Texas. The competition was entirely outside. And that, she says, was the fun part. "The outdoors adds this unknown variable—it adds excitement. You can swim forever in a pool, but when you get outside in the open water, it's spontaneous—anything can happen." Biking is her favorite segment of the challenge. "It's a bigger stretch of time in nature," she says. "Nobody's on a laptop or a phone; it's just beautiful, quiet and peaceful."

When training, she likes to bike a path, then run the same route to observe how her perspective changes at different speeds. "You see the big picture when you're biking, but is there a detail you missed because you were going too fast? Going back, taking the time—it helps you keep an open mind. It focuses your concentration and gives you patience and perspective." All of which helps her work performance, she says. "I know what it's like to find that mental strength, to find inner peace and to work through the problem," she says. "It's kind of awesome to be able to say, 'Difficult client? I just did an Ironman—this will be fine.'"

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[Amy M. Emerson](#)

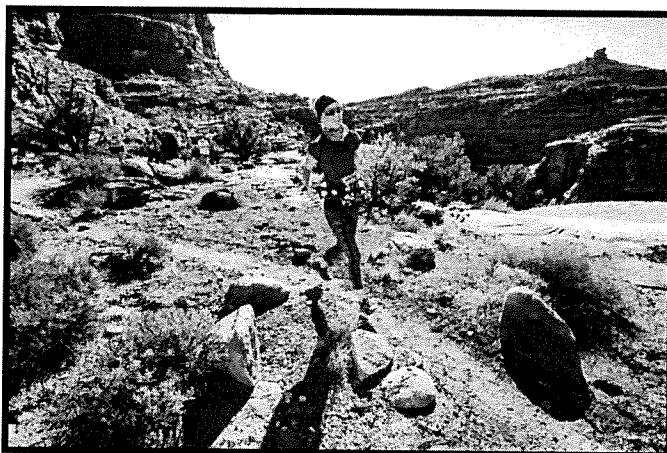
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Adventurous Attorneys



Amy M. Emerson

Partner, Allensworth & Porter

Austin, Texas

As a litigator in a construction law firm, Amy M. Emerson specializes in looking into the future, anticipating and preparing for anything and everything that could go wrong. When she leaves the office, however, her strategy is to live in the moment. Which is why she loves trail running. Emerson has always craved the outdoors. Growing up in rural West Texas, she and her family hunted and fished; these days she enjoys kayaking, cycling and hiking. When she turned 30, she took up running, mostly as a way to relieve stress. It wasn't entirely successful. She found that her mind wandered as she ran—and mostly, it wandered back to work. "To be a creative litigator, you have to be thinking about a lot of things, but you also have to be able to turn it off," she says.

In 2014, she tried trail running, and the difference was immediate. Navigating often challenging terrain allowed Emerson to find the focus that eluded her on the road. "When you're on the trail, you have to concentrate all of your attention on what you're doing so you don't fall and bust your face open," she says with a laugh. In March, Emerson completed her first trail-running ultramarathon, a 50K trail run in the Monument Valley Navajo Tribal Park on the Arizona-Utah border. She had so much fun, she's planning on doing it again, this time along the north rim of the Grand Canyon.

For Emerson, the extreme distance was both the challenge and the return. "Running through these amazingly beautiful places is the biggest reward for me," she says. "You get to see landscapes you would never see unless you went on a multiday hike." Emerson always allows herself to stop along the way to absorb the beauty around her. She drinks in the silence and appreciates the peace. Sometimes, she even takes pictures. For her, the accomplishment isn't the time—it's the finish. "I compete every day in my job, so I don't want to go out there and have to compete. This is the best way to decompress, and it just makes me really happy."

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Kandis Gibson

Tom Mullikin

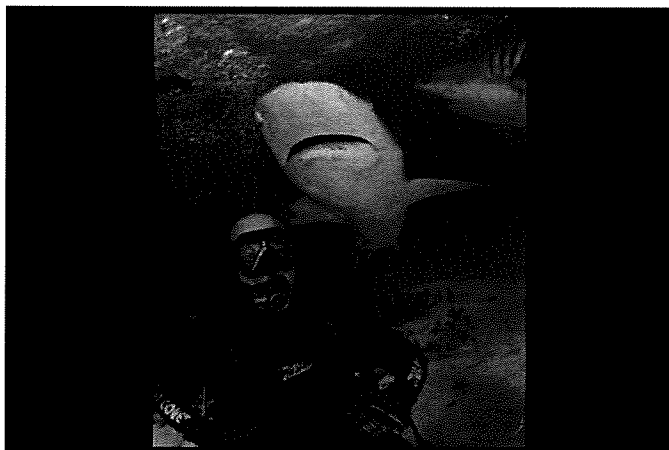
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Adventurous Attorneys



Tom Mullikin

Managing partner, the Mullikin Law Firm

Camden, South Carolina

On any given day, environmental lawyer Tom Mullikin might be in the Amazon rain forest discussing a cleanup of a contaminated site, in Alaska scouting a potential project for Global Eco Adventures—the environmental nonprofit he founded—meeting with indigenous leaders in Fiji about the impact of tidal changes, or leading a group of middle schoolers on a hike through South Carolina's Jocassee Gorges. Mullikin has spent his entire professional career actively engaged with environmental issues, educating companies, students, lawyers and lawmakers on how to respect and preserve nature, and how to better understand complex issues such as global environmental management. "What I do in the outdoors helps me be a better counsel to my clients," he says. "If I have any added value, it's that I am not only thinking about the environment in terms of just the law and legal documents—I've been there, too, and I can offer a holistic approach to what you should do."

Mullikin even takes people with him when he can. "If you're going to talk about the ice melting off Mount Kilimanjaro, the best place to have that conversation is on Mount Kilimanjaro," he says. He's taught lawyers about environmental law by taking them diving to feed sharks and observe coral, and he has led groups of climate change researchers on expeditions to Peru, the Great Barrier Reef in Australia and Africa's Namib Desert (all of which he highlighted in a documentary that was broadcast on a national network). He's advised corporations on how they can reduce their environmental impact, while also becoming more profitable. He has studied water-related issues in scuba dives in every ocean on earth including in Antarctica—he's a certified ice diver—and has summited the highest peaks on four continents. (Climbing the highest peaks on the three remaining continents is his next goal, and it's one that's both personal and professional.)

"Climbing is the most stress-relieving activity I could ever be involved in," he says. "On summit day, when you're breaking the clouds, it's an experience that stays with you. It's this aspect of climbing mountains, of diving, that I try to bring into focus for my clients, to show them that respecting and protecting the environment can be done in a way that is consistent with solid business principles."

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Amy M. Emerson

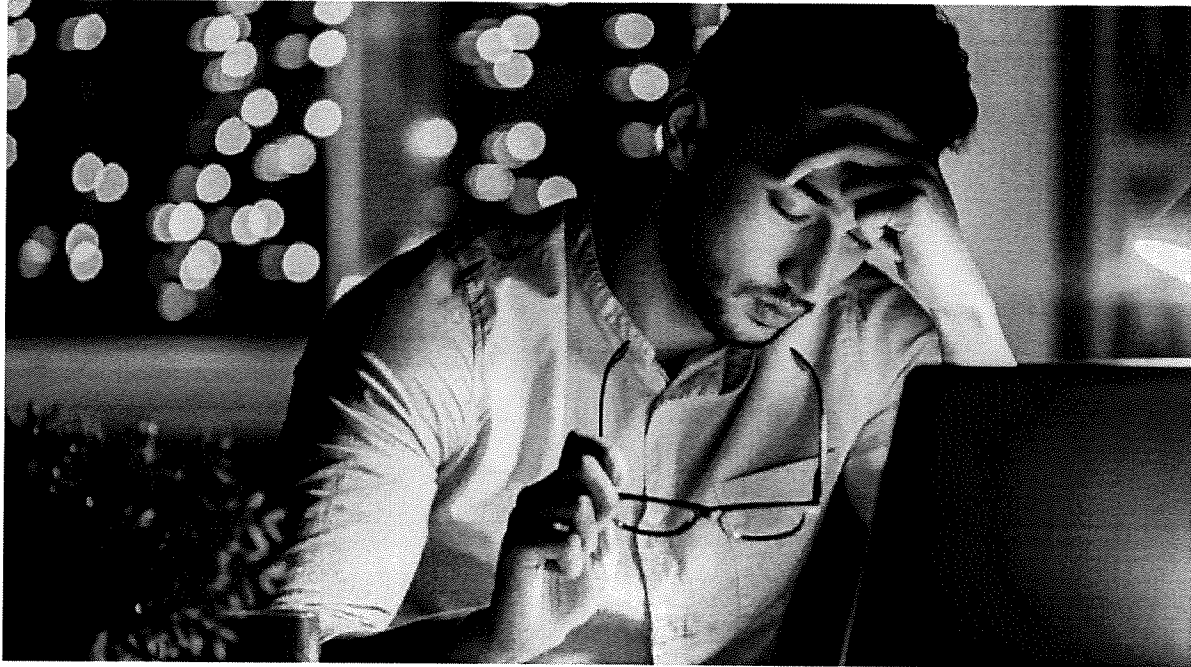
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Lawyer Burnout

How to Recognize and Prevent Lawyer Burnout

By Kate Mangan on September 9th, 2016



Like a spent fire or candle, burned-out people have no more fuel. They cannot continue. A burnout is, as one lawyer described it, a “certified charred hulk.” The problem is serious. “Technology makes it much more likely that we’ll experience burnout,” says Alessandra Wall, a clinical psychologist.

In fact, Paula Davis-Laack, an attorney and burnout expert, believes we live in a culture of disconnection, distraction, and overload that is a perfect breeding ground for burnout. And the law, with its unforgiving culture, long hours, and billable time, presents especially acute risks for burnout.

What Burnout Really Means

“A disease of disengagement.”

The term *burnout* is used casually and frequently, but a formal definition is surprisingly elusive. Burnout is not an official medical diagnosis. Davis-Laack, who has a master’s degree in positive psychology and frequently works with lawyers, defines burnout as “a disease of disengagement.”

“It’s a chronic process of unplugging and disconnecting from work, friends, family, and health,” said Davis-Laack. “The most important part of this definition is the word ‘chronic.’” Burnout arises slowly, like a frog in a slowly boiling pot who does not realize he is getting cooked.

To a large extent, burnout is the result of a mismatch between demands and resources. Professor Arnold B. Bakker, Ph.D., a prolific burnout researcher, stated:

[B]urnout develops when someone is dealing with a high level of stress but doesn’t have access to adequate resources, such as social support, helpful advice, feedback from friends or colleagues, or control over how they spend their time.

The core symptoms of burnout include:

- **Fatigue, no matter how much someone rests or sleeps.** This is an exhaustion that runs deeper than sleep deprivation, and it cannot be cured by a few days off.
- **Cynicism about life, or a feeling that nothing a person does really matters.** Burned out people are not excited about their work, even major successes in things they once loved, and they feel generally disengaged.
- **A sense of inefficacy.** Burned out people feel like they are exerting significant effort, but are not making any progress or gaining any recognition.
- **Lack of attention.** Inability to control your attention is a key symptom of burnout, says Davis-Laack.

Many people—and their physicians—have a hard time recognizing burnout because its symptoms are not unique to the condition of burnout. Although symptoms can look like a lot of other ailments, Davis-Laack writes that there are clues to watch for. Physical clues can include frequent headaches, digestive issues, difficulty sleeping, and chest pain. Psychological indicators can include panic attacks, anger, irritability, hopelessness, helplessness, and a general loss of enjoyment.

People heading toward burnout may also experience a drop in productivity and an increased desire to be alone. If you suspect you may be developing burnout, Davis-Laack recommends telling your healthcare provider about chronic stress and mentioning *burnout* specifically.

Our Personalities and Our Profession Put Us at High Risk

Lawyers are at especially high risk for burnout, both because of the job and because of the personality traits we tend to have.

“One of the key causes of burnout is that demands exceed the resources to meet them, and the long and difficult work of practicing law can easily place too many demands on a practitioner.”

Lawyers notoriously work long and stressful hours, which can mean that the demands of the job are intense. One of the key causes of burnout is that demands exceed the resources to meet them, and the long and difficult work of practicing law can easily place too many demands on a practitioner. Our resources and support often fall short.

Our tough-it-out legal culture also creates burnout risks. Very often, lawyers work in environments where the credo is something like “you can sleep after you’re dead” or “work hard, play later.” Combined with pressure to appear tough and invulnerable to both clients—for whom lawyers are often the rock of stability in stressful situations—and colleagues, lawyers often exist in cultures that just don’t tolerate the discussion of burnout or stress.

This kind of culture can prevent lawyers from acknowledging that they are burning out, talking about it, or seeking help, all of which are essential to preventing serious burnout.

“You can sleep after you’re dead.”

One of the key solutions to dealing with a culture like this is to develop high-quality relationships in which it feels safe to discuss burnout, says Davis-Laack. Cultivating relationships with people who won’t deem the stress and burnout a sign of weakness can make a huge difference. Unfortunately, for many lawyers, there might not be any high-quality relationships in the workplace. If that’s the case, seek out non-work relationships.

Solo practitioners may be an especially high-risk group, says Linda Rudnick, a former solo lawyer who experienced burnout. Solo practitioners “lose the camaraderie and synergy” that lawyers practicing in groups have. Solos also tend to do everything from billing, business development, and law themselves, which can be a recipe for a big gap between demands and support.

Psychiatrist Ron Hofeldt, who works with attorneys, has observed that litigators also burn out an especially high rate. Litigation is, of course, inherently confrontational, which can be stressful. Litigators also have little control over their schedules. Vacations and weekends are at the mercy of opposing counsel and the courts, who have no incentive (and potentially a disincentive) to respect much-needed downtime. The combination of lack control over time, confrontation, hours, and high stakes can run people ragged.

Many burnout prevention techniques involve doing less or taking the time to recharge. For a lawyer who survives by billing hours, taking significant time off to recharge can create its own stress. Time not working means taking a revenue hit. Yet taking the time to recharge may be necessary in the long run and will likely improve productivity in the short term.

The impact of the billable hour goes beyond simply crowding out time to exercise and rest. As Scott Turow has written, selling time diminishes the opportunities for lawyers “to pursue the professional experiences that nourish a lawyer’s soul.” Providing free and reduced-cost services can infuse practices with exactly the kind of purpose that can stave off burnout, yet the billable hour erects an imposing obstacle to doing so. There’s simply no easy way to reconcile the billable hour—especially if you work in a place that demands a high minimum number of hours—with preventing burnout.

In addition to the challenges of practicing law, some contend that lawyers tend to have personality traits that make them more prone to burnout. Perhaps the most significant such trait is perfectionism.

Law demands acute attention to detail, and the price for making a mistake can be millions of dollars or a life in prison. Thus, lawyers are served well—at least professionally—by their perfectionism. But this same perfectionism can make them feel like their work is never good enough. This sort of perfectionism is a major risk factor for burnout, said Davis-Laack. Lawyers need to take a close look at their own core beliefs. Do those beliefs include ideas that prevent you from admitting there’s a problem or from seeking help?

Lawyers also tend to score low on resilience: as many as 90% of lawyers score in the bottom half on resilience. People who are low in resilience have a harder time bouncing back from life’s inevitable setbacks and are at high risk for burnout.

How to Prevent Burnout

Although our society and profession seem to foster burnout, there is a lot you can do to protect yourself, and you do not necessarily have to make monumental changes like leaving your job.

Find or Create More Meaning

One of the first things you should do is check whether there is a serious conflict between your values and your work, says Dr. Amiran Elrick, a psychologist who specializes in working with lawyers.

A lack of meaning is one of the key drivers of burnout. You don’t need to be saving the world or fulfilling your life’s purpose with every minute. Rather, Dr. Ron Epstein (PDF) found that doctors who found a mere 20% of their work meaningful burned out significantly less than others, even when the rest of the work was draining.

So, seek meaning in your work. For many lawyers, it's already there and just needs to be noticed more. Lawyers change lives, so perhaps you can connect with your clients more and focus on how important your work is to them. Remind yourself of the good you do. Not only will this help stave off burnout, but you'll also probably do a better job, too. One study found that, by putting a patient's photo in the file, radiologists made 46% more accurate diagnoses.

If you can't find any meaning, try creating some. You may be able to take on a pro bono case or shift your practice area to serve a cause or group you care about. If that's not feasible, even mentoring someone or strengthening connections with others at work can help. For some people, even these changes may not be possible. If you cannot find or cultivate meaning in what you are doing, bigger changes may be in order.

Let Go of Perfection

"Perfection is the enemy of good enough."

Easing up on perfection is critical. Women, in particular, suffer from a need to be perfect at everything — from looks to motherhood to career. And lawyers, Davis-Laack remarks, would be well served to compartmentalize their perfectionist tendencies.

You may need to turn on your skepticism and perfectionism to represent your clients, but perhaps dinner can be frozen pizza, or your house can remain a mess. Recall that old saying "the perfect is the enemy of the good." Triage your life a bit, and figure out what really must be done nearly perfectly, and when good enough is, well, good enough.

Build Awareness of Your Stress, Your Feelings, and Your Triggers

You can't solve a problem you do not acknowledge. Learn to recognize the signs that you are being pushed to the edge, whether they are headaches, anger, irritability, or something else. Lawyers tend to be a tough, stoic lot, and we can be very good at playing through the pain. An important part of protecting against burnout, though, is recognizing when it's coming and when your life has become too much.

Try to identify precisely what is stressing you, especially if there is a chronic mismatch between demands and your resources. Are there activities you can cut? Can you hire someone to help you or delegate something?

Manage Your Energy

Davis-Laack recommends managing your energy, not your time. Humans are not machines; we all need breaks. Studies show that humans cannot really focus for much longer than about 90 minutes. After that, we get inefficient and a bit fried and less effective. So try taking a good, recharging break (like a walk, or listening to music—not checking CNN or personal email!) after 90 minutes. Try to do the tasks that energize you first, when your energy is likely to be high.

Many of these changes sound simple—and they are—but they are not easy. Taking stock of where things have gone wrong and changing them requires the kind of honest introspection that most of us avoid. Yet if we don't, we may end up spending a year on the couch watching reruns.

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"[Burnout] tends to hit the best employees ..."

If you suspect burnout, you can take the Maslach Burnout Inventory-General Survey. This well-researched survey can give you evidence to share with your healthcare provider. You should also consider obtaining professional help. Tell your doctor that you suspect burnout, and don't be afraid to use that phrase.

Davis-Laack advises that if you're seriously burned out, you likely need to make serious changes quickly. You don't necessarily need to quit your job, but consider new practice areas, taking a sabbatical, finding some work that adds meaning, or finding additional support. Unfortunately, the more severe burnout becomes, the harder it is to cure.

Keep in mind, too, that burnout is not a personal failing. "[Burnout] tends to hit the best employees, those with enthusiasm who accept responsibility readily and whose job is an important part of their identity," says Ulrich Kraft in *Scientific American*. And there may be a silver lining. "The good news [about burnout] is that it's a wonderful motivator," says Hofeldt.

Burnout is a huge problem. About 70% of American workers feel disengaged, which is a major symptom of burnout, and there's little reason so suspect lawyers are different. In fact, lawyers may be suffering even more than others: ours is the only profession with an entire industry devoted to helping its members quit. Nobody knows how many lawyers experience burnout, but there's no doubt it's too many.

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Featured image: "Feeling exhausted. Frustrated young man carrying eyeglasses and keeping eyes closed while sitting at his working place at night time with Christmas lights in the background" from Shutterstock.



Kate Mayer Mangan is a lawyer and the founder of Donocle, a consulting company that works with attorneys, their clients, and their employers to help lawyers work at their highest potential. She is serving as the American Bar Association's vice chair of the Committee on Behavior and Neuroscience and as the ABA's vice chair of a new committee on improving professional health. She has had a successful career litigating as a partner at Hahn Loeser & Parks, an associate at Latham & Watkins, and the owner of a solo practice. She also clerked on the Ninth Circuit Court of Appeals.

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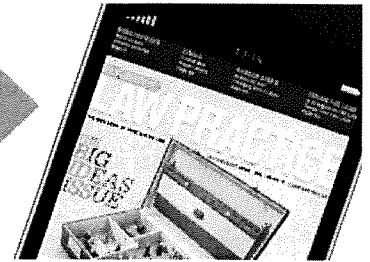
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Burnout: Avoidable, Not Inevitable

Volume 38 Number 3

By Meloney C. Crawford and Douglas S. Querin

About the Authors

Meloney C. Crawford joined OAAP as an attorney counselor in 1999. She is certified as an alcohol and drug counselor and gambling addiction counselor. She is past president of the Addiction Counselor Certification Board of Oregon and continues to serve on its board of directors.

Douglas S. Querin, JD, MA, was in private civil practice as a trial lawyer for over 25 years. He is currently an attorney counselor with the Oregon Attorney Assistance Program where he counsels lawyers, judges, and law students on mental health, addiction, and stress-related issues.

Burnout. you've probably heard the term many times, and possibly used it yourself to express boredom, fatigue or annoyance, as in "Not another feature article about incredibly successful lawyers. I'm burnt out on this stuff!" But those casual references fall short of describing the genuine distress that lawyers with burnout experience. It's a condition that profoundly impacts their professional and personal life.



First, let's determine what burnout is not. It's not merely stress, although continuing, unrelieved stress can lead to burnout. It's not ennui, although people experiencing burnout become disenchanted about work that they once found fulfilling and engaging. And, while an intense workload may be linked to stress, an individual in the extreme stages of burnout stops being productive—they've stopped in their tracks. Psychologist, author and speaker Joan Borysenko, Ph.D., recently published a book on the topic titled, *Fried: Why You Burnout and How to Revive*.

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So, how to describe burnout to those who have never experienced it? Merriam-Webster's online dictionary defines it as "exhaustion of physical or emotional strength or motivation usually as the result of prolonged stress or frustration." In their book, *Burn-Out: The High Cost of High Achievement*, authors Dr. Herbert J. Freudenberger and Geraldine Richelson describe the condition as "a demon born of the society and times we live in," adding that burnout "is not a condition that gets better by being ignored. Nor is it any kind of disgrace. On the contrary, it's a problem born of good intentions."

What does burnout feel like? While everyone's symptoms may vary, a common description one might hear is that it is "a feeling that I just don't feel like I can do what needs doing. My creativity is gone, my energy is gone, and it is a burden to do anything."

Burnout in the legal profession is greater than that of other professions, and perhaps now more than ever. In 2001, Martin E.P. Seligman and his colleagues Paul R. Verkuil and Terry H. Kang published an article, "Why Lawyers Are Unhappy" in the *Deakin Law Review*, noting the growing unhappiness of lawyers in the legal profession. They linked it to the competitive nature of the legal system, the high pressure and limited autonomy of new associates, and the essentially pessimistic nature of legal analysis, which centers on identifying and anticipating problems. In her Oct. 25, 2011 *USA Today* article, "Law Schools Pressed to Tell the Truth on Job Placement, Debt," Mary Beth Marklein pointed out that a decade later, we are faced with a lackluster economy with fewer job opportunities for new graduates entering the legal profession, often saddled with significant debt. This creates an environment for burnout to flourish. Lawyers feel a lack of control over their careers, whether it's not working in the area they prefer, having to change geographical locations, or working long hours. On the job, they may experience a lack of communication or effective feedback about the work they do. Fewer opportunities for law firm employment lead more graduates to enter solo practice immediately after law school, and they either have too few clients, or are overwhelmed by demanding and difficult clients. According to author Anthony J. Cedoline in his book, *Job Burnout in Public Education: Symptoms, Causes and Survival Skills*, the resulting burnout is "a consequence of the perceived disparity between the demands of the job and the resources (both material and emotional) that an employee has available to him or her. When demands in the workplace become unusually high, it becomes increasingly impossible to cope with the stress associated with these working conditions."

Herbert J. Freudenberger coined the term "burnout" and, with his colleague Gail North, described its general progression as following 12 stages:

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Since Freudenberg's 12 stages of burnout can appear abstract, let's describe the progression.

Nearly every lawyer can recall having just passed the bar exam, beginning their first job and being determined to not only do their very best, but to outshine their peers. There's no fault in ambition, but when it becomes a grim determination to show everyone around you that you are superlative in every way, the road to burnout begins.

Fueled by high personal expectations, you take on more work, volunteer for projects and dig in. Working toward a goal of being irreplaceable, you insist on handling everything yourself. As you fill your day with work, work and more work, you begin to ignore your basic needs. You skip lunch, cut back on sleep and work weekends.

Soon, you may begin to sense that things aren't going the way they should, but you don't recognize that the real problem is your compulsive work habits and growing isolation. You may start to experience physical symptoms of distress, like headaches or sleep disturbance.

If the process continues without interruption, neglect of your personal needs leads to a sense of inner emptiness. While work and achievement were once important goals, people in the extreme stages of burnout can experience depression, as well as physical and emotional collapse.

That progression is intimidating, if not downright grim. But the solution can begin with a three-step process:

1. Recognize the situation, and the signs leading up to it.
2. Reverse the tide by reducing your stress and seeking support.
3. Find resilience by building up your "stress hardiness" by developing physical, emotional and spiritual resources.

Here are some specific ways to increase stress hardiness.

One exercise that can be helpful, particularly when you are feeling dissatisfied or frustrated on the job, is to list the things that give meaning to what you do. Write down what attracted you to your

current job or profession in the first place. List the things about it that you find fulfilling now. If you are currently at a low point, try to look back on when you first started and consider the big picture (e.g., how your job fits into your community and the world around you). Think about what you want to achieve with it and what you think is important to doing your job well. What gives meaning to your work? Focusing on the positive can help you endure frustration.

This doesn't mean that stress hardiness is merely endurance. For the second part of this exercise, take a minute or two to vent. This may involve things like inadequacy of resources, lack of recognition or bureaucracy. In addition, list the factors that are causing you difficulty and are likely to cause stress in the future. How does your frustration list compare to your list of positive things about the job? What can you change? Where can you get support? What do you need to accept at this point in time?

Additional ways to avoid burnout include the many commonsense maintenance practices that, sadly, seem to be the first things that fall by the wayside when we are stressed. The short list includes getting enough sleep; eating a mostly balanced diet (allowing for the occasional treat); eating regular meals (coffee does not equal breakfast); and getting regular exercise (a brisk 15-minute walk morning and afternoon meets fitness recommendations).

Keep in touch with friends. Remember that while you can always make new friends, you can't make old friends. These are the people with whom you share common history and memories. In this respect, technology can be useful by making distance irrelevant.

Schedule vacations in advance. Maintain healthy boundaries between work and home life. Nurture professional relationships. Expand your knowledge base by participating in seminars, workshops and continuing education. Schedule and attend annual checkups with your personal physician, eye doctor and dentist. Try to do something fun every day. It doesn't have to be a big thing, just something that makes you smile. Nurture a positive attitude. Even though we are issue spotters and problem solvers in our profession, we don't have to continually maintain legal vigilance. Remember—or discover—the things you are passionate about.

What if you are in the final stages of burnout? You may feel isolated, hopeless and reluctant to talk to colleagues, friends or family members. Keep this in mind: Nearly every state in the United States has some form of Lawyer Assistance Program, ranging from volunteer peer support to programs with counselors on staff. Help for lawyers (1-866-LAW-LAPS) and members of the judiciary (1-800-219-6474) is just a phone call or email (americanbar.org/groups/lawyer_assistance.html) away.

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In his Resilience, Motivation and Family Relationships blog post, "Stressed Out or Stressed Hardy? Part 1," Robert Brooks, Ph.D., stresses that our personal perspective is one of the most important components of stress hardiness, observing, "Why cast this concept of 'stress hardiness' in the framework of a mindset? The reason I do so is my strong belief that mindsets can be changed, that they do not have to remain fixed ideas that are cast in stone. I realize that many people have held on to certain self-defeating ideas for years, but with insight, courage and support these ideas can be changed."

Joan Borysenko includes her own experience with burnout and recovery in her book, *Fried*, which she compares to the journey in Dante's *Inferno*. Your personal experience may not be as dramatic, but her closing comments remind us all that the most difficult journeys frequently offer the greatest rewards: "Revival from burnout is always about the recovery of lost authenticity," Borysenko said in her book. "It's waking up to who we really are and realizing that heaven is not a destination, but a state of mind. If being fried can bring us to a point where we reconnect to our own true nature, then it's worth every moment of separation to rediscover the heaven that has been inside of us all along."



DAILY DISPATCH

EXTRA

Knock Out Burnout!

By Sheila Blackford | May.09.11 | Balance, Daily Dispatch, Extras, Health, Legal Careers



Does your old friend adrenalin no longer give you the burst of energy and focus you need? Is it not only that you aren't motivated, but that you don't care that you're not motivated? Do you feel apathy and inertia oozing into every cell? Burnout is a state of emotional, mental and physical exhaustion brought on by unrelenting stress, which we know is frequently brought on by overwork.

Unfortunately, workaholicism as a lifestyle is often encouraged in the practice of law. For one thing, it ensures that billables are up, up, up! And everyone is happy as long as the workaholic remains functional. But a workaholic can't remain functional for long. It is difficult to maintain emotional bonds, adequate self-care, recreational pursuits or the spiritual practices that cultivate hope. And it is the hopelessness that sets in with the stress that seems to really tanks a person suffering burnout.

Burnout may sound a bit like depression, and often it is. The unholy trinity of workaholicism, burnout and depression fuel each other. When a lawyer goes down into that dark abyss, it is dangerous both to the lawyer and to the client, because clients don't get taken care of by unreliable lawyers.

I'm personally interested in burnout, having experienced it once myself in another profession. I offer empathy and advice to you legal warriors on how to stave off burnout, keep your perspective, nourish your creativity and maintain a healthy work-life balance.

You Don't Have to Be a Victim of Burnout: Two Perspectives

Let your temperament dictate how you recharge. You may be familiar with the Myers-Briggs Type Indicator (MBTI). How you need to deal with work-life balance may be influenced by your temperament. Katharine Cook Briggs and Isabel Briggs Myers describe it as your preferred way of relating to the world: Extraversion or Introversion. In simple terms, the extravert's energy is directed actively *outward* toward people and events, and the introvert's is directed reflectively *inward* toward concepts and ideas.

So, if you are an extravert, remember that you *draw* energy from action. A state of inaction saps your motivation. Take periodic breaks to do something physical, especially if you're suffering "brain fever" from thinking too much. If you are an introvert, remember that you *burn* energy through action. To rebuild, you need quiet time alone and away from fast action. A sanity break in the garden, or time spent in meditation, can make a world of difference when you're feeling scattered and dissipated.

I spoke with two lawyers who represent both temperaments, to learn their strategies for handling burnout.

An Extrovert's Recipe for Battling Burnout

"I run every morning at 5:30 a.m. because it's the time I consistently have available that is just for me," says one lawyer, who is a competent insurance defense attorney and mother of a grade school child. "I stay late at the office on Thursdays and attend a kick boxing class that runs until 9 p.m. I find that the combination of people and energy, plus a weekly night-off from mother duties, is a good release valve for pressures that builds up during my week. Fridays, I head to our favorite restaurant to meet up with my husband and son. We like coming together to celebrate and share our week. And the boisterous atmosphere of the pizza parlor is the perfect setting for a meal with our high-energy son.

"My husband is not an attorney but he has a demanding job, nonetheless. We work at our relationship so that no matter how busy our work gets, we have daily routines so we don't get out of touch, like preparing the next day's lunches together. We make an effort to schedule dinner and cards, or lunch and racket ball, with friends semi-monthly. As a family, we take a week-long ski vacation in winter, and in the summer we take another week for camping, canoeing and hiking. My husband and I take a three-day weekend alone together every other month to keep our romance alive.

"I put 180 percent into my work to keep myself on a partnership track, which is an important goal. I see myself as a professional woman, but that isn't the sum total of who I am. My life is stressful and challenging. What works for me is scheduling lots of physical activities, and frequent opportunities for interacting with family and friends. In addition, I try to do one thing for myself every day even if it is only for 30 minutes."

An Introvert's Recipe for Battling Burnout

"I used to be in a big law firm. They were happy with me, but I felt like a fraud there," says another lawyer, who recently transitioned to solo practice doing appellate work. "In the beginning it was important to me to practice in a big firm, because I wanted to be a role model as a gay corporate attorney. I gave up putting that pressure on myself. I found that just taking the subway downtown every day to work got me a bit crazy. I appreciated the time I spent alone researching and writing. So, one day I just woke up and said, 'What the hell am I doing on this treadmill?'"

"I've had to downsize to a more modest condo, but there is a park with gardens and a lake that I can see from my balcony, and I drink my coffee out there and meditate every morning."

As for coping, "I've taken mental health days since I was in grade school. I belong to an online book club with people I have stayed friends with since college. Every year, we get together with our respective families at cabins on a lake in Maine for two weeks of relaxing and hanging around the fire. For two weeks I live in sandals, shorts and sweat shirts. Glorious! This concentrated time together, with nothing scheduled and no expectations, keeps me fueled the rest of the year.

"I am usually pretty busy with work, practicing my music, doing yoga and taking care of all the details of maintaining my home with my partner, who is also an attorney. We went through a crisis where we could have chosen to split up if we didn't truly enjoy sharing our lives. I think our relationship has gotten stronger because we made a conscious decision to live a life committed to our values. We take mini-vacations together monthly and stay connected with the things that brought us together in the first place."

Stressbusters: 10 Helpful Do's and Don'ts

1. **Don't go it alone.** If you are feeling a lot of stress, talk to people who know exactly what you are going through. Contact your state bar's Lawyer Assistance Program. The ABA Commission on Lawyers Assistance Programs (CoLAP) can put you in touch with your local program. If working more is how you cope, Workaholics Anonymous is a 12-step program that provides support to people who have a desire to stop working compulsively.
2. **Get free advice on managing your work.** If you are feeling overwhelmed at work, chances are there is a helpful practice management tip that can help you get control of the myriad details that bedevil you. Call your practice management advisor. Just do it. The State and Local Bar Outreach Committee of the ABA Law Practice Management Section offers a directory of Practice Management Advisors throughout North America.
3. **Use stress management tools.** MindTools offers tons of stress management resources that help you figure out on-the-job stress and how to combat it. Start with this helpful article on *Avoiding Burnout*.
4. **Learn relaxation techniques.** Learn to meditate and begin a daily practice, for example. If you want to jump in, check out the online course from the Meditation Society of Australia, investigate the Center for Contemplative Mind in Society — The Law Program. Or, look into a good book on the subject like Jon Kabat-Zinn's *Full Catastrophe Living*.
5. **Get acquainted with yourself.** Take the Myers-Briggs Type Indicator assessment to understand your temperament (and hot buttons). Lawyer Assistance Programs can recommend someone who is certified to administer this tool in conjunction with career counseling.
6. **Laugh often.** Collect jokes, cartoons, silly videos of skateboarding bulldogs, talking twin babies or a dog wins playing Simon Says in a humor folder on your desktop for those days when you need a quick laugh.
7. **Take a fitness break.** "If you build time into your day to, say, run at noon, then you have an automatic stress break," says Thoughtful Law blogger David J. Bilinsky, a practice management advisor for the Law Society of British Columbia. "You improve your fitness, get out with a different crowd — or have time alone, and clear your mind," he says. "Your work improves because you come back to your desk with a clear head, a fresh outlook, infused with oxygen and ready to go. Your stress goes down and your attitude improves because of the relief from the pressure." If you don't exercise regularly, aim to commit to exercise at a moderate or vigorous level for 10 minutes at a time (and consult your doctor). See the *Physical Activity Guidelines for Adults* from the Centers for Disease Control and Prevention.
8. **Know when clients' troubles have become your own.** If you deal with clients in great turmoil and distress, learn to recognize if you are suffering from "compassion fatigue" or "Secondary Traumatic Stress" by reading "Secondary Trauma and Burnout in Attorneys: Effects of Work with Clients Who are Victims of Domestic Violence and Abuse" and get help.
9. **Don't think of massage as a luxury.** You know massage feels good, but do you know it's good for you as well? See the types of massage on the Mayo Clinic website. Your doctor may prescribe massage to help you with stress and this Rx for stress can be paid with your Flexible Spending Account.
10. **Set boundaries.** Laura A. Calloway, Director of the Alabama State Bar's Practice Management Assistance Program, says her favorite stress management technique is to set firm boundaries on work. "If you regularly plan non-work activities this can help you in two ways," says Laura, who blogs at *The Last Word*. "First, you have something to look forward to and a reason to get your work done by a certain time (work does expand to fit the time available). Second, you get the release and relief of doing something you enjoy with people you enjoy, which is, after all, the reason we work in the first place."

Finally, if you think you might be headed for burnout, or want to make certain you never do, take it seriously. Read *The Burnout Pandemic: Accommodating Workaholism in the Practice of Law* by Steven M. Angel, written for the Oklahoma Bar Association's *Bar Journal*. It's the powerful story behind one lawyer's burnout.

Above all, take it easy on yourself.

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