



## **CLE ITINERARY:**

Topic: Stress management and time management skills for improving quality of life and service to clients.

- 10 minutes for opening and statistical slides.  
(Include 6 minutes of introduction to Rules of Professional Conduct)
- 10 minutes for discussion of the MCLE Board.  
(Include 6 minutes examples of current standard requiring tie in Rules of Prof. Conduct – explaining how to incorporate the rules and why it's necessary)
- 15 minutes for stress management techniques and panelist discussion.  
(Include 6 minutes examples of how to tie in Rules of Prof. Conduct - Focus on Rule 1.4 (Communication))
- 15 minutes for time management techniques and panelist discussion.  
(Include 6 minutes examples of how to tie in Rules of Prof. Conduct – Focus on Rule 1.1 (Competence) and 1.3 (Diligence))
- 15 minutes for family balance techniques and panelist discussion  
(Include 6 minutes examples of how to tie in Rules of Prof. Conduct – Focus on Rule 1.16 (Lawyer's Impairment) and 1.3 (Diligence))

### Practitioner Presenters:

Alfred Carr, Esq.  
Matthew Reinhard, Esq.  
John Tran, Esq.

### Student Presenters:

Alex Mitchell

Laura Marks O'Brien  
Rachel Talbot

Panelists:

The Honorable Gerald Bruce Lee and spouse, Edna R. Vincent, Esq.  
The Honorable Teena Grodner and spouse, Stephen Horvath, Esq.  
Julia Judkins, Esq. and spouse, James (Jim) Judkins, Esq.

**STRESS MANAGEMENT**

In April 1991, the ABA issued *At The Breaking Point: The Report Of A National Conference On The Emerging Crisis In The Quality Of Lawyers' Health And Lives, And Its Impact On Law Firms And Client Services*. The report concluded that "there is a growing trend in the legal profession which, left unchecked, threatens the well-being of all lawyers and firms in every part of the country."

The report found the following are connected:

- 1) The pressures of a deteriorating work environment
- 2) Increased levels of distress (e.g., depression, anxiety, stress-induced illness, interpersonal problems, alcohol/drug abuse, and obsessive-compulsive behavior)
- 3) Decreased ability to cope (e.g., social support, relaxation, exercise, expression of humor, etc.)

Statistics of Stress:

- 20-25% of lawyers suffer from stress so severe that it impairs their practices.
- Studies show that 51% of lawyers experience stress at higher levels than the "normal" population.
- Over 1/3 of attorneys say they are dissatisfied and would choose another profession if they could.

Effects of Chronic Stress:

- Headaches
- Cardiovascular diseases
- Illnesses caused by immune system malfunctions
- Deterioration of close personal relationships

Statistics of Depression:

- While 3 to 9 % of the U.S. population at any given time may experience depression, a quality-of-life survey conducted by the North Carolina Bar

Association in 1991 reported that almost 26% of the bar's members exhibited symptoms of clinical depression.

- Almost 12% of them said they contemplated suicide at least once each month.
- Suicide among lawyers occurs two to six times more than among the general population.
- Attorneys have the highest rates of depression and suicide of any profession.

Statistics of Alcoholism:

- 13% of lawyers surveyed by the ABA drink more than 6 alcoholic beverages per day.
- While approximately 10% of the U.S. population suffers from alcoholism, the number jumps to almost 20% in the legal profession, or one in five lawyers.

**A lawyer's ability to meet all requirements under the Code of Professional Responsibility may be seriously undermined with ineffective stress management.**

Consider the following:

- 40 to 75% of the disciplinary actions taken against lawyers involve practitioners who are chemically dependent or mentally ill.
- In a survey of over 600 partners at large law firms, 40% reported making avoidable mistakes because of the pressure they are under to work fast.

Despite being stressed or overworked, lawyers must ALWAYS comply with the Rules of Professional Conduct. Consider the rules below and how your ability to fulfill them is compromised by stress:

✓ Preamble:

In all professional functions a lawyer should be competent, prompt and diligent. A lawyer should maintain communication with a client concerning the representation. A lawyer should keep in confidence information relating to representation of a client except so far as disclosure is required or permitted by the Rules of Professional Conduct or other law.

✓ RULE 1.1 Competence:

A lawyer shall provide competent representation to a client. Competent representation requires the legal knowledge, skill, thoroughness and preparation reasonably necessary for the representation.

✓ RULE 1.3 Diligence:

A lawyer shall act with reasonable diligence and promptness in representing a client.

✓ RULE 1.4 Communication:

A lawyer shall keep a client reasonably informed about the status of a matter and promptly comply with reasonable requests for information.

✓ RULE 1.16 Declining Or Terminating Representation:

Except as stated in paragraph (c), a lawyer shall not represent a client or, where representation has commenced, shall withdraw from the representation of a client if:

- a) The representation will result in violation of the Rules of Professional Conduct or other law;
- b) The lawyer's physical or mental condition materially impairs the lawyer's ability to represent the client;

✓ RULE 8.4 Misconduct:

It is professional misconduct for a lawyer to violate or attempt to violate the Rules of Professional Conduct, knowingly assist or induce another to do so, or do so through the acts of another.

In addition to ensuring that you continue to meet all professional responsibilities, you should also ask yourself the following:

- Does my work require me to do too much in too little time?
- Do I have enough time to spend with my family & friends?
- Do I feel I am making a positive contribution to society or to other people's lives?
- Do I often feel anger, irritation, rage, guilty, regret, shame, fear, or anxiety?
- Do I think about quitting at least once a month?

**If the answer to any of the above questions is yes, and/or stress is compromising your ability to comply with any of the Rules of Professional Conduct, you should seek help for stress management and time management. It is a violation of the Rules of Professional Conduct to take on a client you cannot represent competently.**

Also keep in mind that you can always contact the Lawyers Helping Lawyers Program, organized in 1985 to provide confidential, non-disciplinary assistance to members of the legal profession in Virginia who experience professional impairment as a result of substance abuse or mental health problems. Lawyers may call (toll free and anonymously) (877) 545-4682 or e-mail [info@valhl.org](mailto:info@valhl.org).

Questions for Panelists:

- 1) Given that enormous toll that stress takes on those on the legal profession, what is your best advice for relieving stress, keeping a positive attitude, and attempting to maintain a sense of enjoyment in your profession?
- 2) Certain stress is good, because it represents a desire to do well and to succeed. But good stress turns into *distress* when we are overcome with feelings of anxiety, fear, and guilt. How do you maintain a balance between striving to do well, and realizing that everyone makes mistakes?

- 3) Part of our duty as lawyers is to help others in need. A simple smile or positive word to a co-worker can be enormously helpful to them as they struggle with similar stress. How do you try to maintain a positive working environment for those around you?

### **MCLE BOARD**

The Rules of the Virginia Supreme Court (“Rules”), Part 6, Section IV, Paragraph 17, establishes a Mandatory Continuing Legal Education (MCLE) Program. According to the Rules, the “continuing professional education of lawyers serves to improve the administration of justice and benefit the public interest” and all active members of the Virginia State Bar are required to participate in “an additional amount of further legal study throughout the period of their active practice of law.

Part B of Paragraph 17 of the Rules establishes an MCLE Board for the purpose of administering the MCLE program. The Chief Justice of the Virginia Supreme Court appoints 12 members of the Virginia State Bar to be members of the MCLE Board. Members serve three year terms and may not serve more than two consecutive terms. The Executive Director of the Virginia State Bar is an *ex officio* member of the board. The Chief Justice must also designate one board member to serve as Chair of the Board and another member to serve as Vice-Chair.

The MCLE Board is required to meet upon reasonable notice by the Chair, Vice-Chair or the Executive Director. Five members constitute a quorum and the action of a majority of a quorum constitutes action of the Board.

The MCLE Board has the “general administrative and supervisory powers necessary to effectuate the purposes” of the MCLE Program, including the power to adopt reasonable and necessary regulations consistent with this Rule. More specifically, the MCLE Board has the power:

- a) To approve, on an individual basis, CLE programs and sponsors and publish a list of those approved. The publication shall include the number of credits earned for completion of a particular program;

- b) To establish procedures for the approval of Continuing Legal Education courses, whether those courses are offered within the Commonwealth or elsewhere. These procedures should include the method by which CLE sponsors could make application to the Board for approval, and if necessary, make amendments to their application;
- c) To authorize sponsors of Continuing Legal Education programs to advertise that participation in their program fulfills the CLE requirements of this Rule;
- d) To formulate and distribute to all members of the Virginia State Bar appropriate information regarding the requirements of this Rule, including the distribution of a certification form to be filed annually by each active member.

CLE credit is given only for CLE courses or activities approved by the MCLE Board. Periodically, the MCLE Board publishes opinions regarding the types of courses it is likely to approve or not approve for CLE credit.

On November 1, 2009 the MCLE Board issued an opinion regarding CLE credit for substance abuse, mental health disorders, stress and work/life balance topics. The MCLE Board made the following holdings:

- 1) Because of concern about effects of substance abuse, mental health disorders, stress and work/life balance on legal practitioners in the Commonwealth of Virginia and on the quality of legal services provided to the public, the MCLE Board believes that education on these topics will be beneficial in addressing these issues. Therefore, they will consider for CLE credit topics pertaining to substance abuse, mental health disorders, stress management and work/life balance for CLE credit under certain circumstances.
- 2) The presentation and written instructional materials must be specifically directed to attorneys, and the topics must be discussed in the context of the legal profession and the effects on the quality of legal services provided to the public.
- 3) Presentations that focus on developing awareness of substance abuse or mental illness and related problems in the practice of law would be approvable and may include such topics as recognizing signs of substance abuse or mental illness in oneself or one's colleagues, impairment, intervention, and the lawyer assistance programs available.
- 4) Stress management presentations that focus on developing awareness of stress and stress-related problems in the practice of law would be approvable and may include such topics as personality profiles susceptible to stress, work/life balance, recognizing signs of stress in oneself or one's colleagues, instituting preventative measures individually and the development of policies within the law firm or legal department for dealing with stress-impaired attorneys.
- 5) A presentation on the effects of substance abuse, mental health disorders, stress or

work/life balance on the legal profession may receive ethics credit only to the extent that the focus of the presentation and the written instructional materials are on the ethical considerations addressed in the Rules of Professional Conduct and the disciplinary system, including those issues that would trigger the reporting requirements of Rules of Professional Conduct 8.3(d), or which address malpractice prevention.

- 6) Credit will not be given to presentations, which focus on personal stress reduction techniques, such as breathing exercises, meditation, yoga, counseling options, or reevaluating personal career decisions of the attorney.

Some may feel that given the current statistics on the negative effects of stress on lawyers, that presentations on personal stress reduction relief are just as important to providing higher quality legal services to the public as other presentations specifically geared toward those in the legal profession.

If you would like to motivate change in the current MCLE policy or future MCLE Board decisions, all Board Opinions and regulation changes are published for comment prior to their final approval and adoption. Bar Members may make written suggestions and proposals to the MCLE Board for consideration. The Board meets 6-7 times per year. Their next meeting will be May 10<sup>th</sup>, 2010. You may send any correspondence for the MCLE Board to address below and it will be circulated and placed on the agenda for the next meeting.

If you are interested in being a member of the MCLE Board, a notice seeking nominations for MCLE Board vacancies is generally published in late summer. If you would like to try express an interest in membership on the MCLE Board before the call for nominations, you may send your request to the address below, along with a resume, and the nominating committee will receive it:

Gale M. Cartwright,  
Director of MCLE, Virginia State Bar  
707 East Main Street, Suite 1500  
Richmond, Virginia 23219-2800  
Tel (804) 775-0578  
Fax (804) 775-0544  
cartwright@vsb.org

“Published” information referred to above can be found on the MCLE Board’s website:

<http://www.vsb.org/site/members/mcle-courses/>

## **TIME MANAGEMENT**<sup>1</sup>

“I wasted time, and now doth time waste me.”  
- William Shakespeare

Dr. Elwork advises that becoming an effective time manager requires you to understand, evaluate, and improve the thoughts, emotions, and values that cause that cause that you to mismanage you time in the first place. Dr. Elwork advises the following:

### I. Do the Important Things First

Most people get into the office and deal with less important things first, such as clearing off their desks or finishing less important loose ends. They think, “When my desk is clear, I’ll be able to concentrate on the important things.” Unfortunately, unanticipated projects arise, tasks take more time than expected, and before you know it, the day is done yet you still haven’t focused on the important things! There is a realization that important matters must wait until the next day.

Dr. Elwork warns that this is a stressful style of working. He advises the following:

- Categorize all activities by importance and urgency.
- Fill your days with activities that are important but not urgent.
- Don’t be too busy to figure out what is important.
- Don’t be afraid to focus on what is most important in your life.

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<sup>1</sup> All information regarding time management is from AMIRAM ELWORK, PH.D, STRESS MANAGEMENT FOR LAWYERS: HOW TO INCREASE PERSONAL & PROFESSIONAL SATISFACTION IN THE LAW 193-205 (3d ed. 2007).



It is important to clarify what is most important, such as what you value most. Do as many important things as are possible every single day. You will feel an immediate sense of satisfaction and you will accomplish the things that matter.

## II. Distinguish Between Urgency and Time-Wasters

Dr. Elwork states that too often, lawyers' days are absorbed by activities that are urgent. Although some urgent activities are inevitable, many of them are caused by an assortment of time-wasters. Dr. Elwork identifies the twenty biggest time wasters as follows:

1. Management by Crisis
2. Telephone Interruptions
3. Inadequate Planning
4. Attempting Too Much
5. Drop-in Visitors
6. Ineffective Delegation
7. Personal Disorganization
8. Lack of Self-Discipline
9. Inability to Say "No"
10. Procrastination
11. Meetings
12. Paper Work
13. Unfinished Tasks
14. Inadequate Staff
15. Socializing
16. Confused Authority
17. Poor Communication
18. Inadequate Controls
19. Incomplete Information
20. Travel

Dr. Elwork recommends identifying your primary time-wasting habits in order to boost your efficiency. You must ask yourself, "Where does my time go?" He recommends keeping a two-week time log, in which you record everything you do. Briefly describe each activity, when it started, the total time it took, and whether it was important and/or urgent.

Choose one or two of your time-wasting habits that you think would be easiest to break. Try changing your behaviors and keep score of how well you do. If you find it difficult to break your bad habits, delve into the thoughts, emotions, and values that drive your behaviors.

## III. Three Prevalent Time-Wasters

## A. Interruptions

Scenario: A co-worker pops into your office and asks, “Got a minute?” Next thing you know, the minute has turned into an hour and your important work has not been completed. Further, it is difficult to regain your previous level of concentration.

Dr. Elwork’s advice: do not allow important work to be interrupted. This is difficult, as many of us are afraid of being perceived to be offensive or unhelpful. If we don’t embrace others, they may reject us in turn. Further, curiosity often gets the best of us. Other times, we welcome the distraction as interruptions make some of us feel important and help to justify another time-waster, procrastination.

Dr. Elwork’s solution: ask yourself, “Is it really true that if I don’t respond to every interruption immediately, people will reject me?” This is an illogical thought.

- i. In the case of telephone interruptions, if you have a secretarial assistant, he/she should tell the caller, “I’m very sorry, but Ms. Smith is not available right now. However, may I make a telephone appointment at a time that she can call you back?” This allows the attorney immediate control over the timing of the telephone conversation.
- ii. In the case of drop in visitors, you can say, “I really do want to talk to you about this and I think that I can be of help. However, right now I must finish this work. Can we make an appointment at a time when I can give you my full attention?” Then when you make an appointment, schedule it at a time that meets your needs.

Dr. Elwork is not suggesting that you be unresponsive to your clients and colleagues. Rather, you should get greater control of when you attend to phone calls and visitors.

## B. Procrastination

Many of us justify our procrastination because we say we work better under pressure. It would be more accurate to say: “I work more efficiently when time runs out, and I have no choice but to stop procrastinating. I wish I could stop procrastinating before I find myself under pressure.” Time pressure does not improve your performance; it simply forces you to stop procrastinating. Your peak performance is actually more likely to occur when you do not procrastinate and when you are not under time pressure. This is preferable for health reasons and is more likely to prevent mental errors and increase creativity.

Dr. Elwork states that many of us avoid something that we think will lead to emotional pain. Procrastination avoids the fear of failure. Also, procrastination allows us to avoid boring work. We reduce our own emotional pain by avoiding the boring task.

Dr. Elwork's advice: break down projects into smaller and smaller units until each unit is doable and painless. Take each step in turn, spreading out each step as much as necessary.

### C. Ineffective Delegation

Ineffective delegation does not allow you to maximize your achievement through the efforts of others, which means you limit the extent to which you can leverage your talents. Why does this happen? People are perfectionists, have an excessive feeling of responsibility for everything, a lack of confidence in others, a need for control, a fear of being controlled, and a fear of competition from employees.

Dr. Elwork's advice: learn to live by a different rule: anything that can be done by others should be done by others. In turn, you must hire the right people, be clear in your instructions, and create a supportive psychological environment.

To be an effective manager, you must accept the fact that everyone is imperfect and capable of making mistakes. Anticipate errors and build them into your scheduling. Staff should grow and learn from their mistakes. Provide moral support, coach, and teach your staff but do not do their work for them.

### Questions for Panelists:

- 1) With the advent of Blackberries and mobile devices, it seems a lawyer can never leave his workload at the office. Have you found that the Blackberry limits the amount of time you spend together at home and do you set any ground rules (i.e., no blackberries in bed)?
- 2) It is reasonable to adopt the approach that you won't respond to e-mails/phone calls from clients, co-workers, etc. after a certain time, or should a lawyer be on call 24/7?
- 3) How do you make time for each other? Is there a particular time that you regularly devote to each other? Special traditions or rituals that you follow?

## **FAMILY/WORK LIFE BALANCE**<sup>2</sup>

“The most important human endeavor is the striving for morality in our actions.  
Our inner balance and even our very existence depend on it.  
Only morality in our actions can give beauty and dignity to life.”  
- Albert Einstein

### I. The Statistics and Initial Problems

Dr. Elwork notes from the start that staying happily married to anyone takes effort, but having a lawyer as a spouse presents some special problems. Lawyers tend to work very long hours within an adversarial atmosphere that breeds hostility, cynicism, and paranoia. They tend to be perfectionists and critical. In addition, lawyers are professional debaters who are trained to present one-sided arguments and always prevail. If this is not a formula for marital challenges, then there is none.

Dr. Elwork reports that research on the topic is scant, but the available data support the idea that the practice of law is tough on family life. For example, one survey of close to 2600 lawyers in North Carolina revealed that among those who had been divorced or separated 36% said that the “stresses of professional life were major causes of their marriage failing. Of attorneys not married, 46% reported that the pressures of professional life had been a major deterrent to getting married. In a national survey of about 2200 lawyers, 31% of the men and 37% of the women who were married but had no children reported that the demands of their work were behind their decision to be childless.

### II. How Work Can Invade Your Personal Life<sup>3</sup>

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<sup>2</sup> Stress Management for Lawyers: How to Increase Personal and Professional Satisfaction in the Law, 3rd Edition, Amiram Elwork, Ph.D.

Prototypical employees show up for work Monday through Friday and work eight- to nine-hour days. The boundaries between work and home are fairly clear in this scenario. But the world has changed and, unfortunately, the boundaries have blurred for many workers, including attorneys. Here's why:

- Global economy. As more skilled attorneys enter the global labor market and companies outsource or move more jobs to reduce labor costs, people feel pressured to work longer and produce more just to protect their jobs.
- International business. Work continues around the world 24 hours a day for some attorneys. Attorneys find themselves on call around the clock for various tasks and responsibilities.
- Advanced communication technology. Many attorneys now have the ability to work anywhere — from their home, from their car and even on vacation. And some employers expect this.
- Longer hours. Firms and organizations commonly ask attorneys to work longer hours than initially planned. Often, overtime is mandatory. If you hope to move up the career ladder, you may find yourself regularly working more the prerequisite number of hours per week to achieve and exceed expectations.
- Changes in family roles. Today's married worker is typically part of a dual-career couple, which makes it difficult to find time to meet commitments to family, friends and community.

### III. Married to Work Instead of Your Spouse?

If you are spending most of your time at work, your home life will likely pay the price. Consider the pros and cons of working extra hours on your work-life balance:

- Fatigue. Your ability to think and your eye-hand coordination decrease when you're tired. This means you're less productive and may make more mistakes. These mistakes can lead to injury or rework and negatively impact your professional reputation.
- Family. You may miss out on important events, such as your child's first bike ride, your father's 60th birthday or your high-school reunion. Missing out on important milestones may harm relationships with your loved ones.
- Friends. Trusted friends are a key part of your support system. But if you're spending time at the office instead of with them, you'll find it difficult to nurture those friendships.
- Expectations. If you regularly work extra hours, you may be given more responsibility. This could create a never-ending and increasing cycle, causing more concerns and challenges.

Sometimes working overtime is important. If you work for a firm or organization that requires mandatory overtime, you won't be able to avoid it, but you can learn to manage

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<sup>3</sup> Adapted from various occupational consulting from the Mayo Clinic's online Health Information – <http://www.mayoclinic.com>

it. Most importantly, say no when you're too tired, when it's affecting your health or when you have crucial family obligations.

#### IV. Striking the best work-life balance

For most people, juggling the demands of career and personal life is an ongoing challenge. With so many demands on your time — from overtime to family obligations — it can feel difficult to strike this balance. The goal is to make time for the activities that are the most important to you.

There are many possible ways to strike the right balance between work and family life:

- Keep a log. Track everything you do for one week. Include work-related and non-work-related activities. Decide what's necessary and what satisfies you the most. Cut or delegate activities you don't enjoy and don't have time for. If you don't have the authority to make certain decisions, talk to your supervisor.
- Take advantage of your options. Find out if your employer offers flex hours, a compressed workweek, job-sharing or telecommuting for your role. The flexibility may alleviate some of your stress and free up some time.
- Learn to say no. Whether it's a co-worker asking you to spearhead an extra project or your child's teacher asking you to manage the class play, remember that it's OK to respectfully say no. When you quit doing the things you only do out of guilt or a false sense of obligation, you'll make more room in your life for the activities that are meaningful to you and bring you joy.
- Leave work at work. With today's global business mentality and the technology to connect to anyone at any time from virtually anywhere, there's no boundary between work and home — unless you create it. Make a conscious decision to separate work time from personal time. When with your family, for instance, turn off your cell phone and put away your laptop computer.
- Manage your time. Organize household tasks efficiently. Doing one or two loads of laundry every day, rather than saving it all for your day off, and running errands in batches are good places to begin. A weekly family calendar of important dates and a daily list of to-dos will help you avoid deadline panic. If your employer offers a course in time management, sign up for it.
- Rethink your cleaning standards. An unmade bed or sink of dirty dishes won't impact the quality of your life. Do what needs to be done and let the rest go. If you can afford it, pay someone else to clean your house.
- Communicate clearly. Limit time-consuming misunderstandings by communicating clearly and listening carefully. Take notes if necessary.
- Fight the guilt. Remember, having a family and a job is OK — for both men and women.
- Nurture yourself. Set aside time each day for an activity that you enjoy, such as walking, working out or listening to music. Unwind after a hectic workday by reading, practicing yoga, or taking a bath or shower.
- Set aside one night each week for recreation. Take the phone off the hook, power down the computer and turn off the TV. Discover activities you can do with your

- partner, family or friends, such as playing golf, fishing or canoeing. Making time for activities you enjoy will rejuvenate you.
- Protect your day off. Try to schedule some of your routine chores on workdays so that your days off are more relaxing.
  - Get enough sleep. There's nothing as stressful and potentially dangerous as working when you're sleep-deprived. Not only is your productivity affected, but also you can make costly mistakes. You may then have to work even more hours to make up for these mistakes.
  - Bolster your support system. Give yourself the gift of a trusted friend or co-worker to talk with during times of stress or hardship. Ensure you have trusted friends and relatives who can assist you when you need to work overtime or travel for your job.
  - Seek professional help. Everyone needs help from time to time. If your life feels too chaotic to manage and you're spinning your wheels worrying about it, talk with a professional, such as your doctor, a psychologist or a counselor recommended by your employee assistance program (EAP).

Remember, striking a work-life balance isn't a one-shot deal. Creating balance in your life is a continuous process. Demands on your time change as family, interests, and work life change. Assess your situation every few months to make sure you're keeping on track. Balance doesn't mean doing everything. Examine your priorities and set boundaries. Be firm in what you can and cannot do. Only you can restore harmony to your lifestyle.

#### Questions for Panelists:

- 1) Lack of time together is a common topic of discussion among many couples, with many lawyers eating dinners without their families, bringing work home, going into the office on weekends, or declining to take vacation time. What is your biggest barrier to spending more time with your family, and what are some strategies that you use overcome that barrier, and maximize time with your family, spouse, or significant other?
- 2) Lawyers are exposed to a great deal of cynicism and often develop necessary survival skills at work to cope with this atmosphere. Unfortunately, many attorneys bring this mindset home with them and it becomes harmful toward their personal relationships. What have you found is the best way to separate your role as an attorney from whatever role you have at home, be it a parent, spouse or partner of another, so that when you are home, you can be not just physically, but mentally home?
- 3) Another hazard of being a lawyer is the tendency to speak with family members as if they are people at the office. Your spouse or child should never hear phrases like, "Tell me that fact pattern again." Dr. Elwork suggests lawyers should not

use professional debate tactics at home as family members often report it is impossible to win an argument with their “in-house counsel.” When you find yourself in arguments or conflicts at home, how do you treat and approach it differently than a legal argument at work or in an adversarial courtroom setting?