



Alberta **Lawyers'**
Assistance Society

Being the Best Lawyer you Can Be

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OBJECTIVES TODAY

1. *What does the practice of law today look like?*
2. *What personal issues do we see in the profession.*
1. *Review how stress affects our bodies, minds, emotions and behaviours and impacts our performance.*
2. *Suggest a strategy to build resilience.*



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What is Happening?

- *Increased competitiveness in the market.*
- *Economic downturn or uncertainty at best.*
- *Aging workforce: the need to practice beyond retirement, beyond peak competency.*
- *Aging parents, elder care in addition to child care.*
- *Need to multi-task and expectation of instant response.*
- *Loss of familiar role. Legal profession is evolving.*
- *Increased cost of living and cost of doing business.*
- *Constant decisions.*



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Survey of Lawyers on Wellness Issues

Legal Profession Assistance Conference



Its respondents and the information contained herein may not be disclosed or reproduced without the prior written consent of Ipsos.

Overview – Health and Wellness of Lawyers

Legal professionals in Alberta are on par with the rest of Canada regarding level of concern about working hours, reported physical and mental or emotional well-being, and work-life balance.

7 out of 10 of all respondents report excellent or good mental or physical health (70%).

1 in 3 respondents have had exposure to the lawyer assistance program and 1 in 10 have used the program personally.

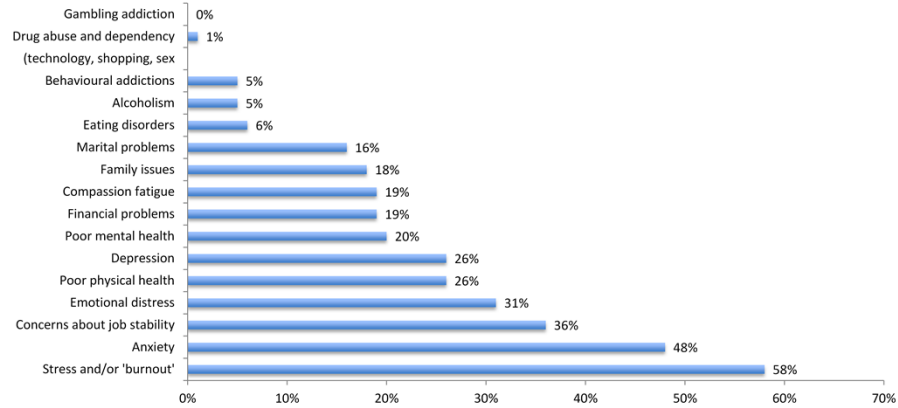
From a list of personal issues, Stress/burnout (94%) and Anxiety (68%) were seen as most prevalent in the legal profession, and were most often personally confronted by respondents (58% and 48%, respectively).



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Types of Personal Issues

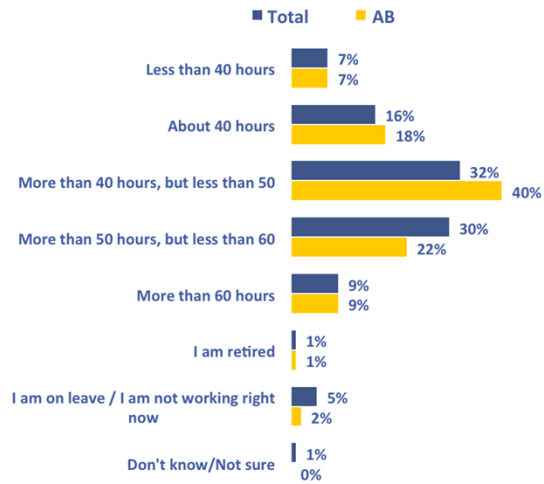
PERSONAL ISSUES CONFRONTED



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Work-life balance risk indicators



Q1. How many hours would you say that you work during a typical week? Base: All respondents n=1180, AB n=208



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Overview – Health and Wellness of Lawyers

Those who report concern over the hours they work, or who report poor physical and/or mental well-being have:

- confronted more personal issues;
- engaged in unhealthy work-life habits (such as working over the weekends); and
- maintained fewer healthy habits (such as exercising regularly).

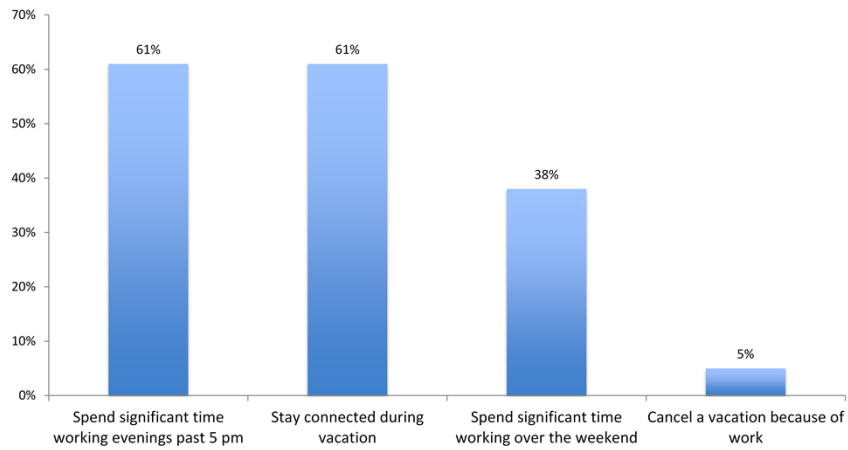


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Work-life balance risk indicators (continued)

Working Habits



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Wellness indicators

A healthy majority tend to get enough sleep, eat a healthy and balanced diet, and take all their vacation each year, relatively fewer exercise regularly.

	% Always/Often (Top2box)
Get 6 to 8 hours of sleep a night	69%
Eat a healthy, balanced diet	67%
Use all the vacation you are entitled to each year	56%
Exercise for a least an hour a day at least three times a week	43%



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Wellness indicators

A healthy majority tend to get enough sleep, eat a healthy and balanced diet, and take all their vacation each year, relatively fewer exercise regularly.

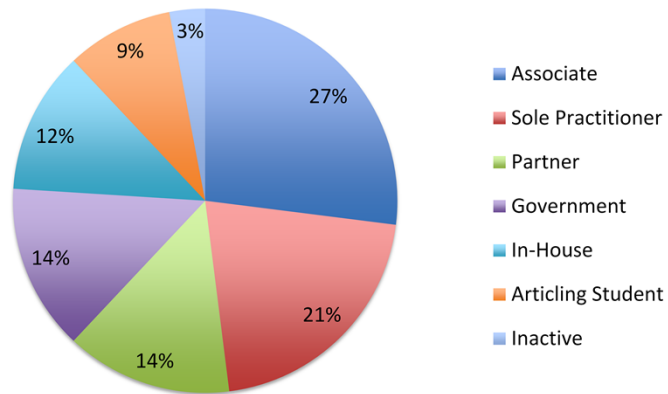
	I have enough time	It's not a Priority
Quality time at home with family	51%	3%
Being with friends and family	45%	0%
Exercising	37%	8%
Spending time on hobbies	26%	16%



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Counselling Services

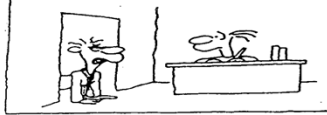
TYPE OF PRACTICE



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HOW DO YOU KNOW WHEN YOU ARE STRESSED?

Drastic Change in Personality



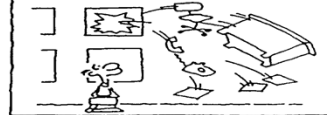
Avoidance of Coworkers



Confusion



Hostility



Unusual Lack of Energy



Inappropriate Dress or Appearance



"Signs of Stress"

What is Stress?



An unwanted physical, mental, or emotional reaction due to an event with which we **cannot** cope successfully or **believe** we cannot cope successfully.



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DEFINITION OF STRESS

STRESS is composed of three parts

1. *STRESSOR - an event or situation that causes us to feel tense or energized.*
2. *MENTAL REACTION - otherwise termed, self talk.*
3. *STRESS RESPONSE - fight or flight dichotomy.*



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Good Stress



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How Stress Impacts Your Life

Stress/Illness Model



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Changing the Stress Cycle

1. Change the situation.
2. Change what you say to yourself about the situation.
3. Modify your response to the situation.



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Resiliency

- Resiliency is our innate capacity for “self-righting” and for transformation.
- Humans have a biological imperative for growth and development that develops naturally in the presence of certain environmental attributes.
- We all have the capacity to develop traits found in resilient individuals:
 - Social competence: responsiveness, cultural flexibility, empathy, caring, communication skills, sense of humour.
 - Problem solving: planning, help-seeking, creative and critical thinking.
 - Autonomy: self-efficacy, self-awareness, adaptive distancing from negative conditions, and task-mastery.
 - Sense of purpose and belief in bright future: goal direction, optimism, educational aspirations.



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Source: *The Foundations of the Resiliency Framework* by Bonnie Benard, M.S.W

The Resiliency Route

- Authentic self-esteem: recognizing actual accomplishment, identifying our strengths and understanding how to use them, and living a life while expressing our talents.
 - Acquiring this starts with a shift in internal emphasis to an appreciation and application of success up to today (i.e. how we have done as well as we have done).
- Each day, we are challenged to draw upon our natural capacity for overcoming adversity.

Source: *The Resiliency Route to Authentic Self-Esteem and Life Success* by Nan Henderson, M.S.W



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The Resiliency Route

- First step on the resiliency route is to believe the research: we do have a capacity to bounce back.
- Second step is to identify the pattern that you draw upon to achieve resiliency.
 - Ask yourself: What are the biggest challenges I have overcome?
 - What did I do to overcome them?
 - What do I do everyday to cope with stress?
- Third step is to identify and expand your list of resiliency-builders to include other strengths. What are my strengths?
- Final step is to find ways to live your strengths and use them as often as possible, accepting opportunities to build on them.



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Source: *The Resiliency Route to Authentic Self-Esteem and Life Success* by Nan Henderson, M.S.W

Resiliency Framework

1. Physical – exercise, sleep, nutrition.
2. Mental – mindfulness and the law.
3. Spiritual – values and principles.
4. Social – family, friends, mentors & sponsors.



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Mindfulness

- Mindfulness refers to being completely in touch with and aware of the present moment, as well as taking a non-evaluative and non-judgmental approach to your inner experience.
 - For example, a mindful approach to one's inner experience is simply viewing "thoughts as thoughts" as opposed to evaluating certain thoughts as positive or negative.
- The term comes from Eastern spiritual and religious traditions like Zen Buddhism.



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Social, Family & Interpersonal

- We are social creatures – men who live alone do not live as long as men who are married. Men and women in supportive relationships have fewer health problems.
- People who volunteer in helping others live longer than those who do not.
- Those who thrive under pressure develop mutually cooperative relationships with key people in their lives.
- Develop relationships that will provide unconditional support, share your problems and challenges with family and friends.



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E.N.E.R.G.Y



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Counselling and Peer Support

Lawyers at Risk is a Free and Confidential Assistance Program available to members of the Law Society of Manitoba and articling Students through Blue Cross.

Services are available anywhere in Manitoba

24 hours a day, 7 days a week

Winnipeg 786-8880

Toll Free 1-800-590-5553

Deaf Access Line 775-0586



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Peer Support Help Line Toll Free 1 877 737 5508
24/7 Professional Counselling Toll Free 1 877 498 6898

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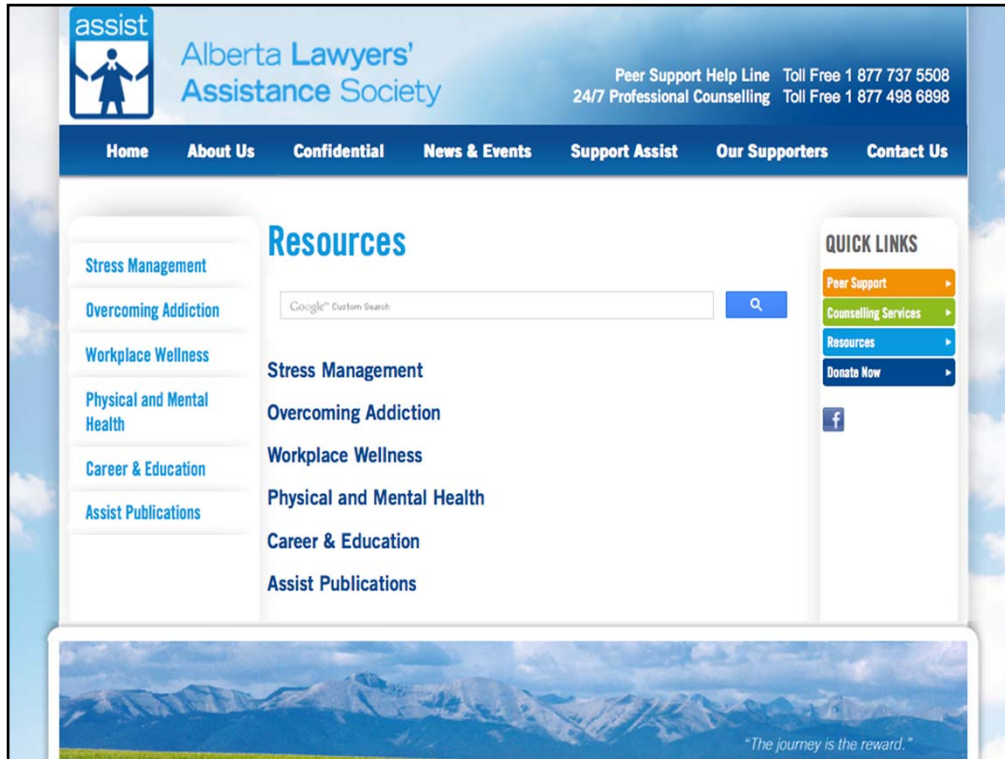
PEER SUPPORT



PROFESSIONAL SERVICES



RESOURCES





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Thank You

