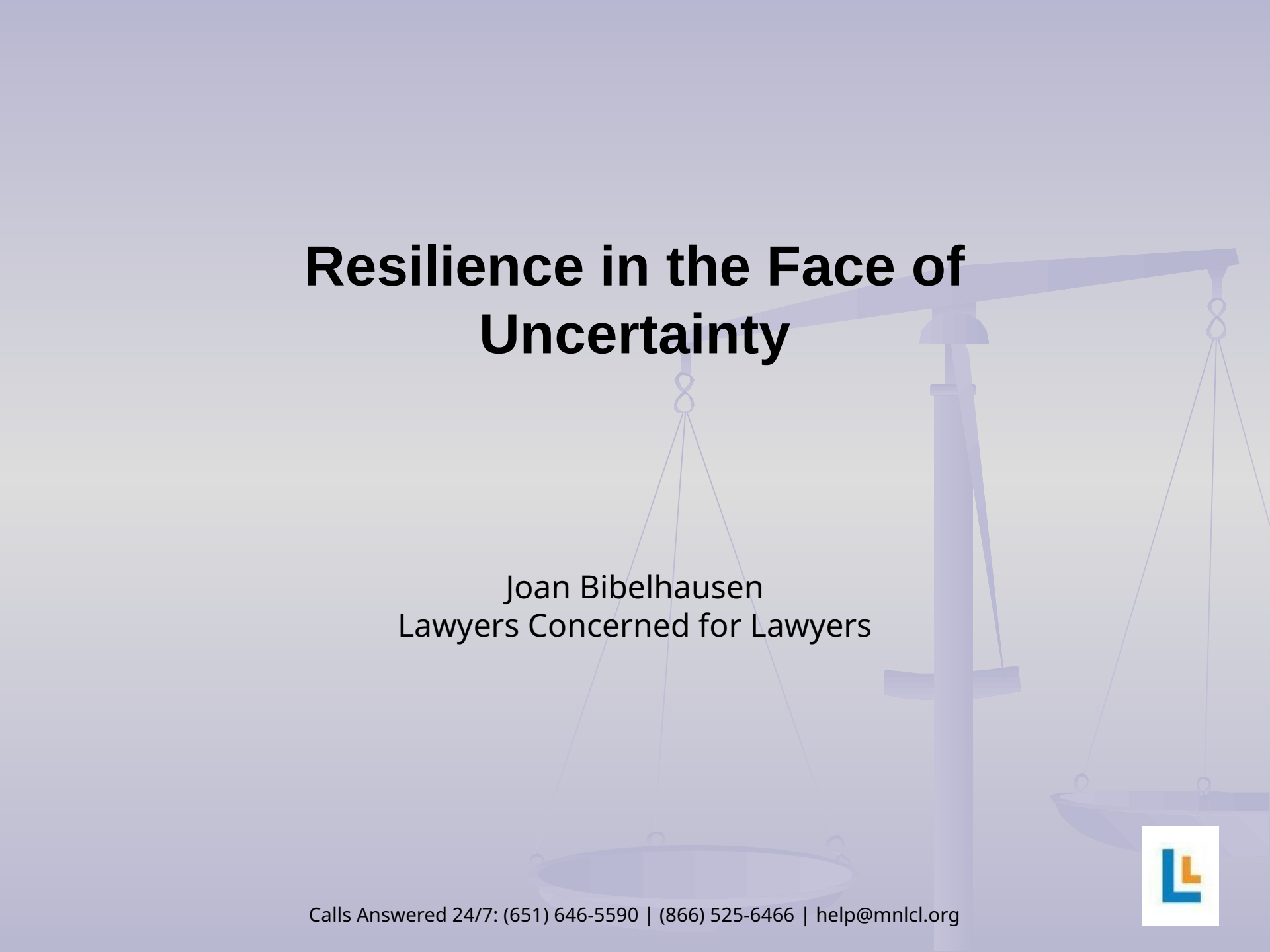


Resilience in the Face of Uncertainty



Joan Bibelhausen
Lawyers Concerned for Lawyers



Learning Goals

- Resilience: What it is and why we need it
- Practical Tools to Develop Resilience
- Walking the Path to Lawyer Well-Being
- LCL: Minnesota's Lawyer Assistance Program



What is Resilience?

“The ability to respond to stress in a healthy, adaptive way such that personal goals are achieved at minimal psychological and physical cost.” (Physician Wellness Research)

“The ability to persist in the face of challenges and to bounce back from adversity.” (US Army MRT; Reivich et al., “Master Resilience Training in the U.S. Army,” *American Psychologist*, vol. 66, no. 1, pp. 25-34 (2011))



What is Resilience?

- Resilience is the process of adapting well in the face of
 - adversity
 - trauma
 - tragedy
 - threats
 - significant sources of stress—such as family and relationship problems, serious health problems or workplace and financial stressors.
- ‘bouncing back’ from difficult experiences.
- Resilience is not a trait that people either have or do not have.
- **It involves behaviors, thoughts and actions that can be learned and developed in anyone.**

American Psychological Association



Why do we need Resilience?

- Life Stressors
- Work Stressors
- Trauma
- Secondary Trauma
- Health problems

Today's presentation focuses on stress.

LCL offers several programs addressing Trauma, Health Concerns, and other important topics.



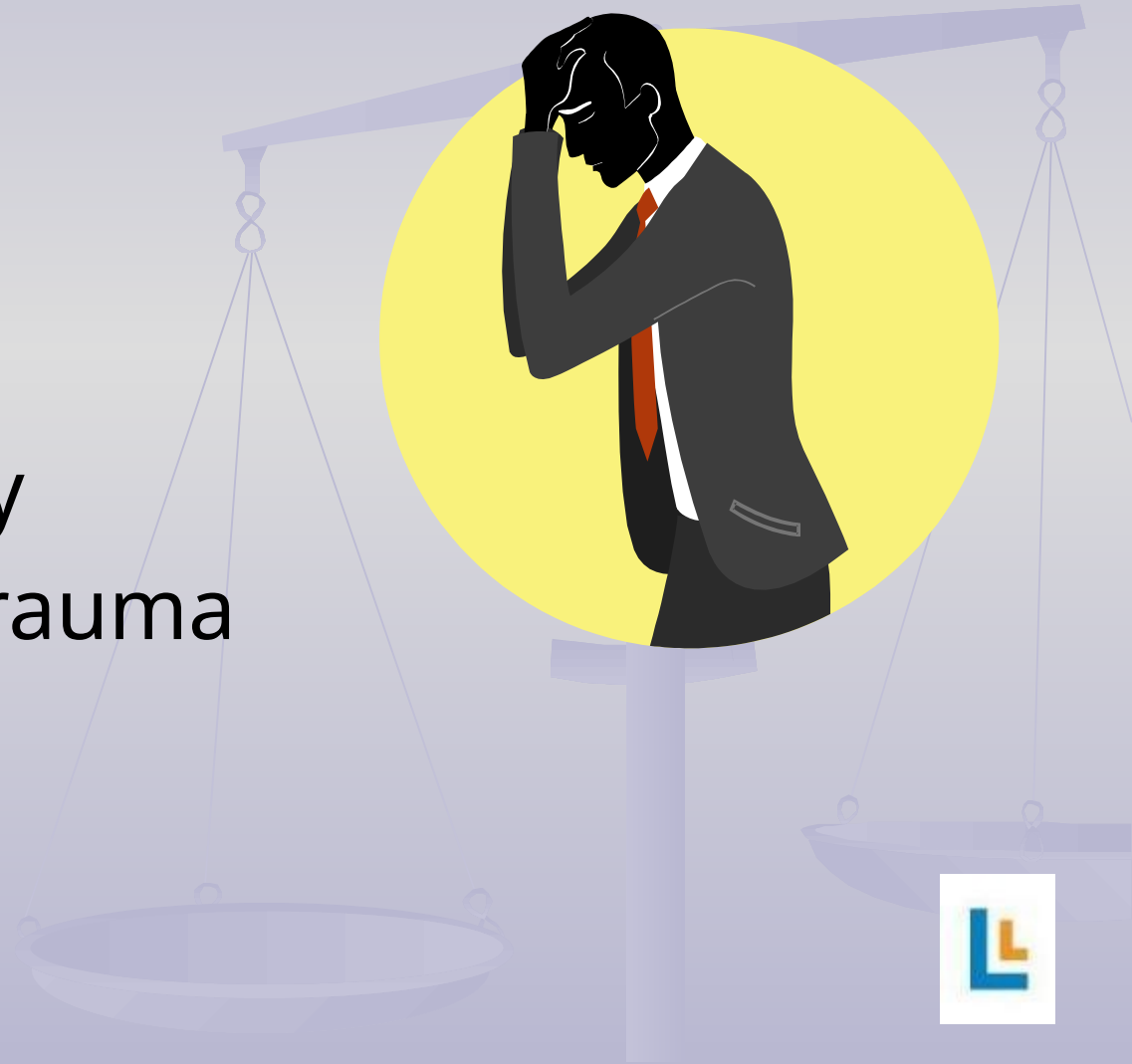
Resilience Benefits

- Immunity
- Lower mental illness risk
- Better physical health
- Greater optimism, fewer feelings of isolation
- Improved trust
- Reduced perceptions of pain and threat



Are we special? Our stress is!

- Perfection
- Pessimism
- Isolation
- Uncertainty
- Vicarious trauma



Stress

- Stress is a series of physiological responses and adaptations to a real or imagined threat or demand
- Can be good or bad, healthy or unhealthy
 - Eustress “the good stress”
 - Distress “the bad stress”

“for there is nothing either good or bad but thinking makes it so.” *Hamlet, Act 2, Scene 2*



Stress

APA Dictionary of Psychology

Eustress

- Positive stress response
- Involves optimal levels of stimulation
 - Features challenging but attainable tasks and enjoyable or worthwhile goals
- Has beneficial effects
 - fulfillment or achievement
 - growth and development
 - mastery of tasks or subject matter
- Associated with high levels of performance

Distress

- Negative stress response
- Often involves negative affect and physiological reactivity
- Results from feeling overwhelmed by demands, losses, or perceived threats
- Has detrimental effects by generating physical and psychological problems
- Poses serious health risks for individuals.



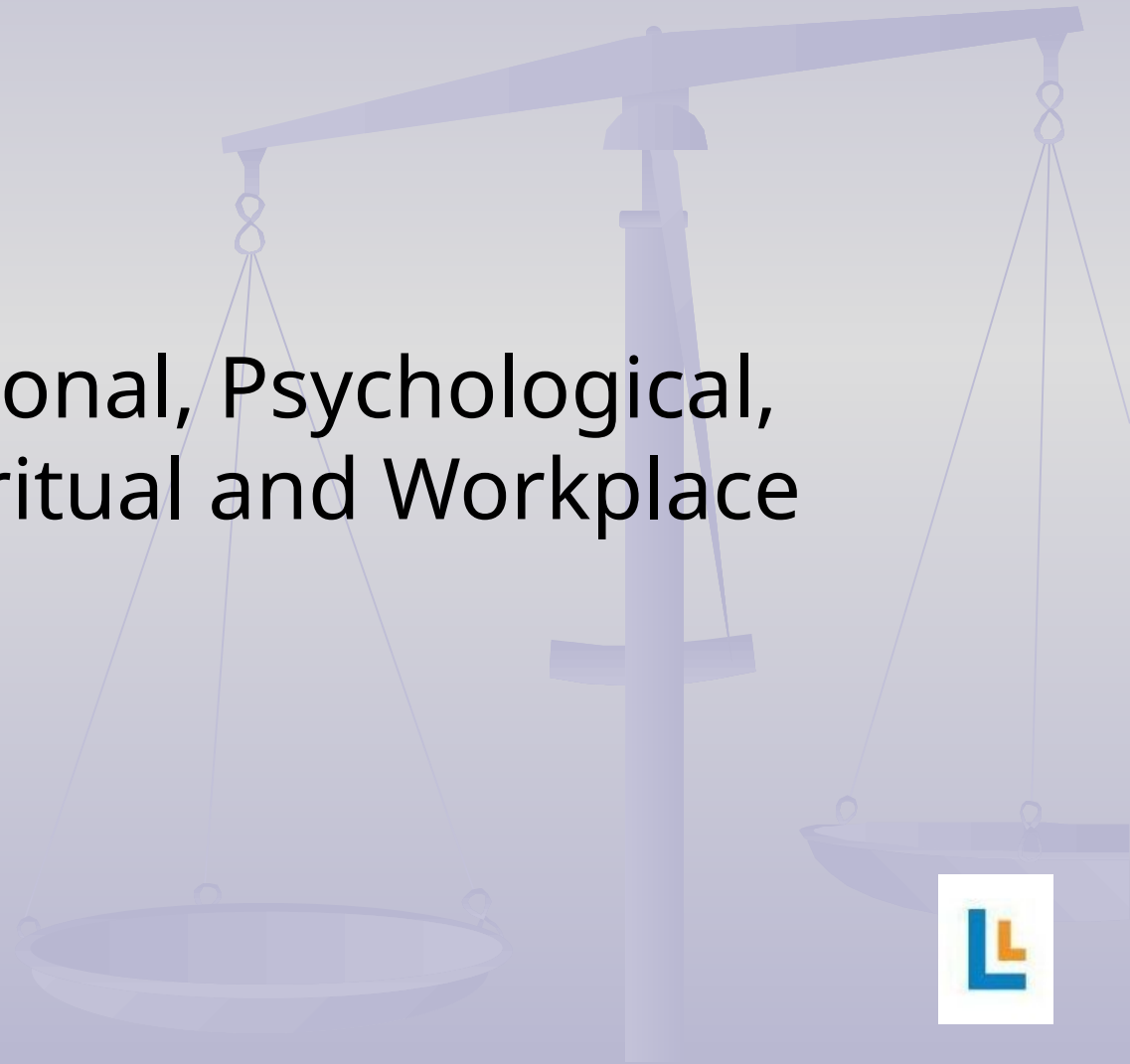
Stress Reduction

For stress to resolve itself, there **MUST** be time to rest, the chance to express problems, and a secure environment.



Tools to Lessen Stress and Trauma Impact

- Awareness
- Balance
- Connection
- Self Care: Personal, Psychological, Emotional, Spiritual and Workplace Support



It's an Ethics Issue!

Anxiety results in an ethical sinkhole

- We act rashly
- In our own self-interest

Trauma  Avoidance

The rules:

- Rule 1.1 – competence
- Rule 1.3 – diligence

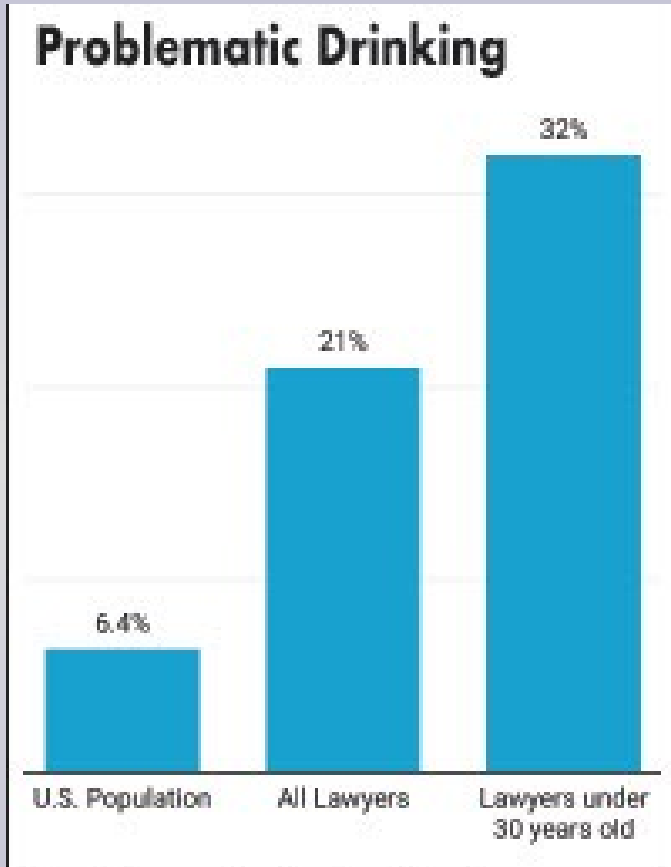


Consequences of Failing to Manage Stress

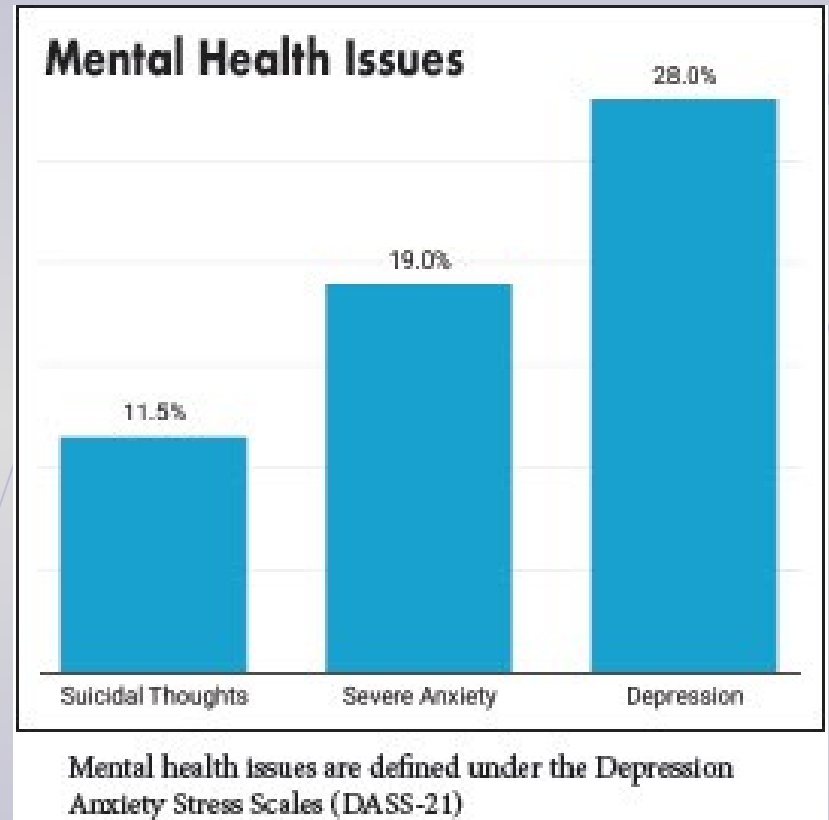
- Reduced personal and professional performance
- Health problems (mental and physical)
- Dangers of increase in alcohol use and other unhealthy coping mechanisms



ABA 2021 Profile of the Legal Profession

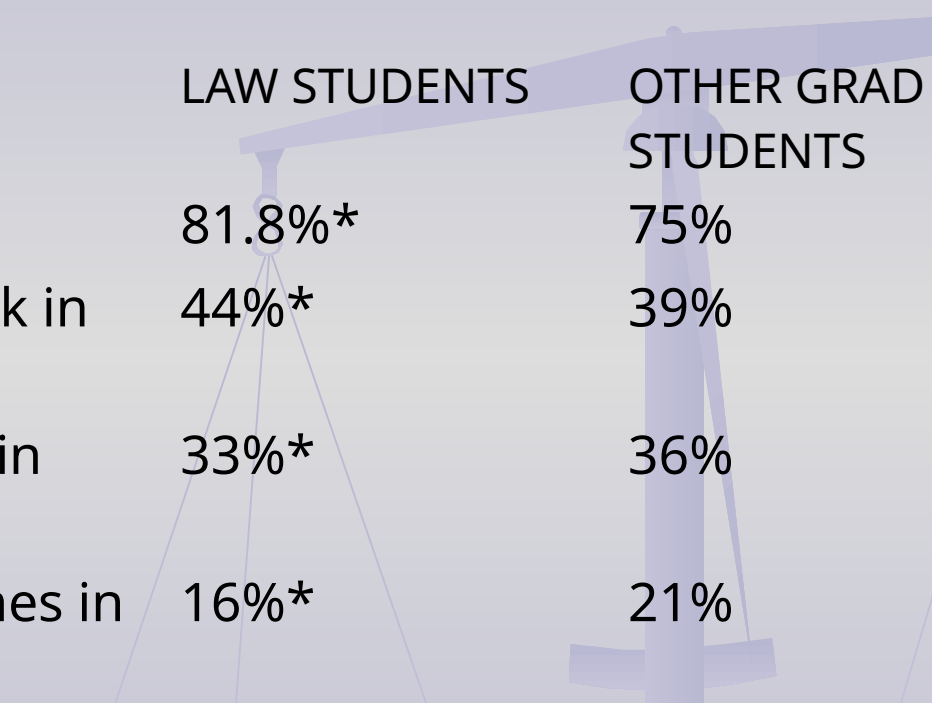


“Problematic drinking” is defined as Zones II, III and IV on the Alcohol Use Disorders Identification Test (AUDIT)



2021 Law Student Survey -

compared with Healthy Minds study of other graduate students



	LAW STUDENTS	OTHER GRAD STUDENTS
Drank in the past 30 days	81.8%*	75%
Drank enough to get drunk in prior 30 days	44%*	39%
Binge-drank at least once in prior 2 weeks	33%*	36%
Binge-drank 2 or more times in the prior 2 weeks	16%*	21%

**all decreases from similar 2014 study*



2021 Survey on Law Student Well-Being

- 39 law schools; 5,400 law students

"IT IS OKAY TO NOT BE OKAY": THE 2021 SURVEY OF LAW STUDENT WELL-BEING

Mental Health

- 80% experienced trauma
- 39.8% diagnosed with anxiety
- 32.7% diagnosed with depression
- 33% suicidal thoughts during lifetime

**all increases from similar 2014 study*



Impairment & Attorney Discipline

“These issues can have major consequences. Studies show that 25% to 30% of lawyers facing disciplinary charges suffer from some type of addiction or mental illness.”

2021 Profile of the Legal Profession, (quoting “The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys,” *J. Addict Med*, January-February 2016)



Other Substances and Behaviors

- Drugs
- Gambling
- Internet Addiction
- Sexual Compulsivity
- Eating Disorders
- Shoplifting Addiction
- Compulsive Shopping



Other Mental Health Issues

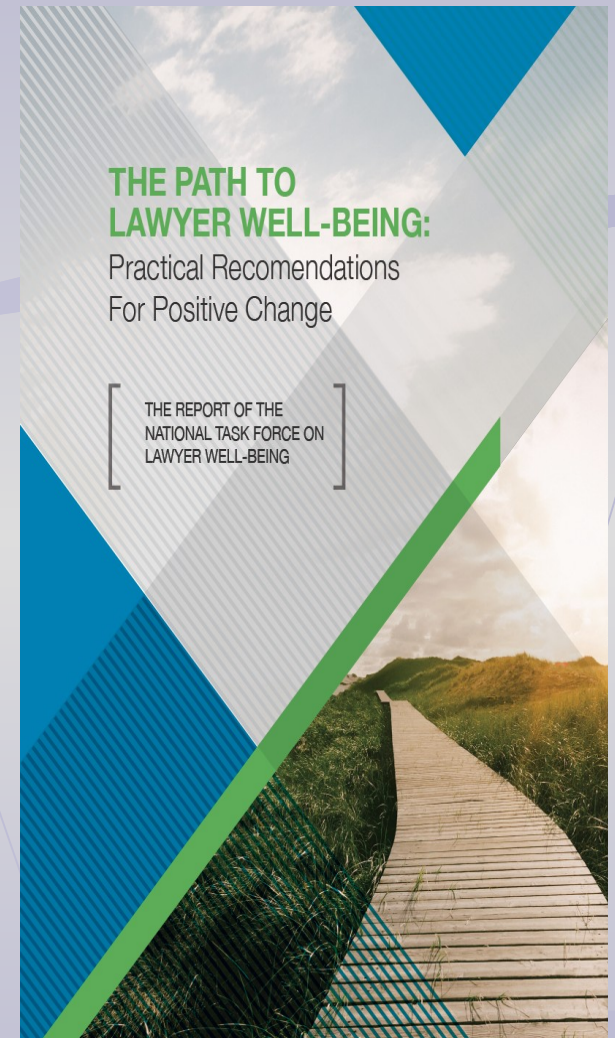
- Bipolar Disorder
- Obsessive Compulsive Disorder
- ADHD
- Post Traumatic Stress Disorder
- Cognitive Impairment



The Path to Lawyer Well-Being: *Practical Recommendations for Positive Change*

THE REPORT OF THE NATIONAL TASK
FORCE ON LAWYER WELL-BEING

Full report downloadable from
www.mnlcl.org



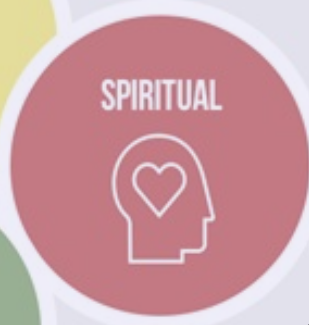


A continuous process in which lawyers strive for thriving in each dimension of their lives:

CULTURE

Cultivating personal satisfaction, growth, and enrichment in work. Financial stability.

Engaging in continuous learning and the pursuit of creative or intellectually challenging activities that foster ongoing development. Monitoring cognitive well-being.



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

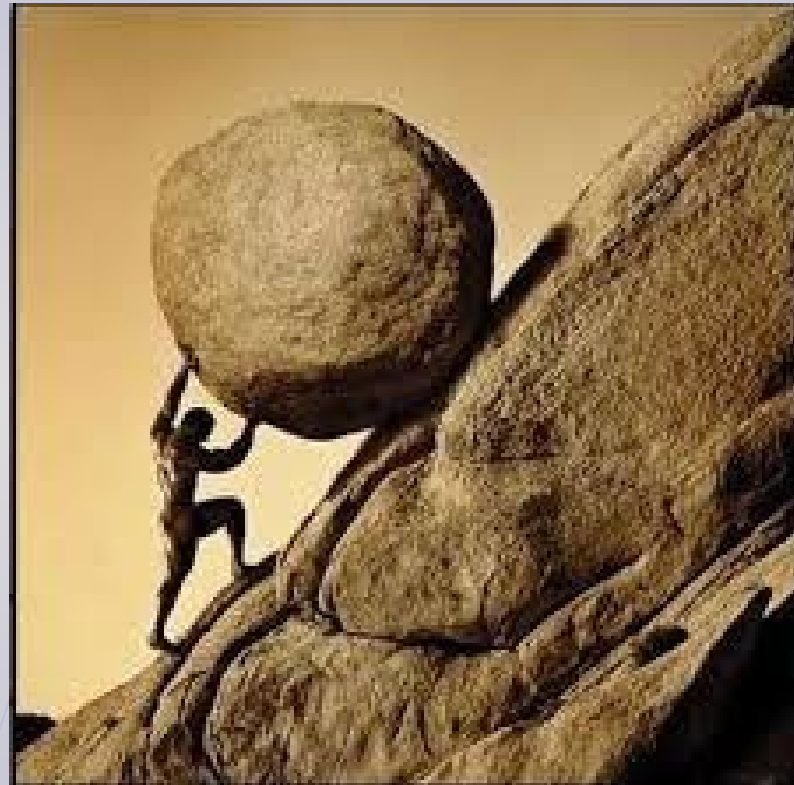
Recognizing the importance of emotions. Developing the ability to identify and manage our own emotions to support mental health, achieve goals, and inform decision-making. Seeking help for mental health when needed.

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

Striving for regular physical activity, proper diet and nutrition, sufficient sleep, and rejuvenation. Minimizing the use of addictive substances. Seeking help for physical health when needed.



Building Resilience



Ellis A-B-C Model

One's beliefs about events drive one's emotions and behaviors (Ellis, 1962)

Adversity /
Activating Event

What the
Public
sees

Consequences
(emotional & behavioral)
of the beliefs

Beliefs about
the activating
event



Challenging Beliefs

Change your beliefs about an activating event and you'll change the consequences

The 10/10/10 Method

Regaining perspective in moments of crisis or stress

Suzy Welch. *10-10-10 ~ 10 Minutes ~ 10 Months ~ 10 Years ~ A Life Transforming Idea*. Scribner (2009).



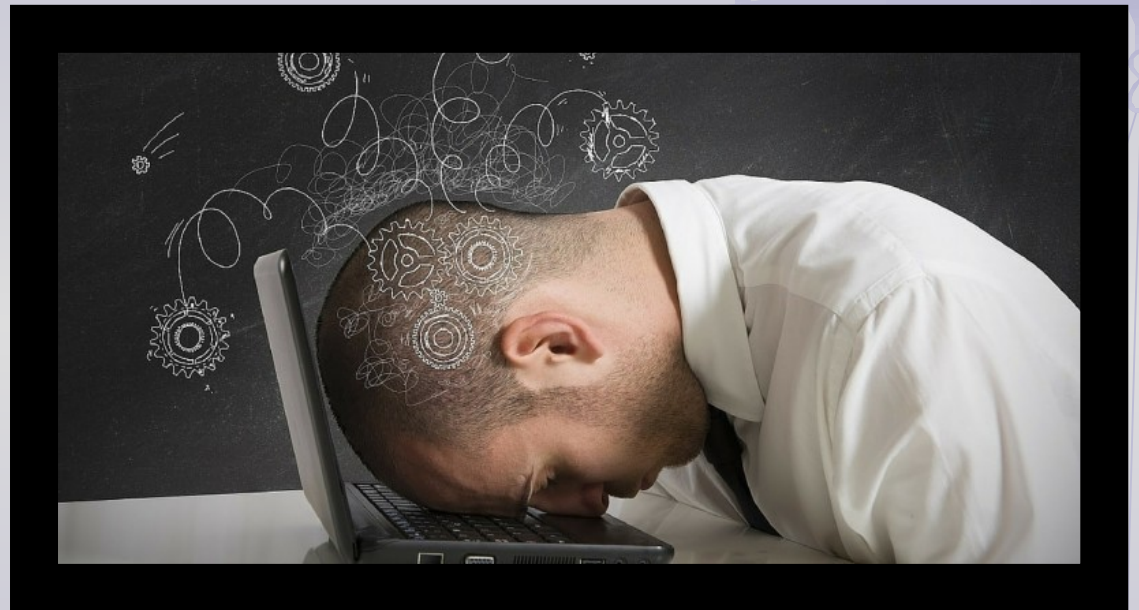
Eat Move Sleep

PHYSICAL WELLNESS





Get
adequate
sleep!



Sleep Deprivation = Cognitive Impairment

- Chronic sleep deprivation is linked to:
 - Deficits in reasoning
 - Global cognitive status
 - Vocabulary
- Highest predictive value for depression
- Greater rate of burnout
- Increases heart attacks, blood pressure, strokes
- Less than 6 hours = 30% rise in obesity



Stress Management with Perspective

- What is causing stress?
- What is the worst that could happen?
- What *must* you do to cause or allow the worst thing to happen?
- What is the best that could happen?
- What *can* you do to increase the likelihood of the best possibility happening?



What Is Optimism?

- Disposition toward believing the future is bright and things will work out
- Tendency toward a positive explanatory style
 - How we explain causes of bad events
 - Habit of thought
 - How we explain adversity makes us either prey to helplessness or mentally resilient



“Flexible Optimism”



The ability to switch a pessimistic explanatory style “on or off” is an adaptive life skill, one each of us can acquire *and teach to others*.

It allows us to choose to approach a situation using either an optimistic or a pessimistic explanatory style based on our judgment of which is more appropriate.



Optimism Practices

- Optimism practice: seeing the bright side
- Done daily: increases engagement in life and decreases dysfunctional thinking (such as believing that small failures make one a failure as a person)
- Pessimists benefited more and showed fewer depressive symptoms afterward



Connections

- We are hard wired to need relationships; belonging
- Critical to your brain's feeling of happiness



Boundaries

- Clients
- Colleagues
- Personal
- Safe, reasonable, permissible



Setting Boundaries

- Limits for each relationship category
- Ask for what you need; sometimes provide an option
- Walk away
- If you're angry and resentful, what did YOU allow?



Meaningfulness

- Work is meaningful when we believe
 - It matters
 - Is valuable
 - Contributes to personal growth/greater good
 - Is a good fit with our values
- Primary motivational force
- Largest contributor to engagement (opposite of burnout)



Building Meaning in Work

- Reframing (job crafting)
 - What is/who is the benefit of our work?
 - How does it fit into the overall picture?
- Positive challenge – pushed but not overwhelmed
- Seek variety
- Seek connection

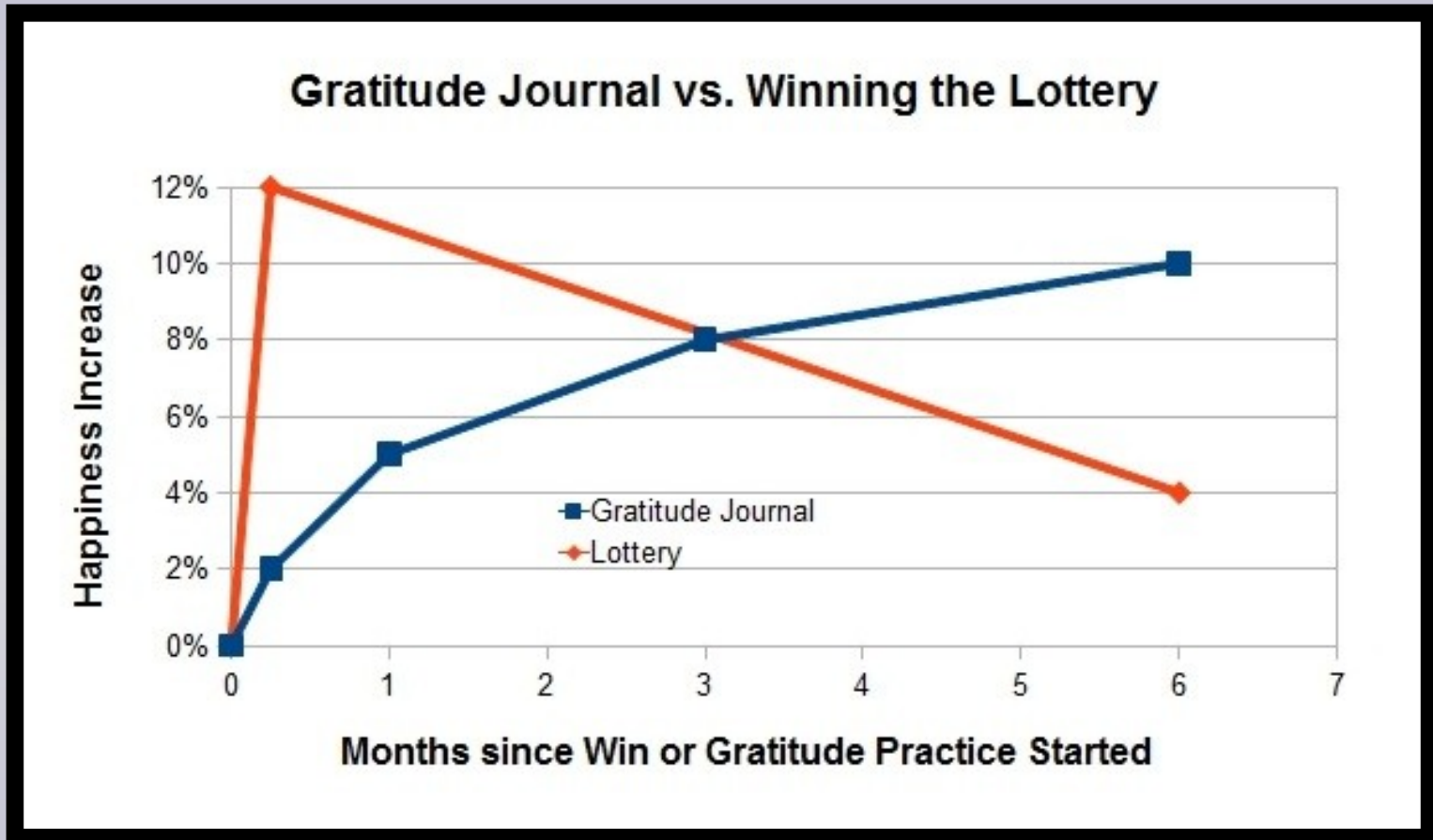


GRATITUDE PRACTICES

- Start your day with a thought of gratitude
- Share positive experiences
- Think of gratitude as something you can contribute
- Consider a journal
- End your day with a thought or expression of gratitude

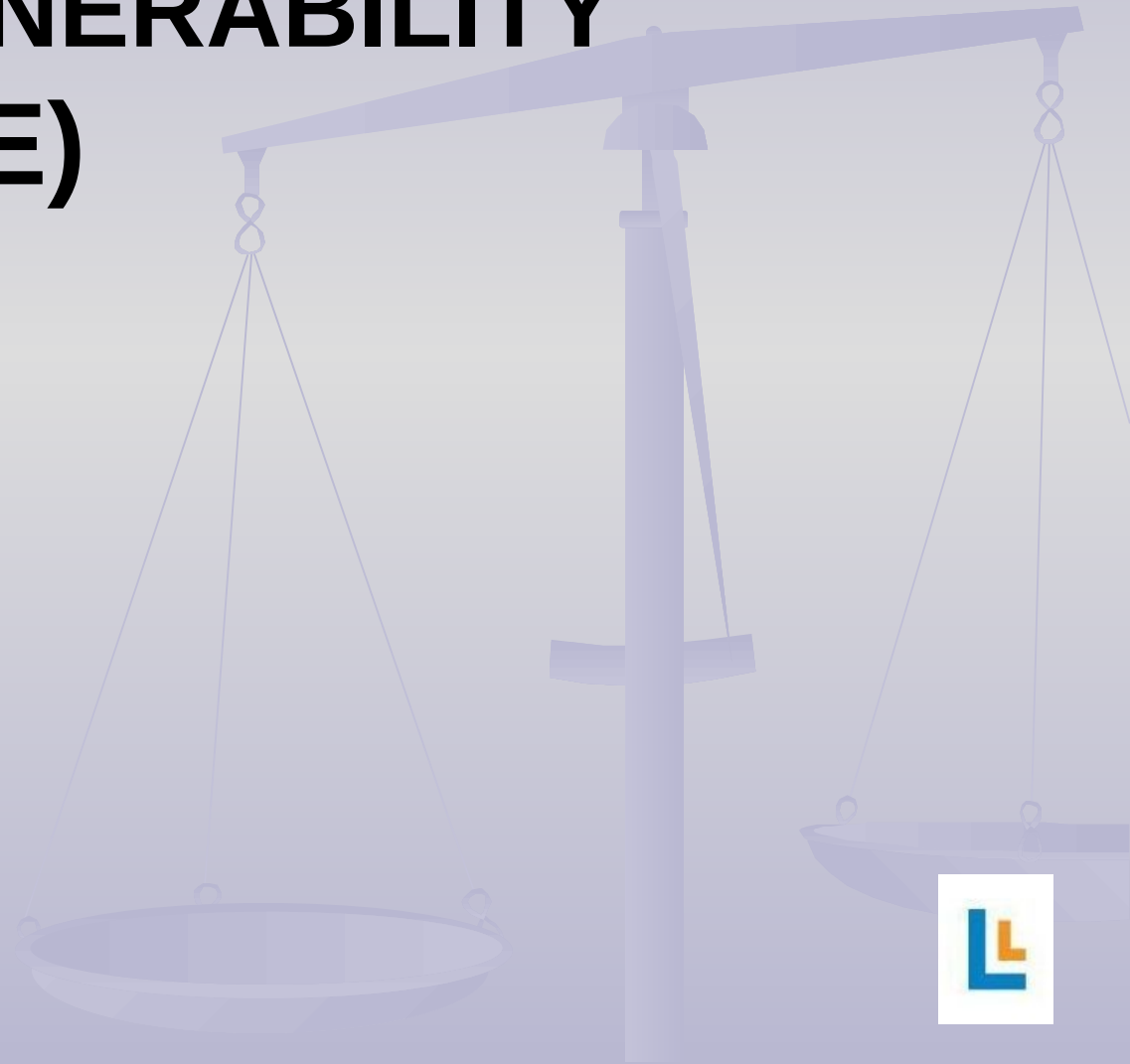


Thanksgiving isn't just a day in November



SHOW VULNERABILITY (COURAGE)

Ask for Help



Lawyers Concerned for Lawyers

- Who we help –
 - Lawyers, Judges, Law students, and Families; Staff on a case-by-case basis
- What we help with –
 - Substance use and mental health, cognitive, stress, burnout
- Communications are confidential
- Services or Referrals –
 - Licensed professionals
 - Group support
- Peer support
- Education and public awareness



Partnership with The Sand Creek Group

- Up to 4 free counseling sessions
- Resource website
 - www.sandcreekeap.com
 - Click on MEMBER PORTAL & APP to log in or create your new account. When creating your new account, use the Company Code “lawyers”
- Contact Sand Creek directly at 651-430-3383 or toll-free: 1-888-243-5744



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Lawyers Concerned for Lawyers

THERE IS
HELP *and*



THERE IS
HOPE

