



December 2016

Issue No. 102

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## GIVE TO YOURSELF THIS HOLIDAY SEASON

The season of giving is upon us once again. Right after Halloween, it seems that stores begin to change over to their holiday season decor, and TV is filled with commercials providing gift ideas for your loved ones. So why is it that the "most wonderful time of the year" can cause so many people to burn out? Between shopping for the "perfect" gift and holiday parties and events, we seem to forget one important component: to give to ourselves. Giving to others receives a lot of emphasis during the holiday season. This charitable notion is part of what makes the holiday season special. However, if we are not taking care of ourselves, we can experience physical and emotional fatigue.

The idea of giving to ourselves can be difficult for some and even cause feelings of guilt. Consider the following example: When flying on a plane, you are instructed that, in the case of an emergency, you should place the air mask on yourself before assisting others. Similarly, if you don't take care of yourself, you won't have the emotional oxygen to care for your loved ones. This is especially important during the holiday season when our stress can be high. Here are four ways to give to yourself to enjoy this holiday season.

### Set Boundaries

What does it mean to set boundaries? We set boundaries with ourselves and others by knowing our limits: what will cause us greater happiness and what will cause us more stress. By setting boundaries, we are doing more of what we want to do versus

what we feel we "have" to do. Yes, you may still have to file that brief or pick up your kids from daycare. But perhaps you might choose not to attend that extra holiday party you would have to squeeze into your schedule. Setting boundaries could mean not putting yourself into financial debt by buying that expensive gift. This holiday season, practice giving yourself permission to say no when something may cause you too much stress. Begin to take care of yourself by identifying your priorities and focusing on what's important to you.

### Plan Ahead

Nothing creates stress like last-minute to-dos. Each year it seems as though the holiday season arrived faster than the year before, often catching us off guard and leaving us stressed with an overwhelming amount of tasks to accomplish. Make this year different and plan ahead. Designate certain days and times when you will accomplish your holiday to-dos. If you can't do all of your shopping online and have to face the crowds, prepare yourself mentally. Know that you do not have to be part of the madness and instead can embrace a positive, calm outlook toward the shopping experience. Plan to enjoy this holiday season, regardless of your environment.

### Manage Expectations

The holidays can create a lot of pressure to have the perfect family gathering, host the best party, or give the most desirable gifts. All of this pressure can leave us feel-

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ing as though we are falling short. Many people experience stress and sometimes sadness during the holidays because they cannot live up to these expectations. This holiday, work to modify your expectations. Instead of thinking how things “should” be, find gratitude in what is. Our perspective of a situation largely affects how we feel. Take care of yourself by choosing a new point of view this season.

### Gift Yourself

Giving to ourselves does not necessarily mean buying yourself gifts, but rather implementing daily strategies to help you cope. Finding ways to cope with our stress and emotions is important year-round, but it is particularly essential during the busiest time of the year. To adequately prepare ourselves for the hustle and bustle, we need to fuel our body with proper nutrition and exercise. Create a daily food log to help you eat healthfully and stay nourished. Give your mind and body a break by enjoying a relaxing bath, watching a funny movie, or going for an invigorating walk. Last but not least, prioritize your sleep – the more rested you are, the better able you are to handle all that the holiday season brings you.

This holiday season, remember to put on your own oxygen mask first so you will have a well of reserves to share the joys of the season with others.

*This article was adapted and reprinted with permission from “Four Ways to Give to Yourself and Others to Enjoy This Holiday Season,” Shannon Cornell, www.artofwellnesscenter.com, December 15, 2015.*

## OAAP Notice of Privacy Practices

To access a copy of the current OAAP Notice of Privacy Practices, go to [www.oaap.org](http://www.oaap.org) and click on the link to Privacy Notice at the bottom of the home page, or contact OAAP Assistant Director/ Privacy Officer Shari R. Gregory at 503-226-1057, ext. 14, or 1-800-321-6227.

## LOOKING FORWARD: IMPROVING OUR HEALTH AND WELL-BEING

*The following is Part II of In Sight's  
June 2016 article*

*“National Study on Lawyer Substance Use  
and Mental Health”*

The 2015 landmark study jointly undertaken by the American Bar Association and Hazelden Betty Ford Foundation (ABA-Hazelden Study) presented a revealing picture of the prevalence of substance use and other behavioral health conditions within the U.S. lawyer population. The study, surveying nearly 13,000 practicing lawyers, was published in early 2016 in the *Journal of Addiction Medicine*.<sup>1</sup>

### Summary of Primary Findings

Over 20% of lawyers surveyed scored at levels consistent with problematic alcohol use, over twice that of the general U.S. adult population.

- Problematic alcohol use was highest among younger lawyers: 32% among lawyers aged 30 or younger; 25% among those aged 31 through 40, with modest declines thereafter.

- Comparing work environments, the study reported problematic alcohol use was highest in private law firms (23%). Within those firms, there were clear correlations between firm positions and levels of problematic use: 31% among junior associates, 26% among senior associates, 24% among junior partners, and 19% among senior partners.

- Solo practitioners reported problematic alcohol use levels of 19%. Lawyers in other types of practices (government, corporate in-house, non-profit, etc.) reported rates between 17% and 19%.

Rates of depression were reported at 28%, more than three times that of the general U.S. adult population. Reported rates of anxiety (19%) and stress (23%) were also considerably higher than that of the general U.S. adult population.

- Attorneys reporting problematic alcohol use also tended to report higher levels of depression, anxiety, and stress when compared to those screening within the normal range for alcohol use.

- Rates of depression, anxiety, and stress were reported highest among younger and newer lawyers, a pattern also seen for reports of problematic alcohol use among these lawyers.

### A Clarion Call

The ABA-Hazelden Study and the attention it received within the profession and from the national media have created a clarion call for responsive action by the various institutions, organizations, and regulatory bodies within our profession. Among those best positioned to play leading roles in helping to improve the health and well-being of our lawyers are law schools, law offices/firms, and professional legal associations. It will take a coordinated effort, and the Oregon Attorney Assistance Program is committed to working with these groups to improve the health and well-being of lawyers and law students. Let's look at how we might work together for the benefit of our local legal community.

### Law Schools

In its 2015 publication, Substance Abuse and Mental Health Tool Kit for Law Students, the ABA noted that, on entering law school, law students have clinical stress and depression rates consistent with national averages, but those rates sharply increase during their first year of law school. Thereafter, the rates of law students grappling with substance abuse and mental health problems increase dramatically.<sup>2</sup>

Referencing a 2014 national law student survey, the ABA further reported:

- 22% reported binge drinking at least twice in the past two weeks;
- 17% screened positive for depression; and
- 20% reported they had thought seriously about suicide sometime in their life; 6% reporting thinking seriously about suicide in the prior 12 months.<sup>3</sup>

The OAAP is committed to improving the well-being of Oregon law students and is available to partner with law schools as they serve their students. We can brainstorm ways in which we can work together. The following are just some of the actions law schools might consider as we seek to address the concerns raised by the ABA Hazelden Study:<sup>4</sup>

- Promote anonymous and confidential support groups for law students;
- Offer health, wellness, and self-care information as an integrated part of students' curricula;

- Increase coordination of services between university counseling departments and the OAAP;

- Utilize OAAP as resources for presentations to faculty and students and for referrals for students needing help; and

- Address the social stigma and fear of consequences that discourage many law students from getting help.<sup>5</sup>

### Law Offices

The ABA-Hazelden Study made clear there are startlingly high levels of problematic alcohol use, depression, anxiety, and stress in our profession. Our newer and younger lawyers appear to be at especially high risk and, as is the case with law students, many lawyers avoid getting needed help because of social stigma and fear of professional consequences.

As with law students, the OAAP is also committed to the well-being of Oregon lawyers and is available to work together with law firms as they seek to address the findings of the study.

Here are some possible approaches law offices might consider:

- Provide health and wellness resources to lawyers in their work environments;
- Provide training to law office management, attorneys, and staff to recognize signs of impairment and health-related problems;

*(Continued on page 4)*

## Divorce Support Group for Lawyers

Beginning in January 2017, the OAAP will offer a support group in Portland for lawyers experiencing the challenges and issues of divorce. This eight-session group will meet at the OAAP, 520 SW Yamhill Street, Suite 1050, Portland, Oregon 97204, on Fridays from noon to 1:15 p.m. The workshop will be facilitated by OAAP Attorney Counselor Bryan Welch, JD, CADC I. There is no fee, but advance registration is required. Attendance by phone might be possible.

To participate in this group, set up a meeting with Bryan at 503-226-1057 or 1-800-321-6227, ext. 19, or at [bryanw@oaap.org](mailto:bryanw@oaap.org).

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- Consider what role alcohol plays in social gatherings and professional events;
- Establish effective response protocols for when someone is concerned about a colleague;
- Help to reduce the stigma that often accompanies lawyers' behavioral health challenges and prevents them from getting needed help;
- Establish protocols to assist lawyers needing treatment or recovering from behavioral health conditions; and
- Become familiar with the resources available through the Oregon Attorney Assistance Program.

### Professional Organizations

Oregon has a variety of professional associations, both affiliated and not affiliated with state and local bars organizations. These associations can play an important leadership role in addressing the behavioral health issues that disproportionately affect our profession. The OAAP reaffirms its commitment to the Oregon legal community and is available to work alongside these organizations toward our common goal of lawyer wellness. Here are some approaches to consider:

- Be cautious about how alcohol is used in the advertising of conferences, retreats, and social events;
- Provide a variety of non-alcoholic beverage alternatives to attendees at conferences, retreats, and social events;

- Include presentations and speakers addressing lawyer health, wellness, and self-care issues at continuing legal education events and conferences;
- In membership publications, include articles that address lawyer health, wellness, and self-care issues; and
- Include wellness information and a resource table at conferences and retreats.

### Conclusion

The ABA-Hazelden Study has resulted in a national discussion and a definite call to action. Its findings have dramatically underlined the fact that today's levels of depression, anxiety, stress, and problematic alcohol use within our profession are so significantly elevated that they simply cannot be ignored. Past efforts to address these issues have not been sufficient.

In this article, we have addressed only a few of the actions that might be considered by law schools, law offices, and law-related professional associations in collaboration with the OAAP. Many other entities will need to be part of a coordinated effort to address the challenges we face, including actions by bar regulatory agencies; bar admission offices; disciplinary departments; lawyer assistance programs; and various other state and national institutions, entities, and organizations. If we are to improve the health and well-being of our lawyers and law students, it will likely come only as the result of a systemic and sustained effort by all sectors of our profession.

DOUGLAS QUERIN, JD, LPC, CADC I  
OAAP ATTORNEY COUNSELOR

#### Footnotes:

- <sup>1</sup> [http://journals.lww.com/journaladdictionmedicine/Fulltext/2016/02000/The\\_Prevalence\\_of\\_Substance\\_Use\\_and\\_Other\\_Mental.8.aspx](http://journals.lww.com/journaladdictionmedicine/Fulltext/2016/02000/The_Prevalence_of_Substance_Use_and_Other_Mental.8.aspx)
- <sup>2</sup> [http://www.americanbar.org/content/dam/aba/administrative/lawyer\\_assistance/ls\\_colap\\_mental\\_health\\_toolkit\\_new.auth-checkdam.pdf](http://www.americanbar.org/content/dam/aba/administrative/lawyer_assistance/ls_colap_mental_health_toolkit_new.auth-checkdam.pdf)
- <sup>3</sup> [http://www.americanbar.org/content/dam/aba/administrative/lawyer\\_assistance/ls\\_colap\\_mental\\_health\\_toolkit\\_new.auth-checkdam.pdf](http://www.americanbar.org/content/dam/aba/administrative/lawyer_assistance/ls_colap_mental_health_toolkit_new.auth-checkdam.pdf)
- <sup>4</sup> [http://c.ymcdn.com/sites/ncbp.org/resource/resmgr/2016\\_Annual\\_Meeting/2016\\_AM\\_Handouts/BE-Dec2015-HelpingLaw-Student.pdf](http://c.ymcdn.com/sites/ncbp.org/resource/resmgr/2016_Annual_Meeting/2016_AM_Handouts/BE-Dec2015-HelpingLaw-Student.pdf); <http://jle.aals.org/cgi/viewcontent.cgi?article=1370&context=home>
- <sup>5</sup> <http://open.mitchellhamline.edu/cgi/viewcontent.cgi?article=2895&context=wmlr>



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## OLAF Frequently Asked Questions

### WHAT IS THE OREGON LAWYER ASSISTANCE FOUNDATION?

The Oregon Lawyer Assistance Foundation (OLAF) provides grants and loans to Oregon lawyers who need financial help in order to obtain the addiction or mental health treatment they need.

### WHY ARE THESE FUNDS NEEDED?

Most Oregon lawyers needing financial assistance for mental health or addiction treatment have been significantly impacted by their disease and, as a result, they've lost much of their legal practice and are deeply in debt. In many instances the lawyer has no insurance coverage, or cannot afford the required co-payment. In other instances, due to substantial state and county budget cuts, social services are not available to meet the lawyer's treatment needs.

### WHERE DOES THE MONEY COME FROM?

All OLAF money comes from private donations. Donations come from a wide range of sources. This includes sole practitioners, large firms, small and medium-sized firms, as well as contributions from family members or friends who wish to commemorate a special occasion or donate in honor or memory of a loved one.

### HOW DOES THE MONEY GET USED?

OLAF money is used for treatment and treatment-related expenses including in-patient treatment, psychiatric counseling, out-patient treatment, and follow up addiction care.

### HOW DOES SOMEONE APPLY FOR A GRANT OR LOAN?

Applications for loans or grants are brought to OLAF through the Oregon Attorney Assistance Program. OLAF requires that the applicant: 1) is a member of the Oregon State Bar, 2) accesses the OAAP for assistance, 3) meets the financial need criteria, and 4) be willing to give back to OLAF when able. The applicant's identity is protected by the OAAP.

### WHY HAVEN'T I HEARD ABOUT OLAF BEFORE?

OLAF and the OAAP are committed to protecting the identity and situations of the applicants. As a result, we are unable to feature stories about specifics. Since its inception, OLAF has issued over 60 grants and loans to lawyers in need.

### HOW CAN I CONTRIBUTE?

A donation can be made to honor someone, in memory of someone, anonymously, or by a person or law firm. Donations should be sent to OLAF President Robert Moore, Bullivant, House, Bailey, PC, 888 SW 5th Ave., Suite 300, Portland, Or 97204, or Barbara Fishleder, OLAF Treasurer, P.O. Box 231600, Tigard, Or 97281-1600.

## “HAPPY” ENHANCERS

*“Getting what you go after is success. But liking it while you are getting it is happiness.”*

— Bertha Damon

According to “happiness experts,” each of us is born with a happiness set point. This is a genetic level – from giddy to grumpy – around which our happiness level tends to settle, regardless of what happens to us. While happiness is influenced by genes, we can, with practice, find ways to dial up our happiness levels.

Try practicing some of the following “happy” enhancers:

- Get regular, brisk exercise. It’s a natural mood lifter.
- Rent funny movies or stand-up comedy videos. Just the physical act of smiling can improve your mood.
- Listen to inspiring music. Sing along. Dance around the house.
- Buy some brightly colored flowers. There’s a reason why flowers are such popular gifts.

## Women Lawyers Support Group

Beginning in January 2017, the OAAP will offer a support group for attorneys who self-identify as women lawyers and who would like to discuss the challenges, stressors, and positive coping strategies. This eight-session group will meet at the OAAP from noon to 1 p.m. It will be facilitated by OAAP Attorney Counselor Shari R. Gregory, LCSW, JD. There is no fee, but space is limited and advance registration is required.

To participate in this group, set up a meeting with Shari R. Gregory at 503-226-1057 or 1-800-321-6227, ext. 14, or at sharig@oaap.org.

**Save the Date!**

## OAAP/OWLS Tenth Annual Women’s Wellness Retreat

**April 7 & 8, 2017**



Oregon Women Lawyers and the OAAP will hold the 10th annual Women’s Wellness Retreat for lawyers and judges on April 7 and 8, 2017, at The Oregon Garden Resort, Silverton, Oregon. Watch for more information in the next *In Sight*, or contact OAAP Attorney Counselor Shari R. Gregory at 503-226-1057 or 1-800-321-6227, or at sharig@oaap.org.

- Snuggle with your dog or cat.
- Plan a change of scenery – especially one that gets you back to nature.
- Take care of your body. Get enough quality sleep and exercise. Eat a healthy diet, which means going light on junk food and sweets.
- Keep a gratitude journal, where each day you write down at least one thing you’re grateful for.
- Learn how to meditate. Feeling stressed can put a damper on happiness, and meditation helps you shed stress. Studies also show that meditation sparks higher levels of activity in the part of the brain where feelings of happiness, enthusiasm, joy, high energy, and alertness are generated.
- Forgive. Holding grudges can drain you of energy and the ability to feel happy.

- Do something for others. Sometimes, sacrificing what we want for the greater good can boost our happiness levels.

- Form relationships. People who have close connections, share physical touch, and enjoy the comfort of friendship and love are generally happier.

- Follow your dreams – not someone else’s. Be true to yourself.

- Know that a lifetime spent chasing the almighty dollar rarely brings true happiness. Experts say that acquiring things beyond “middle-class comforts” does not usually make us happier. Lottery winners say they are no happier than anyone else, once the excitement of winning has worn off.

*Sources:* David Lykken, PhD, University of Minnesota; Ronald Inglehart, PhD; *Journal of Happiness Studies*, Ed Diener, PhD, et al.; Jon Kabat-Zinn, PhD, founder, Stress Reduction Clinic at the University of Massachusetts Medical School.

*This article is reprinted with permission from Hope Health Letter, vol. 24, no. 11, published by the Hope Heart Institute, Seattle, WA.*

### Did You Know? The OAAP Offers Help for ...

- Alcohol and drug addiction
- Recovery support
- Burnout and stress management
- Career transition and satisfaction
- Depression, anxiety, and other mental health issues
- Compulsive disorders including gambling, sex, and Internet addiction
- Procrastination
- Relationship issues
- Retirement planning
- Time management

## Men’s Work-Life Balance Workshop

If you find it challenging to achieve a healthy balance between work and the rest of your life, the OAAP is here to help. Our confidential men’s workshop provides practical techniques for lawyers to use while exploring topics such as unhealthy stress; self-care; and balancing the demands of work, family, and friends.

This six-week workshop will begin in January 2017 and will meet at the OAAP from noon to 1:15 p.m. on Tuesdays. The workshop facilitator will be OAAP Attorney Counselor Douglas S. Querin, JD, LPC, CADC I. There is no fee, but advance registration is required as space is limited.

If you are interested in participating, please contact OAAP Program Assistant Jeanne Ulrich at [jeanneu@oaap.org](mailto:jeanneu@oaap.org), 503-226-1057, or 1-800-321-6227.

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OAAP is funded by the Professional Liability Fund.

*In Sight* is published quarterly.

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## **Finding Meaningful Work**

Finding Meaningful Work is a confidential networking and support group for lawyers making job or career transitions. In this group, lawyers will create and execute a personalized job search plan; develop a mission statement and elevator speech; learn and practice networking skills; and hone their job search skills. If you are interested in attending, please contact OAAP Attorney Counselor Shari R. Gregory, LCSW, JD, at 503-226-1057, ext. 14, or at sharig@oaap.org.

## **Career Self-Assessment Workshops**

The OAAP also offers career self-assessment workshops several times each year to assist lawyers, judges, and law students in identifying satisfying job and career opportunities. These workshops typically meet one evening per week from 5:30 to 8:00 p.m. for five consecutive weeks. If you would like additional information about the OAAP career self-assessment workshops, contact Mike Long at 503-226-1057, ext. 11, or at mikel@oaap.org, or Shari R. Gregory at 503-226-1057, ext. 14, or at sharig@oaap.org.

## **Lawyers in Transition Presentation Calendar**

A "Lawyers in Transition" guest speaker is featured on the first Thursday of each month at noon at the OAAP, 520 SW Yamhill, Suite 1050, Portland, Oregon 97204. These presentations are open for anyone to attend. See the calendar below for scheduled speakers.

<b>January 12, 2017*</b>	<b>Alex J. Berger</b>	<b>Using networking to go from large-firm to boutique-firm lawyer</b>
<b>February 2, 2017</b>	<b>Heidi Strauch</b>	<b>Contract lawyer to Judge Pro Tem</b>
<b>March 2, 2017</b>	<b>Susanne Aronowitz</b>	<b>The Imposter Syndrome</b>
<b>April 6, 2017</b>	<b>Patrick J. Ehlers</b>	<b>Public defender to prosecutor</b>

\* Second Thursday

For current information on upcoming Lawyers in Transition speakers and topics, please visit the OAAP website at [www.oaap.org](http://www.oaap.org) and click on CLEs/Workshops.