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WHAT CAN YOU DO WITH A LAW DEGREE?

If you're like most lawyers facing a career transition or looking for a job, your first thought is, "What's out there?" That is, what jobs or opportunities are available that I could do with my legal background? Although you will definitely also need to consider the market, a very successful strategy for finding a satisfying job is to *first* take time to do some self-assessment and fully explore what you really want in a job.

In a tight job market, the "what-do-you-want" question might have limited appeal. At a time of legal restructuring, the more pressing questions might be what jobs are out there and what jobs can you get. While these questions are important, they won't necessarily help you find greater career satisfaction.

Whether you are looking for your first legal job or a complete career change, the steps in the career exploration process are basically the same:

1. Discover your career identity.
2. Develop your job criteria.
3. Consider your circumstances.

The first step, finding your personal career identity, is an exploration that requires assessment of yourself and the experiences you want as a regular, ongoing part of your work. It is composed of five basic elements – values, psychological needs, communication style, motivated skills, and career interests. The more of these elements that fit your job, the more satisfied you will be.*

If you have a job and want to make a change, you may know that you are

unhappy but you may also be unable to pinpoint exactly what is wrong. You may know that you dislike a few aspects of your job, your firm, or the law, but somehow these complaints don't really fully capture the basis of your discontent. Although your unhappiness may drive you to want to make a complete break with your legal career, it will be a good investment in yourself to first make time to discover your own career identity. Your exploration and self-assessment may lead you to

Continued on page 2

What Can You Do With a Law Degree? *Save the Date!*

Are you looking for a new job or career path? The OAAP is presenting a daylong career seminar, "What Can You Do With a Law Degree?" based on the new book by the same title. The book authors, Dr. Larry Richard and Tanya Hanson, will be our featured speakers, along with OAAP attorney counselors Mike Long and Shari Gregory, and a panel of lawyers who have made successful career transitions. The seminar will be held on Friday, March 1, 2013, from 9 a.m. to 4:30 p.m. at the OSB Center in Tigard.

The fee for the seminar is \$50 and includes a copy of the book by Dr. Richard and Ms. Hanson, *The New What Can You Do With a Law Degree?* The seminar will also be webcast. Look for a broadcast e-mail in early 2013 with more information.

affirm your desire for a complete change, or you may discover that a small or moderate change in your work circumstances will make the needed difference in your career satisfaction.

When you take the time to develop your career identity, you will have a solid foundation from which to look for a job or career that is a better fit. You will have greater clarity about yourself and your career, which will bring many additional benefits to you, including:

- You may find that you only need to make some adjustments, rather than a major change in your career.
- People you network with will find it easier to remember you and help connect you with other people and opportunities.
- You will be more attractive to potential employers.
- You will be more likely to find a job that fits you and is satisfying.

A second important step to the career exploration process is developing your job criteria. This means understanding not only what you have to offer an employer, but also what you want and need in a work experience. Based on the elements of your career identity, you will need to create a checklist of your own personal criteria for career satisfaction. You'll identify what you must have, what you'd like to have, and what you must avoid in order to achieve job satisfaction. Later, you can use this checklist to evaluate various job possibilities in general, as well as specific positions within particular firms or organizations during your job search.

The third step in the exploration process is to consider your circumstances. After you identify job possibilities that appeal to you, you will need



The path to fulfillment begins with a phone call.

The Oregon Attorney Assistance Program is here to help you through any personal or professional issue — confidentially and free of charge.

Call 503-226-1057 • 1-800-321-6227



OREGON ATTORNEY ASSISTANCE PROGRAM
helping lawyers and judges for over 30 years

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OAAP Notice of Privacy Practices

The Oregon Attorney Assistance Program (OAAP) provides completely confidential assistance, advice, and training to lawyers and judges to encourage them to seek the assistance they need. The confidentiality of the OAAP is protected by ORS 9.568; ORPC 8.3(c)(3); Oregon Code of Judicial Conduct JR 2-104(c); OSB Bylaws, Article 24; and PLF Policies 6.150, 6.200, and 6.300. The OAAP is required by law to maintain the privacy of protected health information and to provide individuals with notice of its legal duties and privacy practices with respect to protected health information. The OAAP is required to abide by the terms of its current privacy practice.

To access a copy of the current OAAP Notice of Privacy Practices, go to 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 or 1-800-321-OAAP.

to consider other factors such as geographical location, availability of jobs, need for further training, minimum required income, family needs and desires, and so on. Balancing your ideal job criteria with other more practical considerations will help you to formulate your job search strategy.

Whether you plan to stay in law, move to a law-related job, or leave law far behind, these steps will prove to be a winning strategy. Once you take the time to work through these steps, you will find career satisfaction much easier to attain.

To help lawyers work through these steps toward finding a satisfying job and career, the Oregon Attorney Assistance Program is offering a career seminar on March 1, 2013. (See the box on page 1 for more information.)

*Based on: The Lawyer Career Satisfaction ModelSM as discussed in *The New What Can You Do With a Law Degree?* by Dr. Larry Richard and Tanya Hanson (Seattle: LawyerAvenue Press/DecisionBooks, 2012).

JOB SEARCH AND CAREER TRANSITION ASSISTANCE

Here is a brief overview of the job-search and career-transition assistance offered by the OAAP:

One-on-one appointments. The OAAP attorney counselors are available to meet individually with law students, lawyers, and judges to provide assistance with career self-assessment and to provide support for job search and career transition. OAAP attorney counselors are also often able to connect you with lawyers in practice areas or positions for informational interviewing and networking meetings.

Career workshops. These workshops offer career self-assessment inventories (Myers-Briggs Type Indicator, SkillScan, Values Card Sort, etc.) and discussion, in addition to presentations on career search topics such as informational interviewing and networking, résumés, strategies for traditional interviewing, and the transition process. The workshop utilizes *The New What Can You Do with a Law Degree?*, which is available from the OAAP for \$20. There is no other cost. The workshop length varies, depending on location, and is typically limited to 10 to 12 participants. For more information, please call Mike Long or Shari Gregory at the OAAP at 503-226-1057 or 1-800-321-6227.

Getting It Done: 2013

Are you plagued by procrastination? Make 2013 the year that you change self-defeating behavior by setting achievable goals that lead to greater success. Learn techniques to prioritize and organize tailored to your personal style.

The OAAP will present a five-week, one-hour, online group, facilitated by OAAP Attorney Counselor Meloney C. Crawford. The group begins January 15, 2013.

To reserve a spot in the upcoming group, contact Meloney C. Crawford at 503-226-1057 or 1-800-321-6227, ext. 13, or at meloneyc@oaap.org.

Women's Wellness Retreat April 26-27, 2013 Save the Date!



Oregon Women Lawyers and the OAAP will hold the sixth annual Women's Wellness Retreat for lawyers on April 26 and 27, 2013, at The Resort at the Mountain in Welches, Oregon. Watch for more information in the March 2013 *In Sight* or call OAAP Attorney Counselors Meloney C. Crawford or Shari R. Gregory at 503-226-1057 or 1-800-321-6227.

Lawyers in Transition. This job-search and career-transition support group offers presentations by lawyers who have made career transitions (first Thursday of the month) and provides support and structure for your job search. This support includes discussion of job-search efforts of the past week, identification of the job-search tasks each lawyer plans to complete in the coming week, networking, and brainstorming job-search strategies. The group meets at the OAAP in Portland on Thursdays from noon to 1:00 p.m. If you are interested in participating in this group, please call Mike Long at 503-226-1057 or 1-800-321-6227.

Career seminars. The OAAP also sponsors job-search and career seminars. These seminars are presented live and are also available on CD or DVD. On Friday, March 1, 2013, the OAAP will be sponsoring a daylong career seminar featuring Dr. Larry Richard and Tanya Hanson, coauthors of *The New What Can You Do with a Law Degree?*, at the Oregon State Bar Center. (See box on page 1 for more information.)

If you are looking for your next job or contemplating a job or career change, contact one of the OAAP attorney counselors for assistance at 503-226-1057 or 1-800-321-6227.

GETTING A HANDLE ON ADD

Attention Deficit Disorder/Attention Deficit Hyperactivity Disorder (ADD) in adults is a chronic condition with symptoms tracing back to childhood. The capacity for attention of an individual with ADD varies from low-interest activities in which he or she finds it very difficult to engage or maintain focus to high-interest activities in which the problem is disengaging from the activity. This fluctuating attention can be accompanied by mild to significant difficulties with organization, impulse inhibition, and interpersonal and emotional regulation. It affects about four to five percent of adults. (See the sidebar below.)

Most Common Characteristics of ADD

- Significant difficulty in starting tasks, organizing, and planning related to low-interest activities
- Being easily distracted by the environment and getting lost in one's internal thinking
- Making decisions impulsively and desperately searching for novelty
- Quickly moving from one idea to another, or one thing to another
- Difficulty stopping activities or behaviors that are of high interest, even if they are affecting other tasks and relationships
- Poor impulse inhibition
- Often beginning a project without planning or preparation and failing to sustain the activity
- Significant difficulty following through with time deadlines in low-interest activities, such as paperwork
- Difficulty regulating emotions, such as getting easily frustrated or overwhelmed to an extent that affects personal and work relationships
- Difficulty retaining instructions, staying on topic, and noticing cues to accurately read people
- Low self-esteem due to poor motivation and difficulty getting tasks completed

Neurotransmitters and ADD

ADD has a biological component that is aggravated by environmental factors. Two neurotransmitters (dopamine and norepinephrine) are believed to underlie the attention variability and low impulse control characteristics of ADD.

Dopamine activates attention and improves focus and concentration. It activates the pleasure and reward centers in the brain. Lack of or poor regulation of dopamine by the body can result in attention problems, emotional volatility, and addiction. When you read something very interesting or get involved in an "important discussion or negotiation," dopamine gets released and activated. You feel very focused. In low-interest activities, dopamine is not released at the same level in someone with ADD as it is in a person who does not have ADD. Consequently, the person does not have enough electrical activity to power his or her brain to complete the neutral or low-interest task. As a result, finding keys, completing a deadline, finding notes, or writing, for example, can be a struggle.

Norepinephrine is also believed to play a part in memory, learning, focusing, and general alertness. Too little of it can contribute to being easily distracted, depressed, impulsive, and fatigued. Too much norepinephrine can contribute to overfocusing, high anxiety, and even aggression.

Environmental Factors Rewiring the Brain

Environmental factors, if not managed, contribute to poor attention and emotional difficulties. Our brains are responding to and being shaped by technology every day. Neurological experts believe that technology is forcing the brain to adapt to the most significant environmental changes of the last 200,000 years, rapidly changing the speed with which we receive and process information. The increased speed and constant barrage of stimuli affect how we regulate our attention and emotions. Consequently, computers, television, laptops, tablets, e-mail, the Internet, social media, and smartphones all need to be managed or our attention becomes impaired.

Managing ADD

Organization, planning, and time management can be extremely challenging for adults with ADD. When facing

a task or project, they can become anxious, overwhelmed, avoidant, and sometimes angry and irritated. Although medication may help the ADD attorney tackle these challenges by increasing capacity for sustaining attention, this attention boost must be combined with training and tools on how to organize and complete tasks.

Organizational and Planning Tips

Listed below are some ways to improve organization and planning. These take time to learn, so do not try to master them all at once. Within a few weeks, however, they can come together as a habit.

- Use a daily planner. It is important to make the daily planner fit you. A common problem is not prioritizing tasks from unimportant to urgent. Have a set time to start the daily planner each day, and designate times to review it during the day.

- When breaking down a task, set simple, realistic, and achievable goals. Write down steps in the planner. Do not try to remember the steps.

- Give yourself more time than you think is needed to complete a task – perhaps three times more time. This very important planning skill is often overlooked because you think a particular task will get completed quickly.

- Set up a filing system. Color-code it, if needed, and use dividers. Get help, if you need to, with the filing system.

- Respond to e-mails and use the Internet at set times each day. E-mail and the Internet can be big distractions from task completion. Making sure you don't get "off task" (i.e., using e-mail or the Internet for purposes other than the set purpose) is a constant battle that requires a good structure (such as designated time) and self-monitoring.

- Use external alarms to help you remember time. Set an alarm to start a low-interest activity and an alarm to indicate you should stop a high-interest activity.

- Identify a work coach you trust to help you with organization and planning if you have problems starting and maintaining your organization and planning. Coaches can help with a variety of things, such as billing, organizing files, or getting tasks completed.

- Reduce office environmental distractions. Try to minimize external noise by using headphones or ear-

plugs. Turn off sound on the computer, or take your work to a quiet spot, if necessary. Close your door, if that is helpful. It is especially important to implement a strategy to reduce external office distractions during low-interest activities.

- During staff meetings, practice active listening and take notes. This process will help you become more involved in the meeting.

- If something is bothering you, try to talk about it with someone you trust before the day ends. This will allow you to be less distracted.

- Identify your learning style. Howard Gardner's *Theory of Multiple Intelligences* proposes eight distinct learning styles. Understanding one's learning style can help improve the way you plan and organize daily tasks.

Moving Forward

Getting an assessment is an important starting point to determine whether you have ADD. Support and skills groups, work coaches, and individual counseling can help an attorney with ADD achieve and sustain gains in productivity and performance. If you are interested in learning more about ADD and some tools for practicing law with ADD, see the box below.

GREG CROSBY, MA, LPC, CGP

Practicing Law with ADD

Beginning January 16, 2013, the OAAP will offer a six-week workshop, "Practicing Law with ADD," facilitated by Portland psychotherapist Greg Crosby, MA, LPC, CGP. The workshop will meet at the OAAP in Portland from 5:30 to 7:00 p.m. on Wednesdays. The cost of the workshop will be \$150.

The workshop will help you understand ADD/ADHD; provide you with simple and realistic tools that will improve your ability to organize, plan, and follow through; and offer you strategies to enhance your communication skills. For more information or to register for the workshop, contact Mike Long at mikel@oaap.org or at 503-226-1057 or 1-800-321-OAAP, ext. 11.

PUTTING THE BRAKES ON AGE-RELATED COGNITIVE DECLINE

What is the most valuable asset of your law practice? Science would suggest that it is your brain. To practice law effectively and ethically, your brain must function at a highly effective level. Historically, neuroscience believed that the brain's capacity for positive growth and development (neuroplasticity) ended in childhood. Decades of research, however, have shown that the brain can and does change throughout life.

Despite this ability to grow and adapt, our brains go through changes as a normal part of aging. What changes the least are powers of recognition – “I know it when I see it.” What may actually get better, at least up to a point, are vocabulary, abstract reasoning (the ability to see concepts and relationships), emotional stability, and that elusive thing called “wisdom.”

Age-related cognitive decline is highly individual. Inevitably, however, some important cognitive functions do, to varying degrees, erode over time. General cognitive processing (especially of new or novel things) slows; retrieval of long-term information takes longer; learning new information is more challenging; and multitasking is significantly affected (although people don't do this as well as they think they do).

Potential Decline in Cognitive Functioning in Adulthood

Decline in both motor and mental speed of processing constitutes the greatest change in function associated with aging. Age-related decline in working memory places limits on other complex cognitive skills, including learning and recall of new information. As we age, the physical size (volume) of our brain begins to shrink. Connections between neurons (synapses) begin to function less effectively; the projections that transmit impulses from one nerve cell to the next (axons and dendrites) atrophy and eventually die; and fewer neurotransmitters (chemical messengers) are produced.

In our twenties and thirties, cognitive functioning is arguably at its peak, although as early as our thirties, a small amount of brain volume has been lost.

Starting at about age forty, we lose on average 5 percent of our overall brain volume per decade, up

until about age seventy, when any number of conditions can accelerate this process. In our forties, most individuals will notice the slowing of mental processing, and most will note that short-term memory tasks are more challenging.

In our fifties, changes in memory and other aspects of cognitive functioning become more noticeable. These changes may involve processing speed, multitasking, attention to detail, and the ability to place an event in time and location.

In our sixties, brain volume continues to shrink; the parts of the brain that are essential in the integration and formation of short-term memory are particularly affected. Other changes perhaps first noticed in the fifties may become more pronounced. Processing speed slows further; it takes longer to learn new information or master complex mental tasks; it becomes more difficult to maintain concentration and tune out distractions; “senior moments” become more common.

In our seventies and beyond, people vary widely in their cognitive abilities. Many remain sharp until a very advanced age, while others begin to show the wear and tear of life and diseases.

Dementia

Dementia is the organic deterioration of the brain's mental processes, usually characterized by memory loss, the impaired ability to think abstractly and systematically, impaired judgment, and personality change. Research has shown at least seventy causes of dementia, including brain tumors, head injuries, nutrition deficiencies, infections, drug reactions, and thyroid-related disorders. A study conducted at the University of Maryland found that 10 percent of patients aged 60 and over who were diagnosed with Alzheimer's disease were actually suffering from brain damage or brain toxicity caused by alcoholic drinking. Some forms of dementia are reversible, but many are not. The most common types of dementia are Alzheimer's, vascular dementia, alcoholic dementia, and Lewy body dementia.

Age, family history, genetics, lifestyle, medical conditions, and accidents are the most common risk factors for all types of dementia. The greatest known risk factor for Alzheimer's is advancing age. The

age at onset is typically after 65, and the likelihood of developing Alzheimer's doubles every five years after the age of 65. After age 85, the risk reaches nearly 50 percent.

No single lifestyle factor has been conclusively shown to reduce the risk of Alzheimer's. Evidence suggests, however, that the factors that put you at risk for heart disease (lack of exercise, smoking, high blood pressure, high cholesterol, and poorly controlled diabetes) may also increase the chance of Alzheimer's and vascular dementia.

Slowing the Pace of Cognitive Decline

Science has confirmed in the past 10 to 15 years that the same practices and strategies for reducing cardiovascular disease and diabetes – exercise and diet – also reduce the risk of cognitive decline.

In a ground-breaking study published in 2006, 59 sedentary individuals ages 60-79 were divided into two groups that spent one hour in the gym three times a week for six months. One group walked on treadmills; the control group engaged in a stretching routine. Both groups had brain scans before and after the gym activity. The study determined that the walkers experienced a significant increase in brain volume in the areas of the brain most closely associated with

higher-order cognitive and executive functioning. The group that engaged in stretching did not experience a corresponding increase in brain volume.

Previous research has shown that regular exercise leads to the growth of new capillaries (blood vessels) in the brain, an increase in the length and number of dendritic interconnections between the nerve cells, and an increase in the production of new nerve cells in the brain. These structural changes in the brain result in brains that are more adaptive to change.

A study of 18,766 female nurses found that those with the highest level of energy expenditure (exercise) had a 20 percent lower chance of being cognitively impaired on tests of memory and general intelligence.

A Finnish study of 1,500 people ages 65-79 found that those who had exercised at least twice a week were 50 percent less likely to have dementia.

To protect the most valuable asset of your law practice and put the brakes on cognitive decline, commit to getting your body moving in an enjoyable way for at least 30 minutes, three to four days a week.

MICHAEL BADGER, PH.D.,
ASSOCIATE DIRECTOR OF THE WASHINGTON
STATE BAR LAWYER SERVICES DEPT.

MIKE LONG, JD, MSW, CEAP
OAAP ATTORNEY COUNSELOR

The Next Stage: Planning NOW for the Retirement That YOU Want

The OAAP is presenting a daylong retirement planning workshop. This workshop will examine the financial, business, practical, and emotional aspects of retiring from the practice of law. Pat Funk, a financial education professional, will be the primary presenter. The workshop materials will include the book, *Lawyers at Midlife: Laying the Groundwork for the Road Ahead*, by OAAP Attorney Counselor Mike Long and financial professionals John Clyde and Pat Funk.

The workshop will be held on Friday, January 18, 2013, from 9:00 a.m. to 4:30 p.m. at the Oregon State Bar Center, 16037 SW Upper Boones Ferry Road, Tigard, Oregon 97224. The program will also be webcast.

This workshop qualifies for 6.25 general MCLE credits. The fee for the live seminar is \$50 and includes workshop materials and lunch. A spouse or significant other of each attending attorney is invited to attend the workshop at no charge; the fee for lunch and refreshments for a spouse or significant other is \$20. The fee for the webcast is \$50. The registration deadline is Monday, January 14, 2013. To register, go to www.oaap.org and select CLEs/Workshops.

For more information, contact Mike Long at 503-226-1057 or 1-800-321-6227, ext. 11, or at mikel@oaap.org.

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LAWYERS IN TRANSITION CALENDAR

Lawyers in Transition is a networking, educational, and support group for lawyers and judges making job or career transitions. The group meets on Thursdays at noon in the OAAP offices at **520 SW Yamhill, Suite 1050, Portland**. If you are interested in attending, please contact Shari R. Gregory, 503-226-1057, ext. 14, or Mike Long, ext. 11. A guest speaker for Lawyers in Transition is featured on the first Thursday of each month. These meetings are open for anyone to attend. See the calendar below for scheduled speakers.

The OAAP also occasionally presents career workshops 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 six consecutive weeks. If you would like additional information about the OAAP career workshops, call Shari R. Gregory or Mike Long at 503-226-1057 or 1-800-321-6227.

Jan. 10, 2013*	Tanya Hanson	Lawyer to editor and co-author of <i>The New What Can You Do With a Law Degree?</i>
Feb. 7, 2013	Barry Woods	Lawyer to Business Operations Manager electric vehicle charging station company
March 7, 2013	Jeff Jones	Lawyer to Law Professor
April 4, 2013	Gary Withers	Opportunities with Non-profits for Lawyers
May 2, 2013	Bill Penn	Tax and Consumer Lawyer to Director of Public Interest Law; Lewis & Clark Law School

* Second Thursday of the month