

IN SIGHT for Oregon Lawyers and Judges

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TALKING ABOUT SEX ADDICTION

Sex addiction affects both men and women. It causes untold shame and alienation for the addict and often also causes profound damage to families, partners, and significant relationships. Fortunately, people are increasingly showing up in therapists' offices to seek help for their sex addiction issues. OAAP Attorney Counselor Doug Querin, JD, LPC, CADC I, recently interviewed Portland-area counselor Larry Conner, MA, LPC, who offers sex addiction recovery counseling. Conner discussed the impact of this devastating addiction and the treatment that is available.

Doug Querin: *What is "sex addiction"? Is there a standard definition?*

Larry Conner: There is no single definition of sex addiction that is agreed upon at this time. For me and other treating professionals, the primary characteristic of this condition has to do with a loss of control – an individual's inability to manage in a healthy and appropriate way intense, obsessive sexual impulses, thoughts, and urges in order to manage the person's emotions. Another common component in sex addiction involves the individual's inability to manage and express intimacy; the addict is threatened by the vulnerability of true intimacy that comes with healthy sexual relationships and instead seeks situations that allow a greater sense of power. For the sex addict, his or her inability to manage emotions and/or inability to tolerate intimacy is manifested as a repetitive, compulsive, and addictive behavior.

While sex addiction can occur in women, it is most often found in men, in

large part because of men's higher levels of testosterone. In my experience, sexual addictive behavior in women is primarily the result of trauma reenactment; the woman sex addict was likely sexually abused and unconsciously seeks to recreate the pattern of abuse as a way of trying to find mastery over it.

DQ: *What are the different ways sex addiction can manifest in a person?*

LC: Sex addiction is varied. Most common today is addictive use of pornography. However, I see men caught in patterns of going to strip clubs, using prostitutes, having multiple affairs, or even just masturbating so often they are physically harmed.

There was a critically acclaimed film a number of years ago titled *Shame* (2011), which accurately portrayed the emotional numbness of a male sex addict. The main character was engaged in compulsive and varied sexual behavior in a way that created alienation from himself and the world. To me, that is one of the most destructive elements of sex addiction – the alienation and shame can become paralyzing.

DQ: *What is the neurology of sex addiction?*

LC: Although there is no clear understanding of how sex addiction works in the brain, testosterone is likely one of the primary factors. We know this hormone plays a major role in male psychology and behavior. What is unclear is why some males are able to manage it better than others. Many of those of us who treat sex addicts think

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that dopamine also probably plays a significant role in sex addiction, alongside testosterone. Dopamine is a neurotransmitter released by the brain that facilitates pleasure or reward. It biologically encourages us to seek out food, sex, and other life-sustaining activities necessary for survival and propagation.

DQ: *What factors tend to contribute to sex addiction?*

LC: In my experience, sex addiction often runs in families. It is unknown whether that is a biological consequence or the result of modeling behavior.

A history of having been sexually abused is also common among sex addicts, but by no means universal. Some male sex abuse survivors, similar to female sex abuse survivors, repetitively engage in reenactment scenarios, unconsciously seeking to recreate the pattern of abuse as a way of trying to find mastery over it. But

that is not the case with all male sex abuse survivors who are also sex addicts. Clinically, I and other therapists who treat this condition have worked with many male sex addicts who had strained relationships with their mothers while growing up. However, that is not universal.

It is also common for sex addicts to have a history with other addictions. My first exposure to sex addicts came from my work with recovering alcoholics who had long-term sobriety but were still acting out addictively with sex. So there are often many factors, alone or in combination, that can be at play in contributing to sex addiction.

DQ: *What roles do stress, anxiety, and depression play in sex addiction?*

LC: Like any other addiction, the triggers are often emotional. Sex addicts learn to channel all of their emotions into sexual behavior in a misdirected and unhealthy effort to manage those emotions. However, sex addic-

Resources for Sex Addiction

Sex Addicts Anonymous
<https://saa-recovery.org/>
 1-800-477-8191

Sexaholics Anonymous
www.sa.org
 1-866-424-8777

Sex and Love Addicts Anonymous
<http://www.slaafws.org/>

Society for the Advancement of Sexual
 Health (SASH)
www.sash.net

Sex Addicts Anonymous – Portland
<http://portlandsaa.org/>
 503-452-5961

Sexaholics Anonymous – Portland
<http://www.saportlandmetro.org/>
 503-224-9840

Sex and Love Addicts Anonymous – Portland
<http://www.slaa-portland.org/>
info@slaa-portland.org

The OAAP has confidential weekly recovery meetings for lawyers dealing with sex addiction issues. Information about these meetings and other counseling resources can be obtained by contacting OAAP attorney counselors:

Doug Querin – douglasq@oaap.org; 503-226-1057 or 1-800-321-6227, ext. 12

Bryan Welch – bryanw@oaap.org; 503-226-1057 or 1-800-321-6227, ext. 19

tion is NOT merely masking an anxiety or depression disorder. In a clinical context, ignoring a sex addiction and treating only an underlying depression or anxiety will not reduce the depression or anxiety. They are both fed by the addiction. In turn, they feed the addiction. A therapist working with a sex addict, in most cases, must address the addiction first before trying to resolve any depression or anxiety disorder.

DQ: *What forms of treatment are available for sex addiction?*

LC: Quite a few therapists in Oregon treat sex addicts. A good way to find a therapist is to get a referral from the Society for the Advancement of Sexual Health (SASH), the national organization that works to promote sex addiction treatment. You can find a list of SASH members online. Some therapists in Oregon provide groups, which is a very effective way to treat the issue. There are residential programs around the country for sex addicts who need to get away from their environs in order to achieve some recovery. Any individual, group, or residential treatment for sex addiction should include some help for the spouse or partner of the sex addict. The effect of sex addiction on the partner can be devastating, and no healing will likely happen without some help for the partner. There are three 12-step groups active in Oregon where sex addicts can go to get support with recovery: Sex Addicts Anonymous, Sexaholics Anonymous, and Sex and Love Addicts Anonymous. See the resource box for contact information.

DQ: *What advice would you give to a person seeking assessment and/or treatment?*

LC: Don't wait to get help. Sex addiction erodes the self and any ability to sustain healthy relationships with family and friends. It is a very isolating addiction. When asking for help, make sure to inquire about how much experience the therapist has with treating sex addiction. Don't be afraid of 12-step programs; they are confidential. For those who are especially concerned about confidentiality, there are some closed group meetings for attorneys and other professionals who need a very strong reassurance of confidentiality. Many therapists working with this issue know how to get a sex addict into one of those groups.

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 winter 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.

The Oregon Attorney Assistance Program (OAAP) has confidential weekly recovery meetings for lawyers dealing with sex addiction issues. Information about these meetings and other counseling resources can be obtained by contacting OAAP attorney counselors:

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

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 + MIKE LONG + DOUGLAS S. QUERIN + BRYAN R. WELCH

2016 OREGON LAWYER RETIREMENT SURVEY

In June 2006, the OAAP became one of the first, if not the first, Bar-related organizations to conduct a retirement survey of its lawyer members. An email containing a link to the survey was sent to approximately 6,000 active and inactive members of the Oregon State Bar ages 50 and older, inviting them to complete the survey. Nine hundred and thirty of these members completed the 2006 survey (“Speaking of Retirement,” *In Sight*, September 2006).

This past June, the OAAP conducted a similar retirement survey. Some of the questions from the 2006 survey were revised or eliminated and new questions were included; however, a majority of the questions remained the same. A broadcast email containing a link to the updated survey was sent to all active, active pro bono, and inactive members of the Oregon State Bar ages 50 and older (approximately 6,000), inviting them to complete the survey. We appreciate the 1,067 Bar members who took the time to complete this survey. Of the 2016 survey participants, 2.6% were active pro bono members of the Bar – a Bar membership category that was not included in the 2006 survey.

OWLS/OAAP Working Parents Roundtable

Oregon Women Lawyers and the OAAP are co-sponsoring an ongoing monthly roundtable of facilitated discussions for working lawyer parents. The topics for discussion vary and are facilitated by OAAP Attorney Counselor Kyra Hazilla. The group meets on the second Thursday of each month from noon to 1:00 p.m. at the Pacific Building, 520 SW Yamhill, Portland, in the Fourth Floor Conference Room. For more information, contact Kyra Hazilla at 503-226-1057 or 1-800-321-6227, ext. 13, or at kyrah@oaap.org.

Demographics

Gender: The response options to the gender identification question contained in the 2006 survey were limited to male/female. The 2016 survey provided four response options: male, female, transgender, or nonbinary. In 2016, 63% of participants identified as male, 37% as female, two participants as transgender (.12%), and two as nonbinary (.12%).

	2016	2006
Male	63%	74%
Female	37%	26%
Transgender	(2) .12%	
Nonbinary	(2) .12%	

The following breakdown of male/female survey participants by age demonstrates the increasing representation of women lawyers in the OSB.

Age	% of females	
	2016	2006
70+	12%	0%
60-69	35%	14%
50-59	52%	32%

Age of survey participants: In the 2006 survey, 72% of the survey participants were in their fifties, compared with 28% who were 60 or older. In the 2016 survey, the percentages almost flipped, with 31% of the 2016 survey participants in their fifties and 69% ages 60 and older. Bar members ages 60 through 69 represented over half (53%) of survey participants.

Bar membership status: Of the 2016 survey participants, 79% are active members, 3% active pro bono members, and 18% inactive members of the Bar.

Employment status: Of the 2016 survey participants, 63% are employed full-time, including both law and non-law jobs; 13% work part-time; and 17% are retired.

Employment setting: Of the 2016 survey participants, 52% work in private practice, 5% in-house, 26% in government or as judges or hearings officers, and 7% either work in a nonprofit or the private sector or own a business.

Firm size: The most striking change since 2006 is the significant increase in participants working as sole practitioners, from 27% in 2006 to 44% in 2016. Perhaps this change represents late-career transitions of lawyers who previously practiced in larger firms. The survey also identifies a 10% decrease in survey participants working at the largest firms, from 15% in 2006 to 5% in 2016.

Survey participants were asked whether they were planning to retire from practice or their primary career in the next five years. Of the 840 lawyers who answered this question, half responded yes. The increased age of participants in 2016 compared with 2006, and the significant percentage of 2016 respondents who plan to retire in the next five years, suggest that the anticipated transition from practice of the baby boomers (and the experience and expertise drain that will result from their exodus) is underway.

Retirement Plans

At 65: Almost two-thirds of the 2016 participants reported that they expected to continue to be working full- or part-time at age 65.

Age participants plan to retire: Participants of the 2016 survey are planning to work longer than the participants of the 2006 survey. Approximately 47% of the 2016 survey participants plan to retire completely prior to age 70, compared with 58% in 2006. Of the 2016 survey participants, 49% plan to retire completely in their 70s, compared with 31% of the 2006 participants. Of the 2016 survey participants, 17% plan to retire completely after age 75, compared with 9% of 2006 participants.

Age of retirement: Of the retired 2016 survey participants, 30% reported that they had retired before age 60; another 33% between ages 60 and 64; 25% between 65 and 69; 8% between 70 and 74; and only 4% after age 75.

Retirement planning: A greater percentage of 2016 participants reported taking active steps in preparing financially for retirement, such as retaining a financial planner, developing a retirement financial plan, and discussing retirement issues with their spouse or life partner.

Workshop: Practicing Law With ADD

The OAAP will be offering its "Practicing Law With ADD" workshop in Salem in September. The workshop, which will meet on Thursday evening from 5:30 p.m. to 8:00 p.m. and Friday from 9:00 a.m. to 5:00 p.m., will be offered in:

- **Salem – September 22–23, 2016, at the Red Lion Hotel, Salem**

The workshop will be facilitated by Portland psychotherapist Greg Crosby, MA, LPC, CGP. 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 enhance your communication skills. Cost is \$100. The program agenda is online at www.oaap.org under CLEs/Workshops.

For more information or to register for the workshop, contact OAAP Attorney Counselor Mike Long at 503-226-1057 or 1-800-321-6227, ext. 11, or at mikel@oaap.org.

Primary concerns: Consistent with 2006 participants, the two most significant financial concerns 2016 participants reported as they look ahead toward their retirement needs are:

- Projecting their long-term financial needs (67%)
- Concern regarding Medicare, health insurance, long-term care insurance, and unreimbursed medical expenses (53%)

2016 survey participants were asked: Do you anticipate your health care coverage during your retirement years will adequately meet your needs? Fifty-three percent answered yes; 11% answered no; and 36% indicated they were not sure.

Also consistent with 2006 participants, the most prevalent personal concerns about retirement reported by the 2016 participants are:

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- Loss of intellectual stimulation (42%)
- Loss of professional camaraderie and affiliations (40%)
- Loss of social interactions and social isolation (36%)
- Loss of opportunities to use professional skills and experience (32%)
- Loss of professional identity (31%)

The Perceived Price to Retire

The accumulated wealth that survey participants estimated they will need to retire has crept up since 2006. In 2016, 62% of survey participants believed they would need over \$1 million, compared with 55% in 2006; 42% believed they would need over \$1.5 million, compared with 36% in 2006; and 25% believed they would need over \$2 million. The primary sources of income Oregon lawyers are expecting to draw from in retirement are Social Security (96%), retirement savings accounts (87%), income from after-tax savings and investments (52%), and pensions from employment or military service (42%).

Creating Healthy Habits

Are you interested in breaking unhealthy habits and creating new healthy habits? If you would like to find solutions for changing patterns you have with things like food, Internet and media use, excessive worrying, shopping, etc., the OAAP's Creating Healthy Habits workshop may be a good place to start.

This 1.25-hour-long, 5-session, noontime (12 to 1:15 p.m.) introductory workshop on forming and maintaining healthy habits to improve personal and professional well-being will begin October 18. The workshop is free and confidential. Space is limited.

For more information, contact Doug Querin, JD, LPC, CADC I, at 503-226-1057, ext. 12, douglasq@oaap.org, or Shari R. Gregory, LCSW, JD, at 503-226-1057, ext. 14, sharig@oaap.org.

In 2016, over a third of survey participants reported they were completely satisfied with the amount of money they were putting aside for retirement; almost half (47%) reported being somewhat satisfied with the amount of money they were putting aside for retirement; and almost one fifth (19%) were either not very satisfied or not satisfied at all with the amount of money they were putting aside for retirement.

Retirement Realities

The 2016 survey asked retired participants if they retired when they had planned, earlier than planned, or later than planned. Of the 292 participants who responded to this question, 47% reported that they had retired when they had planned, 42% retired earlier, and 11% retired later than planned.

Of the lawyers who reported retiring earlier than planned, one-third indicated they had achieved sufficient financial independence. Another third retired early due to health challenges or limitations, or the loss of their job or economic opportunities to continue to practice. Of the other third, a majority retired early in response to negative stressors or life events (death or illness of spouse or aging parents, dissatisfaction with practice or position or burnout, economic stressors or setbacks, etc.).

Approximately half of the 2016 survey participants who reported retiring earlier than planned did so because of unforeseen health or economic setbacks. This finding reinforces that we must proactively plan for potential negative life events that could temporarily or permanently render us unable to practice.

As in 2006, the 2016 survey asked sole practitioners whether they had taken any steps to protect their clients in the event of death, disability, impairment, or incapacity, such as making arrangements with another attorney to cover or close their practice.

In 1999, the PLF was the first Bar-related organization in the country to publish a guide to assist lawyers to plan for death and disability, *Planning Ahead: A Guide to Protecting Your Clients' Interests in the Event of Your Disability or Death* (2015). This guide has been educating and encouraging lawyers to take the steps necessary to protect their clients since its publication. Unfortunately, the percentage

of solos who actually make these necessary arrangements remains stuck at under 25%.

Of the 50 lawyers who retired later than planned, 28% postponed retirement because they continued to enjoy their practice or work; 20% reported they needed the earned income; and 11% reported they needed to save more for retirement. Forty-two percent delayed retirement for other reasons.

The 2016 survey also asked participants who have not yet retired whether the economy over the past 10 to 15 years has impacted their retirement plans. Across all age groups, approximately two-thirds of participants reported that the economy (and great recession) had not impacted their retirement plans; approximately one-third reported that it had caused them to decide to postpone retirement and work longer; and 1% reported that it had caused them to decide to retire sooner.

The retired participants of the 2016 survey provided a glimpse of what they were enjoying most about retirement:

- A slower, less stressful pace.....74%
- More opportunity to travel65%
- More time for hobbies, recreation,62%
or new educational opportunities
- More time for family and friends.....62%

- More time for exercising and fitness61%
- Increased control over one’s schedule60%
- More time for community service46%
and volunteering

Staying Healthy

A significant percentage of 2016 participants are remaining active and perceive themselves as in good health. In a positive trend, greater percentages of 2016 participants report exercising three to seven times a week.

Looking Ahead

As in 2006, 2016 survey participants were asked about their level of optimism as they look forward to their retirement years. Eighty-five percent feel optimistic and are looking forward to their retirement years; however, lawyers in their fifties reported feeling less optimistic about their retirement years.

The OAAP will be using the responses to this survey to further refine the lawyer retirement planning workshops it offers in the future. The PLF will be publishing a guide for planning for retirement and transitioning from the practice of law.

MIKE LONG
OAAP ATTORNEY COUNSELOR

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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.

October 13, 2016*	Rima Ghandour Adina Matasaru Iaysha Smith	How to Successfully Share Office Space
November 3, 2016	Marie Scheffers	Public defender to Compliance and Education Coordinator, Oregon Government Ethics Commission
December 8, 2016*	Scott Morrill	Practicing attorney to adventure traveler and teacher
January 12, 2017*	Alex J. Berger	Using networking to go from large firm to boutique firm lawyer
February 2, 2017	Heidi Strauch	Contract lawyer to Judge Pro Tem
March 2, 2017	Susanne Aronowitz	The Imposter Syndrome

* Second Thursday

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