

IN SIGHT for Oregon Lawyers and Judges

IMPROVING THE QUALITY OF YOUR PERSONAL AND PROFESSIONAL LIFE

JUDGES HELPING JUDGES

Judges are consistently in the role of helpers and advisors. This can be draining, especially when judges are also constantly having to make decisions with less and less support and fewer and fewer resources. The unique role of judges in our legal system can result in isolation – and sometimes even reluctance to ask for help. To better address the unique needs of judges, a group of judges worked with the OAAP to create the Volunteer Network of Assisting Judges (VN of AJ). The VN of AJ is comprised of concerned judges who are willing to assist colleagues who are experiencing difficult times. Volunteer assisting judges will connect colleagues with the resources available through the OAAP. A judge seeking assistance can also be connected with a volunteer assisting judge by calling the OAAP.

All judges are eligible to become part of the Volunteer Network of Assisting Judges simply by filling out the VN of AJ form. No specific personal experience is required. The network will work in conjunction with the OAAP and carries with it all the confidentiality protections of the OAAP, as well as those of the Oregon Code of Judicial Conduct.

To access the VN of AJ for yourself or a judge you are concerned about, call the confidential judges' network hotline at 503-226-7150 or call the OAAP at 503-226-1057. To become part of the network, contact Douglas Querin at 503-226-1057, ext. 12, 1-800-321-OAAP (6227), ext. 12, douglasq@oaap.org, or go to www.oaap.org and click on Judges at the top navigation bar.

OREGON ATTORNEY ASSISTANCE PROGRAM

503-226-1057
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www.oaap.org
Helping lawyers
and judges for over
30 years

- Alcohol & Chemical Dependency
- Career Change & Transition
- Gambling Addiction
- Mental Health
- Procrastination & Time Management

**A free, nonprofit,
confidential program
for you.**

OLAF HELPS DURING TOUGH ECONOMIC TIMES

You probably already know that Oregon's vital social services have been significantly cut. What may surprise you is that many practicing lawyers in Oregon have been directly affected by these cuts. There are attorneys in our community who need mental health or addiction treatment but can't obtain the care they need due to lack of insurance and lack of funding for community services. The Oregon Lawyer Assistance Foundation (OLAF) helps to fill the treatment gap that has been created by these difficult economic times and the resulting significant social service cuts.

OLAF provides treatment grants and loans to lawyers who access the Oregon Attorney Assistance Program (OAAP) and who are unable to pay for the mental health or addiction treatment they need. The OAAP provides support, helps get lawyers to resources, and provides short-term counseling, but funding for treatment is outside the scope of services offered by the

Men's 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, "Practicing Law While Practicing Life," 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 meet at the OAAP on Tuesdays from 12 to 1:15 p.m. starting on October 23, 2012. The workshop facilitator will be OAAP Attorney Counselor Douglas S. Querin. There is no fee, but advance registration is required, as space is limited.

To register or for more information, contact Douglas S. Querin at 503-226-1057, ext. 12, or at douglasq@oaap.org.

OAAP. That's the need that OLAF fills. With an OLAF grant or loan, a lawyer who is suffering can access treatment that has been recommended by the OAAP but that the lawyer otherwise cannot afford. OLAF loans and grants assist lawyers who suffer from bipolar disorder, depression, post-traumatic stress syndrome, anxiety disorder, addiction, alcoholism, and other mental health and addiction-related diseases.

Your financial contribution will help an Oregon lawyer who is trying to get his or her life back on track and who would otherwise be unable to obtain the treatment necessary to do that. Your support and financial contribution will help a courageous lawyer to access treatment – and thus help to change a desperate situation into a positive contribution to the legal profession and the community.

Most Oregon lawyers know at least one professional colleague who has suffered from some form of mental health or addiction disorder. Many lawyers who access the OAAP are unable to pay for the treatment they need. Lawyers receiving OLAF funds are asked to contribute back to OLAF once they return to health and a productive career. Some lawyers who have received OLAF loans have already begun to do this.

OLAF money comes entirely from private donations – most often from other Oregon lawyers who want to contribute to the profession by helping other lawyers. Since most mental health and addiction disorders are highly treatable with access to proper resources, contributing to OLAF helps to save lives, families, and careers.

We hope that you and your firm will join this inspired effort to help fellow lawyers. When we help another lawyer, we help the profession and the community we serve.

For more information about OLAF, go to www.oaap.org and click on OLAF at the top-right corner of the navigation bar, or contact me at 503-499-4486 or at robert.moore@bullivant.com. OLAF is a 501(c)(3) tax-exempt organization.

ROBERT A. MOORE
BULLIVANT HOUSER BAILEY PC



Oregon Lawyer Assistance Foundation

Helping lawyers in need receive addiction and mental health treatment

Your donations to OLAF make a difference in the lives of Oregon lawyers who are suffering with an illness they cannot afford to treat. Contributions are tax deductible. For more information about OLAF, or to make a donation, contact Barbara Fishleder at 503-684-7425 or at barbaraf@oaap.org.

DONATIONS THAT MAKE A DIFFERENCE.

PO Box 231600 • Tigard, Oregon 97281-1600 • 503-684-7425

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❖ In Memory of Michael Sweeney, ☞ In Memory of Deborah Dealy Browning, ☞ In Memory of Marianne La Plante,

◆ In Memory of Donald McEwen, ☞ In Memory of Don Muccigrosso

THAT PERSON REALLY IRRITATES ME!

When a client pushes our buttons, we tend to think of that person as “hard to deal with” or “difficult.” Have you noticed, though, that not everyone reacts the same way to that person? Behavior that comes

across as difficult to you may be considered strange, but no big deal, to another person. There’s a clue in that – perhaps you don’t need to be as bothered as you make yourself!

Here are some practical techniques to employ to better manage encounters with troublesome clients (or opposing counsel or judges). First, realize early on that the person is getting under your skin. When you recognize it, label it. Say to yourself, “I find myself getting very irritated when I have to deal with X. Isn’t that interesting?” Labeling is different from complaining about a client’s annoying actions or blaming the client for your reaction.

A second option: Be curious rather than furious. Ask yourself what the client is doing and why. There’s a fork in the road here, and you make the choice. Do you immediately go down the blame route, or are you able to use the “isn’t that interesting” path? When you make that choice early, you manage the interaction rather than allowing the interaction to manage you.

When we analyze someone’s behavior, we are likely to consider it in new ways. Often we learn something in the process. For example, when someone says you should do something, it usually aggravates us. When the directive comes from a “difficult” person, it’s a chance to remind yourself not to do the same thing. Curiosity gives you that insight and keeps you from being upset in the process.

In dealing with someone who rubs you the wrong way, there is a solid concept that, when applied to your own internal processes, can make a big difference. Namely, you may not be able to change another person’s behavior, but you can change the way you react to the behavior.

Your reaction is where you undeniably can exercise control. Rather than feeling irritated, choose to respond in ways that work better for you.

Attorneys tell me that one of the most practical lessons from my seminar is the pause – breathe – choose strategy. In our fast-paced world, we experience many stimuli that generate responses over the course of a day. Here’s an example:

Someone tells you, “You did a lousy job on that assignment!” Pretty strong stimulus, right? When that happens, we’re likely to have an immediate, strong inner reaction: we feel hurt, or angry, or curious.

If we feel hurt, we may withdraw. If we feel angry, we’re likely to get defensive or to attack. But if we feel curious, we’re likely to seek more information and see what we can learn from the exchange.

Most people find that gathering information gets better results than withdrawing or attacking and losing effectiveness. Your inner reaction will be immediate and automatic, happening even before you have a chance to think. So how do you get off autopilot and get to that better choice?

You put something between your inner and outer responses. Pause, breathe, and choose. Catch yourself before you respond automatically by literally saying to yourself, “Pause.” Take a solid breath that assists in that pause. Then, choose your visible response.

You can easily teach yourself this technique. Attorneys often say they’re surprised at how well this works and the difference it makes in their irritation levels.

To recap, use these four tips to manage yourself when you encounter annoying behavior:

Women In Recovery

Beginning on October 9, 2012, a group for women in recovery will meet at the OAAP on Tuesdays from 12 to 1 p.m. All women in the legal community are welcome, including paralegals and law students. For more information, contact Meloney C. Crawford at 503-226-1057, ext. 13, or at Meloneyc@oaap.org.

1. Recognize that the behavior bothers you, then label it. When you’ve done that, your irritation has a better chance of subsiding.
2. Be curious rather than furious. Avoid the blame route, which only makes you more irritated.
3. Focus on what you control – your reaction, not the other person’s behavior.
4. Practice pause, breathe, and choose. Train yourself to get better and better at this. It’s not hard to learn.

CAL SUTLIFF
MANAGEMENT TRAINER

The author presents a one-day seminar, “Enhancing Your People Skills for Attorneys” and can be reached at calsutliff@aol.com. This article originally appeared in GP Solo eReport, vol. 1, no. 9, April 2012, published by the Solo and Small Firm Division of the American Bar Association. Reprinted with permission.

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*

OAAP COUNSELORS: MELONEY C. CRAWFORD + MIKE LONG + DOUGLAS S. QUERIN + SHARI R. GREGORY

A WHOLE NEW WAY OF LIFE

I was working as a contract attorney in a temporary position and I wasn't very happy. I was experiencing a lot of job-related frustration, and I couldn't seem to get much done in my personal life. I was calling in sick regularly – at least a day or two a month. My home was a mess, and my social life was practically nonexistent. Things weren't the way I thought they'd be when I graduated from law school.

I had been dealing with chronic pain for almost ten years, which was interfering with my sleep. Sometimes I would wake up in predawn hours and be unable to go back to sleep. I couldn't turn off my brain. My thoughts kept churning, and it wasn't uncommon to finally fall asleep just before the alarm went off. Instead of jumping out of bed, I'd keep hitting the sleep switch and avoid getting up until I knew I had to or I'd be late to work.

Doing the most basic chores, such as laundry or grocery shopping, felt overwhelming. I had trouble concentrating and couldn't get my act together. It wasn't unusual for me to come home from work on a Friday and not get dressed or leave my apartment all weekend. I'd spend the days on the couch – sort of sleeping and watching television, with a few breaks to eat. I was overweight and craved junk food. I cried easily and felt sorry for myself. Sleep was a welcome escape, especially since I was always tired from my awake times during the night.

My life-changing process started with a phone call to the lawyer assistance program. I met with a counselor who was very easy to talk with and didn't seem surprised by anything I confided. The counselor referred me to a psychiatrist, who prescribed an antidepressant. The first medication worked to some extent, but it had some undesirable side effects. The second medication worked much better.

I also talked with my psychiatrist about the seasonal component to my depression (seasonal affective disorder, or SAD). My symptoms included extreme irritability and a feeling of loss, of "entering into darkness," in the fall. I began using light box-therapy, adjusting the length of time depending on the season and how I felt. The psychiatrist also stressed the importance of getting out during the day and walking,

because exercise and exposure to natural daylight are helpful in alleviating depression.

As a result of talking to the lawyer assistance program counselor and the psychiatrist and taking positive actions to deal with my depression, my life gradually began to get better. My perception of things went from gray and blah to colorful and positive. The best way I can describe the improvement is to say that I was gradually able to see things from the perspective of the glass as half full instead of always half empty. I was much less irritable, tired, and judgmental. Other positive results include improved self-esteem and improved attendance at work. I began to enjoy little things again. Instead of experiencing anxious, racing thoughts all the time, I'm able to enjoy the moment, without thinking about the past or worrying about the future.

I began dating again, scheduled some social activities, and made new friends. I began applying for permanent jobs and cleaned up my apartment. Daily life activities became much easier to do. I joined a weight loss support group and lost weight. I no longer wanted to escape to the couch and sleep all the time.

As a result of treating my depression, I felt good enough about myself that I was no longer willing to endure chronic pain. I felt empowered to find a doctor who was able to diagnose the cause of my chronic pain and correct it with an outpatient surgical procedure. What a difference that made! For the first time in years, I'm now able to sleep without waking up in pain several times during the night.

I also realize that depression is something I need to cope with on an ongoing basis. I'll also continue to be sensitive to changes in seasons and the resulting changes in light that cause me to feel down at various times during the year. I know that part of my depression is cyclical and that I have the coping skills to get through those down times.

As I look back, I think that my decision to call the lawyer assistance program was one of the most important decisions I ever made. That phone call put into motion a series of changes that have made a dramatic and positive difference in my life.

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INTROVERT'S SURVIVAL GUIDE FOR NETWORKING EVENTS

I'll admit it – networking is one of my least favorite parts of my job. I wish everyone just knew who I was, thought I was fabulous, and that my phone was ringing off the hook with more business than I can handle. Unfortunately, that's not the case. So every week I attend two to four networking events – even though casual chit-chat with strangers over mini appetizers is not necessarily my favorite way to spend an evening.

As an Introvert, You're in Good Company

Despite the fact that I'm a professional public speaker, I'm a big introvert. I dislike attending most events that involve large crowds because they make me feel claustrophobic. I am uncomfortable at events that are so crowded that you have to yell to be heard by the person next to you. When business groups try to entice me by telling me over 1,500 people will attend their event, I cringe. I take comfort from reminding myself that I'm not the only person who feels this way.

As a business owner, it's important to make connections within my community. Here are some of the lessons I've learned that help me navigate networking events as an introvert.

1. If the event room is loud and crowded, head for the hallway. You will find your fellow introverts there, enjoying their space and speaking at a normal volume for conversation.

2. If the event has an educational component, go to it. It will give you a smaller group to start with and a basis for starting conversations.

3. Go to events for business professionals, not just for lawyers. Lawyer groups can lead to referrals, but business groups will put you directly in front of potential clients.

4. Attend groups and events that interest you. When you're comfortable, you'll be more effective at networking. When you go to events that interest you, you'll be more likely to meet people who are like-minded and more likely to hire you.

5. Don't be afraid to branch out beyond the traditional networking events. Some networking

groups do more unusual things like go-carts instead of happy hours. You can also network at sci-fi conventions, hiking groups, and book clubs.

6. Go to lunch and breakfast events. You might be more comfortable talking to people over a meal with your hands occupied with silverware. These events tend to be smaller, too.

7. Give yourself permission to leave early. It's okay to set a goal for the number of contacts you want to make and leave once you achieve it.

If you're ever uncomfortable at an event and you want to leave, it's okay. You can always say you have another event to attend. No one has to know that the appointment is with your family, a book, or your pillow.

RUTH CARTER

THE CARTER LAW FIRM

The author's weekly blogs can be read at www.UndeniableRuth.com. This post appeared in The Daily Dispatch, published by Attorney at Work, June 20, 2012 (www.attorneyatwork.com). Reprinted with permission.

Women's Empowerment Group

The OAAP will be facilitating an 8-week women's support group in Portland for women who are working through personal challenges due to their current or former partner's or spouse's alcohol or chemical dependency, sex addiction, or other abuse or dependency. Participants will learn new tools, skills, and strategies. Topics will include self-esteem, co-dependency, the role of shame and guilt, faces of abuse, healthy boundaries, anger, and other emotions.

The Women's Empowerment Group will meet on Wednesdays at the OAAP from 12 to 1 p.m. beginning in October 2012 and will be co-facilitated by Shari Gregory and Meloney Crawford. All potential members will meet and talk with Shari or Meloney prior to the group's beginning. Space is limited, so please call Shari Gregory at 503-226-1057 or 1-800-321-6227, ext. 14, or Meloney C. Crawford, ext. 13, to participate.

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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.

Oct. 4, 2012	Bruce Hazen Career and Management Consultant	Developing Your Personal Business Model – Becoming Your Own Rainmaker
Nov. 1, 2012	Tom Wood	Theater set designer to large firm environmental lawyer
Dec. 6, 2012	Mark Johnson Roberts	Developing a Family Law Practice
Jan. 3, 2013	TBA	