



COVID-19 AND LAWYER WELL-BEING

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MAINTAINING YOUR WELLNESS DURING COVID-19

HAPPINESS

SOURCE: "THE SCIENCE OF WELL-BEING; YALE UNIVERSITY; PROFESSOR LAURIE SANTOS"

[HTTPS://WWW.COURSERA.ORG/LEARN/THE-SCIENCE-OF-WELL-BEING/HOME/](https://www.coursera.org/learn/the-science-of-well-being/home/)

- ✓ 50% genetic
- ✓ 10% life circumstances
- ✓ 40% we control (meditation, gratitude, exercise, self compassion, sleep, humor, service to others)
- Exercise - increase mood; decrease depression (30 min/day); can be as effective as anti-depressants
- "immune neglect" - We are unaware of the power of the psyche. We are much more resilient than we realize!

OUR INTUITIONS ABOUT HAPPINESS AREN'T TRUE!

SOURCE: "THE SCIENCE OF WELL-BEING; YALE UNIVERSITY; PROFESSOR LAURIE SANTOS"

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- Winning lottery initial spike in happiness; w/in one year, back to baseline if not decrease in happiness.
- 1940: 7.5 happiness level vs 2002: 7.2 happiness level
- Married couples - 1-2 year spike then same happiness level as non-married
- Cosmetic surgery - decrease in happiness post-surgery

EXPERIENCES VERSUS MATERIAL THINGS

SOURCE: "THE SCIENCE OF WELL-BEING; YALE UNIVERSITY; PROFESSOR LAURIE SANTOS"

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- Experiences make us much happier due to hedonic adaptation.
- Materialists have more MHD and a decrease in happiness.
- We plan for experiences, enjoy them, relive them, and share them with others.
- Hedonic adaptation- we get accustomed to 'things' and those 'things' have much less of an impact after initial jolt of happiness.

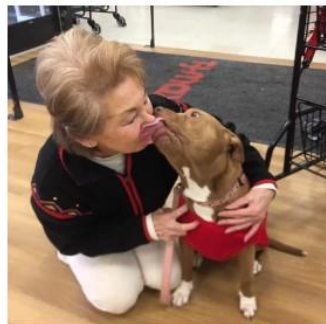
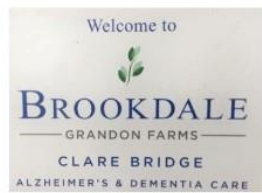
THWARTING HEDONIC ADAPTATION:

SOURCE: "THE SCIENCE OF WELL-BEING; YALE UNIVERSITY; PROFESSOR LAURIE SANTOS"

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1. savoring - step outside to appreciate experience while it is happening; take pictures
2. negative visualization - (If I didn't get sober...) Breaks you out of the here & now.
3. make this day your last - maximize each day, increases your appreciation
4. gratitude - appreciate what you have

“ONE MORE DAY” (FEBRUARY 19, 2019)



INCOME:

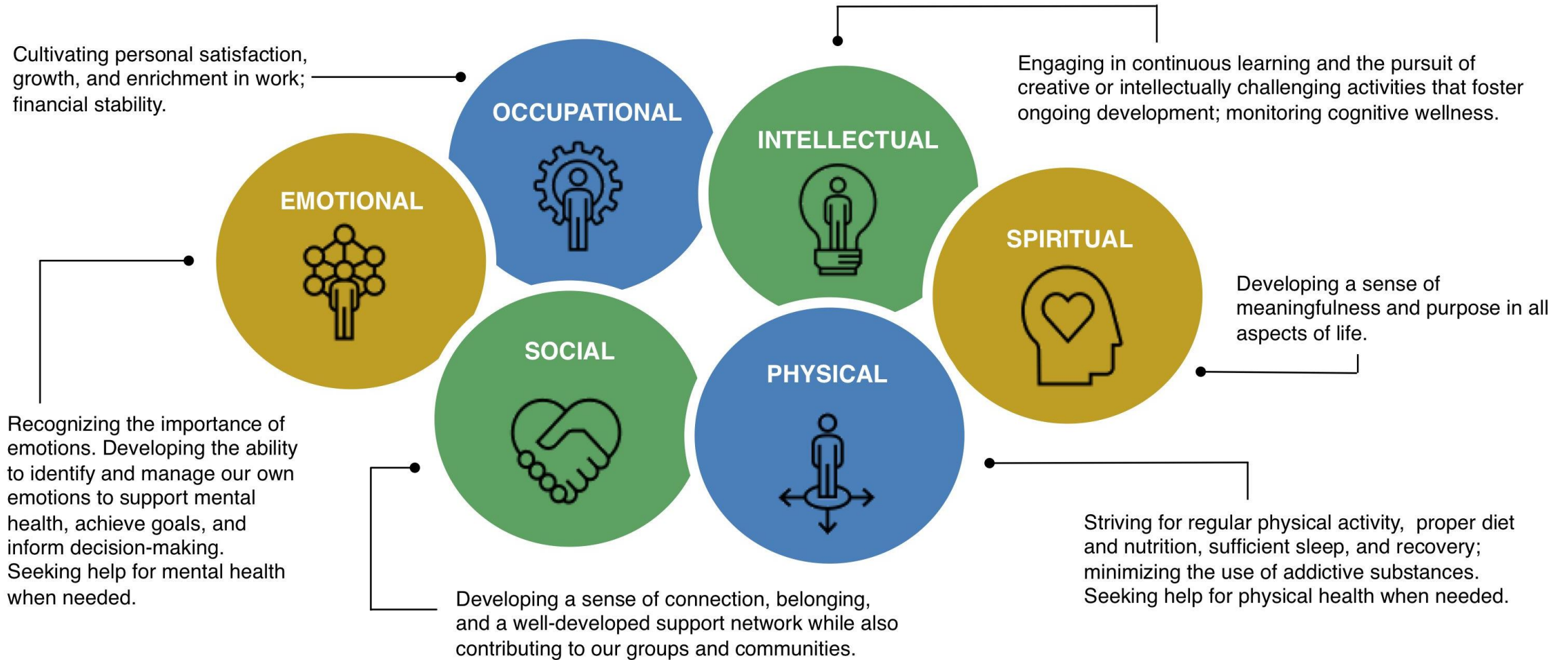
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- Income vs life happiness only 10% correlation
- >75,000/yr = no increase in happiness level
- for every \$1.00 raise/we want \$1.40
- If someone you work with gets a raise, you like your job less

WELL-BEING: NOT A NEW CONCEPT FOR LAWYERS!

- 4 years of focused preparation on self-care
 - Landmark Studies → The National Task Force on Well-Being
- Well-being creates competency
- Abundance of ABA resources
 - ABA Mental Health and Substance Use Resources:
https://www.americanbar.org/groups/lawyer_assistance/resources/
 - The Well-Being Tool Kit for the Legal Profession:
www.americanbar.org/content/dam/aba/administrative/lawyer_assistance/Is_colap_Brafford_Tool%20Kit.authcheckdam.pdf

The Well-Being Task Force will motivate a continuous process in which lawyers strive for thriving in each of the following dimensions of their lives:



PARALLELS: ACTIVE SUBSTANCE USE DISORDERS & THE PANDEMIC

- invisible illness trying to kill us; we survived
- powerlessness
- taking things as they come
- living one day at a time
- isolation (loneliness)
- Quarantine (jails/institutions/detox)
- Higher Power/faith
- let go and let God
- sharing E-S-H
- fighting against the odds to recover from a disease
- **We were MADE to survive this & help others through it!**

WE ARE THE FIRST RESPONDERS IN THE LEGAL PROFESSION

- put your oxygen mask on first
- self care must be your priority
- can't give something away you don't have (peace/serenity)
- our families and the community rely on us
- we resist change/establish new normal ASAP
- profession doesn't shield us from isolation/fear
- utilize the wellbeing toolkit

MEDITATION/MINDFULNESS

- key to being truly present/not projecting
- key to identifying our TRUE feelings
- acknowledge feelings but don't attach (mountain/clouds)
- breathing mediation
- reduces "mental chatter"
- eliminates us authoring best selling novels from negativity
- normal for us all to feel WAVES of emotion now

WELL-BEING STRATEGIES DURING THE PANDEMIC

- “Half Measures Avail Us Nothing”
- movement is medicine
- human connection is essential
- sleep
- routine and structure
- fuel
- service to others
- gratitude
- self compassion is key: don't "should" on yourself

“THE NATURE PILL”

SOURCE: HARVARD HEALTH PUBLISHING, JULY 2019, REPRINT FROM FRONTIERS IN PSYCHOLOGY, APRIL 4, 2019

36 participants either walked or sat in nature for 20 minutes

NATURE = Outdoor place
(parks/outside of work)

*No exercise 1/hr. prior, No stimuli
(phone/people/pets/ social media)

Saliva levels tested
pre/post nature
connection for cortisol
levels

RELIEVES
STRESS

> 20 minutes
didn't decrease
stress more

HUMAN CONNECTION AND SERVICE TO OTHERS

Service to others:

- service gives us *grace from self*

Examples:

- zoom recovery platforms or meetings w/friends
- CALL someone; not text
- check on family/neighbors
- FaceTime with family, if possible
- send a handwritten note of gratitude
- help an older fellowship member learn how to use zoom

GRATITUDE

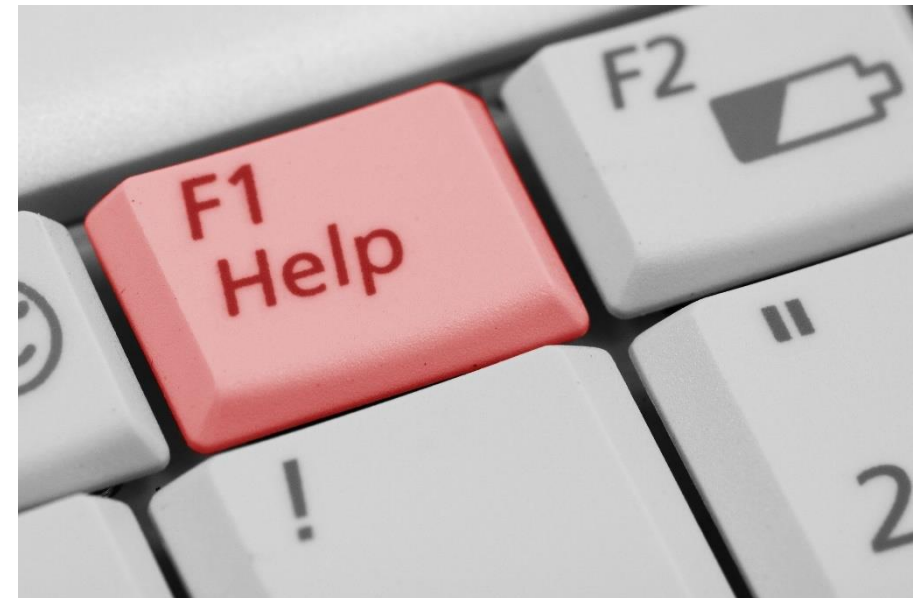
- memorialize for reflection
- gratitude journal
- positive state of mind
- directly correlated with HAPPINESS & PEACE
- builds resiliency
- boost productivity
- reduces depression
- improves positivity ratio (3:1; to flourish)
- improves sleep
- exercise more frequently (33% increase w/gratitude journals)
- we become more centered on others/humility

HOW I AM NAVIGATING THE PANDEMIC

- applying fellowship principles in all my affairs
- structure/sleep/fuel/movement
- work remotely
- zoom staff meetings (connection)
- daily zoom meetings in and out of the profession
- limit news to 30 minutes a day
- limit social media
- read a book in the evening
- call five recovering people a day
- call five non-recovering people a day
- volunteer at the animal shelter 1-2 hours/day (safely)
- helping older neighbors (grocery store)
- walk my dogs 2 miles/day
- zoom presentations
- meeting neighbors for "dog play dates" in backyard
- meditation/prayer
- gratitude journal at night (written)
- donated blood due to shortage
- creativity (painting canvases/shrinky dinks/organizing)

A REMINDER TO US ALL

- reaching out for support = strength
- we aren't immune/recovery isn't a shield
- LAP's are here to support all of us
- we are all in this together
- directly or indirectly, COVID-19 will impact all of us



COLLATERAL IMPACT OF THE PANDEMIC

- stress/depression
- isolation
- shame associated with financial impact
- domestic struggles
- substances will be abused to "self medicate"



WE ARE IN THIS TOGETHER!

- legal profession = SELF REGULATING
- you = human
- we must look out for each other
- if you notice someone is struggling, call LAP's
- don't ignore signs
- you have the ability to carry the **HOPE TORCH!**



LAWYERS ASSISTANCE PROGRAMS

- many LAP's now providing telehealth
- peer support is most valuable asset
- confidential, safe, supportive



A small yellow flower with a dark center and green leaves is growing out of a crack in a brick wall. The bricks are reddish-brown and weathered. The background is blurred, showing more of the wall and some green foliage on the left.

While a lot of things have been cancelled,
RESILIENCY is not one of them

Robin Arzon, Esquire, Peloton, Lead Instructor

MORE INSPIRATION FROM ROBIN ARZON:

- ❖ Action is the antidote to fear.
- ❖ It doesn't need to be TG to be grateful; we woke up today.
- ❖ Without challenge, there wouldn't be change.
- ❖ Gratitude turns 'why me' into 'try me.'
- ❖ Your test will become your testimony.
- ❖ Your most valuable currency is your TIME.
- ❖ We have never needed each other more; you don't have to pretend you are ok.
- ❖ Instead of asking 'how bad is it going to get' ask 'how great is it going to end up.'
- ❖ The most powerful thing anyone can say to you is what you say to yourself.



WELL-BEING STRATEGIES

CONNECT AND DEBRIEF

Debriefing is telling someone about what has happened, or going over an experience or set of actions, to achieve some sort of order or meaning concerning them.





By connecting, try to help others

THE POWER OF HELPING OTHERS

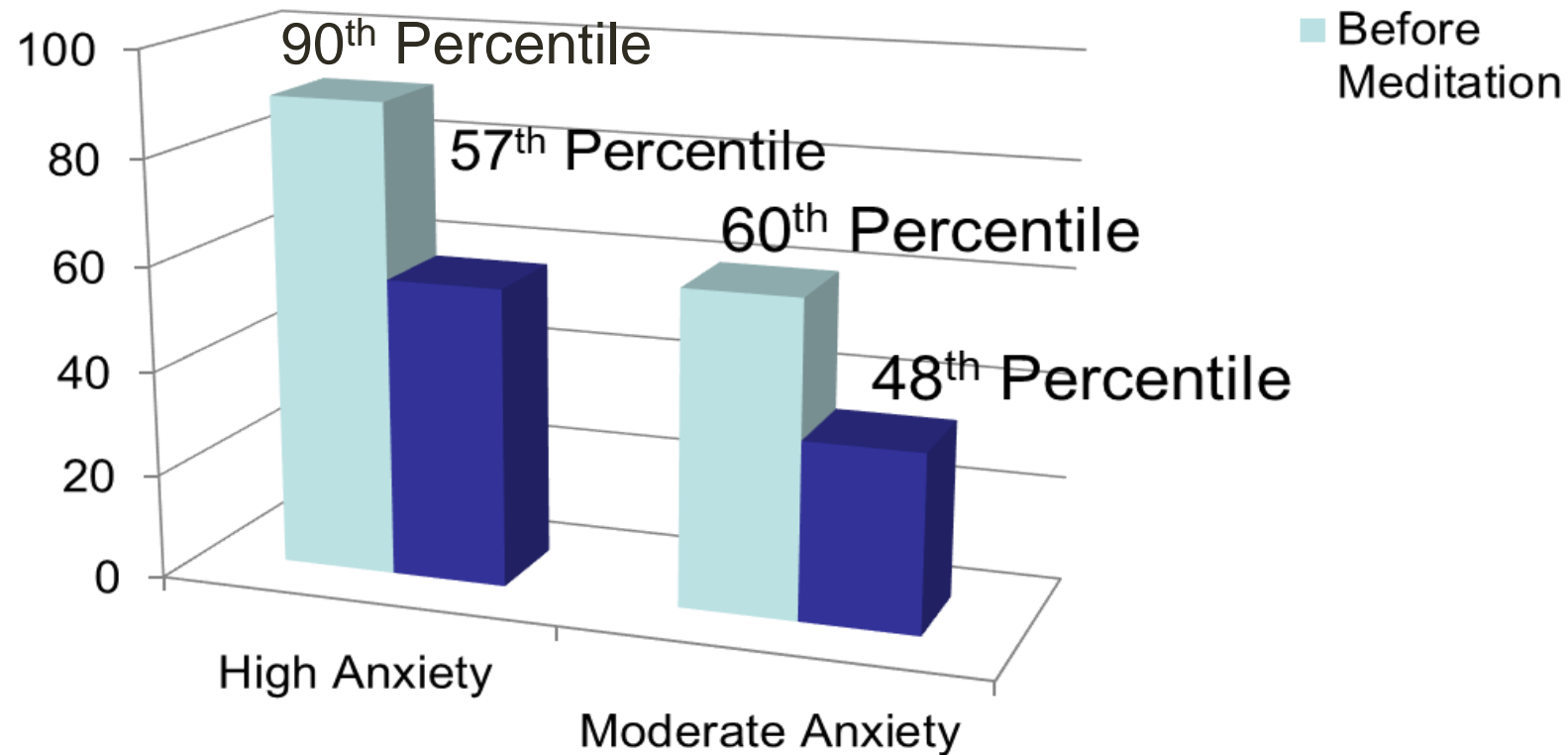
In a 30,000 person study on the affect of stress over 10 years on the rate of death, people who believed that they had a very stressful year and that stress was harmful to their health had 43% higher risk of death than those who did not.

A related study showed that the effect of stress on death rate was **completely offset** where people were regularly helping others.

LEARN TO ACTIVATE THE PARASYMPATHETIC NERVOUS SYSTEM



MINDFULNESS AND BREATHING EXERCISES



WAYS TO ACTIVATE THE PARASYMPATHETIC NERVOUS SYSTEM

- Running/Hiking/Walking
- Swimming
- Dancing
- Playing a Musical Instrument
- Yoga
- Painting / Creating Art
- Gardening / Working with Hands
- Golfing
- Cooking



SET BOUNDARIES

INTERNET USE



A recent study showed that people are averaging 24 hours per week on the internet.

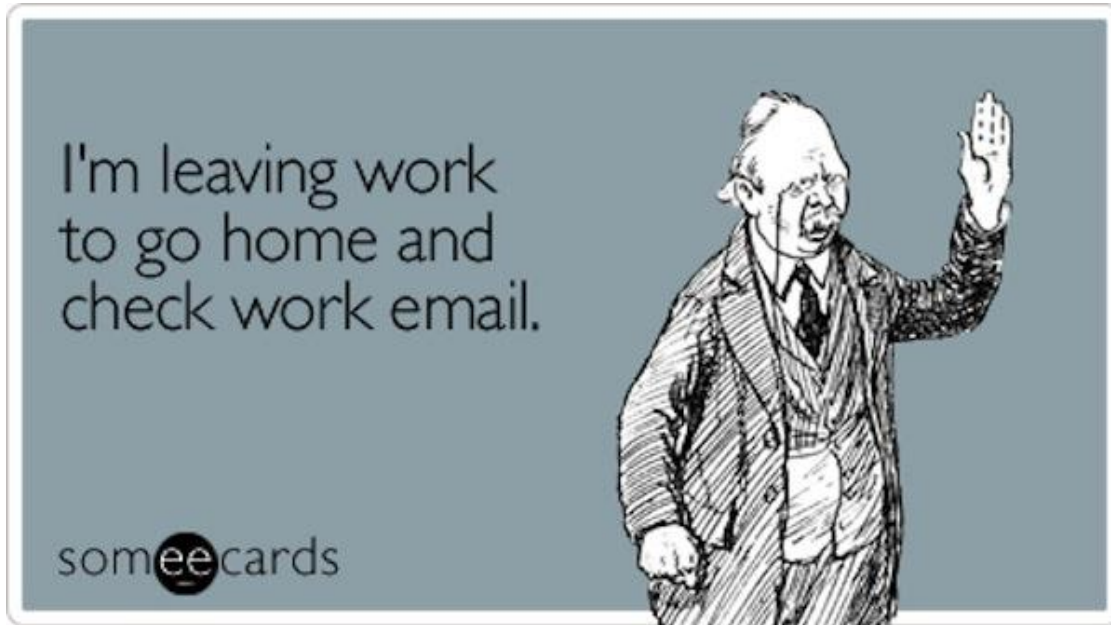
(Hymas, 2018)

EMAIL



On average, professionals have more than 200 emails in their inbox and receive 120 new ones each day (Plummer, 2019).

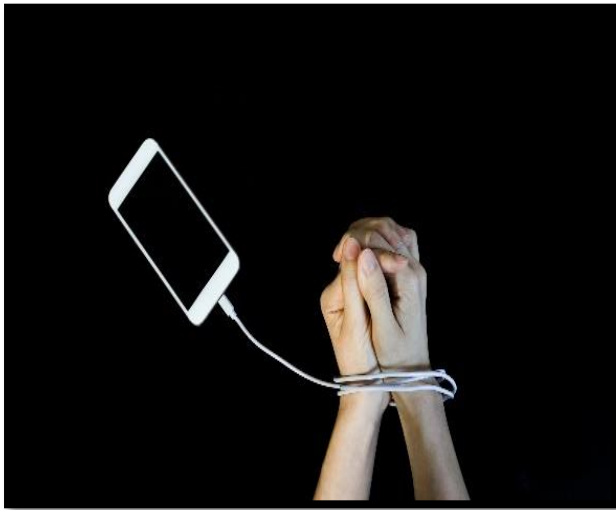
THE VIRTUAL WORLD



“Workers today are ‘never turned off’. Like our mobile phones, we only go on standby at the end of the day as we crawl into bed, exhausted. Technology was supposed to liberate us from much daily slog... in 2002 fewer than 10% checked work email outside of work, today it is 50% often before we get out of bed...”

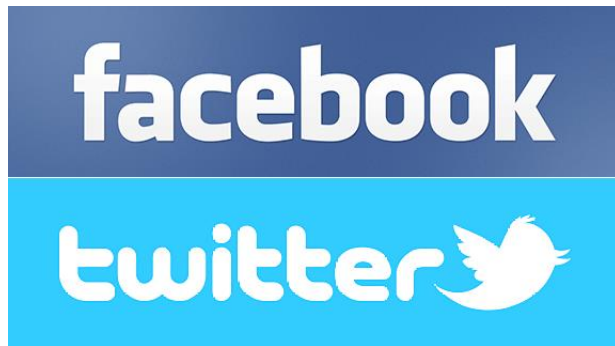
www.theguardian.com/lifeandstyle2018/jan/15

SMART PHONES



- A 2018 study found that people age 15 to 24 are averaging 4 hours per day on smartphones and all adults were averaging 2 hours and 49 minutes per day. (Hymas, 2018)
- Nokia conducted a study that found that the average person looks at their smart phone 150 times per day. (Ahonen, 2011)
- In 2016, Americans sent about 94 text messages per day. (Burke, 2016)

SOCIAL MEDIA



- Facebook users average 24 minutes per day (Clearvoice.com, 2018).
- Instagram users average 15 minutes per visit.
- Twitter users average 2.7 minutes per user per day.
- Pinterest users average 14.2 minutes per visit.
- LinkedIn users average 17 minutes per user per day. (Bagadiyat, 2019)

WEEKLY SCREEN TIME



Weekly:

- 26.5-36.5 Hours on Television
- 19.6-28 Hours on Smartphone
- 25+ Hours on a PC in the Office

For a Total:

- ✓ **71+ Hours per Week Staring at Screens**
- ✓ **DAILY: 10+ Hours per Day Staring at Screens**

BOUNDARIES: SET LIMITS

- Check email x times per day at designated times (and let clients and colleagues know/expect that).
- Limit Social Media to 10 minutes per platform per day, Use a timer (Hunt et. al, 2018).
- Monitor your use (use monitoring apps, check Screen Time on iPhone, etc.).
- Use Do Not Disturb.



BOUNDARIES: DISCONNECT

- Turn off notifications.
- Do not charge your phone beside bed.
- Do not keep phone with you during meals, exercise, or social activities.
- Read a book or magazine rather than your phone or tablet.
- Get away from your PC to do some work, take healthy breaks from the screen, and don't take the laptop with you on weekends or vacations.



THE HARVARD LAW RECORD

HLRECORD.ORG

INDEPENDENT AT HARVARD LAW SCHOOL SINCE 1946

THURSDAY, FEBRUARY 14, 2019

Happy Valentine's Day, HLS!

A 10-Day Phone Challenge for 3Ls

Maybe you can't imagine yourself without your phone. But what if you could?

BY ALEX GLANCY '19



Maybe don't go this far, though.

• Wikimedia Commons

Excessive use of cell phones, largely due to social media and addictive news alerts, makes it harder to think critically, to practice self-care, and to be creative. My plea to my fellow graduates this semester is this: quit refreshing your phone and start refreshing yourself.

This semester before graduation is a great time to experiment with what exactly these blinking devices mean to you. Did you know that pulling down to refresh a feed has the same addictive effect as playing a slot machine?[1] You already have an instinctive sense of the impact your phone has on your life. After graduation, we will be on call for work nearly 24/7. Now is the time to better your relationship with your phone.

Here are 10 suggestions to get you started:

Day 1) Take time to reset your phone so that it works for you. Cell phones are a tool that should work for you, not distract you. I recommend setting aside

The best thing we can do for ourselves is take notice of things occurring right in front of our noses.

an hour or two to go through all of the settings of your phone, pausing to think about how each fits your needs. Reconsider the notifications settings for each of your apps, and rearrange your home screen to minimize clutter. For example, you could move the apps that often have red bubbles to the second page, so that they are less alarming when you first open your phone. *Bonus Tip: To reduce distractions while working, a general guide is "out of sight, out of mind." Try placing your phone in a different room or in a drawer for stretches of time.*

Day 2) Try taking a walk or

running an errand without your phone. Usually before leaving the house we think: "Phone, wallet, keys." Can you leave your phone at home? If the thought of this makes you panic, consider this: if something happens to you, you probably will not be able to save yourself with your phone single-handedly. Rather, neighbors and passersby will need to notice you and step in. The best thing we can do for ourselves and for our neighbors is to look up and take notice of things occurring right in front of our noses. You can give friends notice that you will be phone-free for the next hour or so. *Bonus Tip: Go on a walk with a friend, and have only one of you bring their phone.*

Day 3) Buy a watch. And an alarm clock. Many times people take out their phones to check the time, only to fall into a rabbit hole of phone notifications. A quick look

Glancy continued on page 4

THE HARVARD LAW RECORD ARTICLE CONTINUED....

Glancy

Continued from page 1

at your wrist can save you cumulative hours in your week. And do you really want to spend the first precious moments of your morning looking at the same apps you will be checking all day long? Buying a freestanding alarm clock will free up some brain space.

Day 4) Try reading an in-print newspaper or magazine. Your eyes may travel to a place your clicker won't. Well-roundedness is good for the mind and citizen. You can pick up the day's New York Times for \$3.00 and the Boston Globe for \$2.50. The Harvard Law School Library has print magazines for browsing in the Microfilm room on the second floor. *Bonus Tip:* Read a magazine that you would not normally choose. We already live in the Cambridge bubble, why live in a news bubble too?

Day 5) Reduce the brightness on your devices. If you're lucky enough to have vision, your eyes will need to last a while, and as a lawyer, you will use them for long hours at a time. It is important to take care of them for the long-haul. Particularly after starting practice, it is good to

Frequent changing of Internet passwords is one of the best things you can do to protect your identity online.

reduce screen time at home after looking at a monitor all day. Reading print publications is another way to take a break. You can also buy computer glasses that screen out harmful light. *Bonus Tip:* Consider treating yourself to a newspaper or magazine subscription once you start working so that you can give your eyes a rest.

Day 6) Take a day off from social media. Think about the purposes that Facebook, Twitter, Instagram, and other apps serve for you. You may write a list of the pros and cons for each app. I have heard from friends that they truly enjoy Instagram because it is entertaining, whereas Facebook stresses them out. I have friends who are incredible advocates online, and

I understand why they keep their Facebook accounts. *Bonus Tip:* After your day off, go on an "unfollowing spree" to weed out content that no longer interests you.

Day 7) Take time to change the passwords you've been meaning to change. Frequent changing of Internet passwords is one of the best things you can do to protect your identity online. Change your email, bank, and social media passwords, along with any other important accounts. *Bonus Tip:* Digital privacy is also an emerging challenge for our generation. There are apps and websites, such as Firefox and DuckDuckGo, that have privacy as a main priority.

Day 8) Look up directions

Digital photo management is a major task that gets more difficult as time goes on.

Next time you find yourself texting in paragraphs, give that person a ring. You never know where the conversation might go.

once before you leave the house. Have you ever found yourself at an intersection, bewildered, looking up directions for the fifth time in minutes? On-demand directions can be both helpful and frustrating. Try looking up directions before you leave the house and jotting down notes. On your way to your destination you will walk with a sense of purpose, free to observe landmarks and learn your way around. Or you might get lost and find a place you never knew existed.

Day 9) Finally organize your photos. We take photos all the time, but when was the last time you paused to appreciate them? Digital photo management is a major task

that gets more difficult as time goes on. I recommend backing up your photos and sorting your favorites into albums, and maybe even printing some of them through your local camera shop, the Shutterfly app, or drugstore. The summer is a great time to dive into this project.

Day 10) Call a friend for the first time. Next time you find yourself texting someone in paragraphs, give that person a ring. You never know where the conversation might go. It may reduce stress to not have to type so much, and you will spend less time looking at a screen. Often my friends say that the biggest social barrier to calling someone is worrying that it might freak them out. A good way to counter this is by asking them via text for consent or, next time you see them, suggesting you might call them to convey a funny story. They are called "phones," after all.

[1] <https://www.theguardian.com/technology/2017/oct/05/smart-phone-addiction-silicon-valley-dystopia>

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BOUNDARIES: SCHEDULE SELF-CARE TIME

- 4% of your life is 1 hour per day; make that the minimum for self-care.
- Use your calendar and other technology to remind you to unplug.
- By scheduling events that are away from screens, it can free you from technology.





CHANGE YOUR PERSPECTIVE

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