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## OREGON ATTORNEY ASSISTANCE PROGRAM

# IN SIGHT *for Oregon Lawyers and Judges*

IMPROVING THE QUALITY OF YOUR PERSONAL AND PROFESSIONAL LIFE

## HOW TO LET GO OF HOLIDAY EXPECTATIONS

Popular culture reinforces high-stakes ideas about the holiday season, like “Everyone loves each other this time of year,” and “If I don’t get this holiday right, I’m failing my family.” Our expectations can be extremely high. The holidays do have the potential to be a time when we share in each other’s joy. But rather than letting these common beliefs govern how you feel, try replacing them with some different practices so that you can appreciate the holidays as they are, not as you think they “should” be.

**Stressful Belief #1:** My family should get along during the holidays. The need for people to treat each other and us well around the holidays can be intense, leaving us disappointed, resentful, and hurt if things don’t go as we would like.

**Try this:** Seek out loving friendship. Be proactive about filling the well of connection for yourself. Reach out to a good friend and set a date to get together. The event doesn’t have to be “special” – the relationship is what matters.

**Stressful Belief #2:** I must make this the “perfect” holiday. All this belief does is drive us to distraction and keep us from appreciating the holidays we’ve actually got.

**Try this:** Catch your thoughts. If you find yourself starting to wish for perfection, observe the ticker tape of your thoughts. Listen for phrases like “I’m the only one who can do this,” or “If I don’t get this right, it will be ruined.” Notice how these thoughts feel, and then challenge them. Say to yourself, “It doesn’t make sense in my life to do that anymore. Perfection isn’t the goal.” Then focus on your breath. Tuning into our physical sensations keeps us connected to the present moment.

**Stressful Belief #3:** I should give and get the perfect gifts. Presents take on extraordinary weight this time of year. Even if we find what we think is the “perfect” gift for someone, there’s no guarantee the recipient will respond the way we want.

**Try this:** Aim for gratitude. Every morning or evening, write down three to five things you’re grateful for. Send a thank-you text or email to someone who did something nice for you recently. When we make a gratitude practice and express it to others, we reinforce our own well-being. Then we can put holiday gift-giving in perspective.

*Source: “3 Holiday Expectations That Are Making You Crazy (And How to Change Them),” by Jan Bruce, Huffington Post, 12/3/2013, [www.huffingtonpost.com](http://www.huffingtonpost.com).*

## OAAP Notice of Privacy Practices

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

## GETTING UNSTUCK

The end of the year can bring opportunities for reflection about changes we would like to make in our lives. Sometimes, the desire for change conflicts with an awareness that we feel stuck and unable to change. When we're stuck, it's not healthy but it's familiar. Change feels hard. It seems easier to stay in that stuck place than to change, even though change can bring positive results for us and can make us feel and be healthier.

Change can feel overwhelming, but often all we need is to take one small step to create momentum. Following are some quick tips for getting the ball rolling and creating positive energy.

### Tips for Getting Unstuck

**1. Break it down into small steps. Pick one step to start.** High achievers tend to take on a lot. We often start with a laundry list of things that we think are wrong with ourselves – we're not eating right or exercising right; we're not being social enough; we're not prioritizing ourselves. The laundry list seems insurmountable and leads to our feeling overwhelmed because there are too many things we want to change. If we start with the behavior we want to change or realize we're stuck in an unhealthy pattern, picking one small action will often get the ball rolling and eventually lead to a healthy pattern, behavior, or situation. Rather than make a plan to change every single thing on your list,

## Stress Relief for Lawyers Through Meditation

Research has shown that meditation can reduce stress and hone focus, creativity, empathy, and listening, all of which can improve performance and quality of life. The OSB Quality of Life Committee is presenting a program to introduce the benefits of meditation to lawyers. The program will be held on Thursday, February 25, 2016, from 3 to 5 p.m., in the Standard Insurance Auditorium, 900 SW Fifth Avenue, Portland. There is no cost to attend and no preregistration required. For more information, contact Kyra Hazilla at 503-226-1057, ext. 13, or at [kyrah@oap.org](mailto:kyrah@oap.org).

## Mindfulness Group – Washington County

Beginning March 28, 2016, the OAAP will be forming a six-week group for lawyers in Washington County who want to learn how to implement mindfulness-based practices in their lives. The group will be facilitated by OAAP Attorney Counselor Kyra Hazilla, JD, MSW, and will meet Mondays from noon to 1:15 p.m., at a downtown Hillsboro location. If you are interested in this group, or for more information, please contact Kyra Hazilla at 503-226-1057 or 1-800-321-6227, ext. 13, or at [kyrah@oap.org](mailto:kyrah@oap.org).

just pick one thing to start. Choose a small item with a tangible result. You want evidence that you can change. The end result is that you feel the success, and you can build on that success by taking yet another small step.

**2. Start in the middle. Start anywhere.** Sometimes it feels like there is a logical order to things and the first milestone is unattainable. For example, I want to run a marathon, but I need to get in shape. Or I want to change jobs or careers, but I don't know what I want to do. There appears to be a long list of steps in the process of effecting change. If you're overwhelmed and don't know where to start, just pick one thing that you can accomplish instead of choosing what you think has to go first. Often, you will gain momentum from the small actions taken.

**3. You can do anything for 15 minutes.** When you embark on making a change, don't set yourself up to make a huge change at the outset. For example, don't say you're all of a sudden going to exercise for an hour a day. Tell yourself that you will go for a walk for 15 minutes and it counts. Or say to yourself, "I can work on this challenging memo for 15 minutes and that counts." Literally set a timer and just do 15 minutes of the behavior or activity you'd like to change or adopt. You are not giving up your expectations; you are just changing them. You're setting a bar that you can reach.

**4. Don't overthink it. Just do it.** Many lawyers overthink things because we tend to be perfectionistic and we don't want to miss anything. Sometimes that can

paralyze us when trying to overcome or change anything about our lives. Rather than understanding the nuances of every change you want to make, just start moving. As you make small changes, new truths appear, new ideas will come to you, your creativity will be ignited, and all of this will help you move forward. You will start to gain clarity. You cannot map everything out. Some things in reality are different than they look on paper. Better to just have a simple list and notes about the things you want to accomplish or the changes you want to make and then start to make them. After seeing what the results are, you can recalibrate as you go along.

### 5. Walk away. Do something else for awhile.

Sometimes we need to take a break and just relax and/or focus on other things in our life where we are not stuck. Just because we feel there are changes we need to make in our life doesn't mean we need to focus on them all the time. Take a step back and regroup. We can sometimes be so serious about our goals that we forget to have fun and enjoy life. Don't always have your eyes on the horizon at some future point. Take time in the moment to appreciate the present.

## Dealing With Negative Thoughts About Being Stuck

When we are stuck, we tend to slip into negative thinking. Feeling stuck can bring up feelings of defeat. We not only feel overwhelmed, we also feel incapable and possibly like we're never going to overcome and change. It's hard to imagine getting from point A to point B. Sitting and ruminating over negative thoughts can keep us in that stuck place. We need to combat some of the negative thoughts and feelings. Here are some tips.

## Women in Recovery

A support group for women in recovery is meeting at the OAAP. The group is open to all women members of our legal community who are working on their recovery from any substance abuse or addictive behavior.

For additional information, contact OAAP Attorney Counselor Kyra Hazilla, JD, MSW, at 503-226-1057, ext. 13, or at [kyrah@oaap.org](mailto:kyrah@oaap.org).

## Save the Date!

## OAAP/OWLS Ninth Annual Women's Wellness Retreat April 8 & 9, 2016



Oregon Women Lawyers and the OAAP will hold the ninth annual Women's Wellness Retreat for lawyers and judges on April 8 and 9, 2016, at The Hallmark Resort and Spa in Cannon Beach, Oregon. Watch for more information in the next *In Sight*, or contact OAAP Attorney Counselors Shari R. Gregory or Kyra Hazilla at 503-226-1057 or 1-800-321-6227, or at [sharig@oaap.org](mailto:sharig@oaap.org) or [kyrah@oaap.org](mailto:kyrah@oaap.org).

**1. Instead of stewing, start doing.** As lawyers, we are trained to be skeptics and see the negative. Often that prevents us from trying something new or doing something even if we believe it would be good for us. Instead of sitting with our thoughts and ruminating, it makes more sense to just act. As an alternative, allow yourself a short time period per day to feel the negative feelings.

**2. Create a shortcut to feeling better.** A shortcut is a reminder of something peaceful to lift you out of the cycle of negative thoughts. Visualize a positive place that is soothing and relaxing for you (like the beach), think about something you enjoy (like a piece of music), or hold an object that has special meaning for you.

**3. Try a mood log.** Take a negative thought you are having, analyze it, and say it aloud or write it down. Once you've said it aloud or written it down, you often gain some perspective. You don't believe it as much as when it was just in your head. Then see if you can replace the negative thought with a more logically objective positive thought. If you say that new thought aloud or write it down, it often makes it more real to you. This process helps create positive neural pathways to replace the negative neural pathways caused by

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being in the stuck place. (See *Feeling Good: The New Mood Therapy*, by David D. Burns, M.D.)

**4. Defeat anxiety with deep breaths. Do a body scan.** Research has shown that many people find relief from anxiety through deep breathing. If you are feeling anxious about being stuck, you can pause and take a few deep breaths. You can also do a quick body scan. Try to find a quiet place for a few minutes. Begin by intentionally focusing on your scalp and work your way down to your toes. You will most likely find that you are feeling more relaxed long before you reach the end of your body scan.

**5. Change how you respond to being stuck.** Do you resist resistance? Do you judge yourself for being stuck? Do you think it's a flaw, a sign of weakness, or something that's "bad"? What if you changed your relationship to feeling stuck? What if you allowed the behavior or situation to be okay just as it is? When we change our relationship to what we feel, we release our own resistance to it and it naturally begins to shift and transform. Instead of making it wrong or bad to feel stuck, instead of fighting it, just accept that this is how you feel right now and that's okay. When you stop making it wrong, it stops feeling so bad. Practice letting go of being so hard on yourself.

### Conclusion

When we feel stuck, it can be hard to know whose advice, counsel, or wisdom to trust. You can journal and trust yourself. By journaling every day, patterns will emerge about the best part of your day and the worst part of your day. Just recording your thoughts and feelings and then looking at them a few days or weeks later can provide amazing insights. Seek counsel from those who are invested in your success or transition.

If you are feeling stuck in some part of your life, you can also call the OAAP and ask to talk to an attorney counselor. We are here to help you. Call us at 503-226-1057, or 1-800-321-6227.

SHARI R. GREGORY, LCSW, JD  
OAAP ATTORNEY COUNSELOR

**Resources:** *If the Buddha Got Stuck: A Handbook for Change on a Spiritual Path*, by Charlotte Kastl

*Feeling Good: The New Mood Therapy*, by David D. Burns, M.D.

## Trans\* Law Professionals Peer Support Group

The OAAP is pleased to offer an evening peer support group one night per month beginning in January. This inclusive group is open to all transgender, trans-questioning, gender-nonconforming, and intersex judges, lawyers, law students, and legal professionals.

This group will be facilitated by OAAP Attorney Counselor Kyra Hazilla, JD, MSW. For more information, contact Kyra Hazilla at 503-226-1057 or 1-800-321-6227, ext. 13, or at kyrah@oaap.org.

## The Next Stage: Planning Now for the Retirement You Want

The OAAP is presenting two daylong retirement planning workshops. The workshops 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.

- Eugene – January 27, 2016, Hilton Eugene
- Tigard – March 4, 2016, Oregon State Bar Center

The workshops will run from 9:00 a.m. to 4:30 p.m.

These workshops qualify for 6.25 general MCLE credits. The fee for the Eugene seminar is \$35 and includes a copy of the book. The fee for the Tigard seminar is \$50 and includes the book plus lunch. A spouse or significant other of each attending attorney is invited to attend the workshop; the fee for the spouse or significant other is \$15 and does not include the book.

To register, go to [www.oaap.org](http://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.

## LAWYER WELL-BEING

Well-being is generally defined as the state of being healthy and happy. In February 2015, the results of a recent study of lawyer well-being, conducted by pioneering researchers of the legal profession Lawrence Krieger and Kennon Sheldon, were published in their book entitled *What Makes Lawyers Happy?: A Data-Driven Prescription to Redefine Professional Success*<sup>1</sup>. The study included the survey responses of 6,226 lawyers and judges from four different state bar associations.

The study explored the correlation between values, motivation, support for autonomy at work, and well-being. In addition, the study asked about law school experiences, current working circumstances (area of practice, hours worked, billable hours, and so on), personal life choices, and demographic information.

The study was guided by a well-researched psychological model contending that a state of subjective well-being for humans is produced by the satisfaction of the following three psychological needs: to feel competent/effective, authentic/autonomous, and related/connected to others. Subjective well-being was quantified by com-

paring life satisfaction (evaluation of work, home life, relationships, financial status, and leisure opportunities) with feeling good and subtracting feeling bad.

The researchers then analyzed how these factors correlated with subjective well-being, with “1” being the highest level of correlation possible, and “0” indicating no correlation at all.

The following factors were found to have the strongest correlations with the lawyer participant’s reported subjective well-being:

- Autonomy, or being authentic and having a sense of control over one’s choices (0.66)
- Relatedness to others (0.65)
- Feeling competent in performing one’s job (0.63)
- Internal motivation at work (0.55) – that is, finding the work itself meaningful, enjoyable, and so on, rather than being motivated by external factors, such as pressure from others or needing to impress others

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## OAAP Resilience-Building Workshop

Working in the legal profession typically involves an unrelenting stream of problems to solve, challenges to overcome, and deadlines to meet, as well as the stresses and strain of operating in an adversarial system. Adversity, setbacks, disappointments, and losses are all but guaranteed.

Resilience is the capacity to:

- Manage life’s challenges, stresses, and pressures effectively;
- Cope and adapt successfully to change and adversity; and
- Bounce back after facing a major disruption or loss in life or career.

We are all born with an innate capacity for learning to right ourselves when encountering setbacks and adverse life events. Research has confirmed that we all can expand our capacity for resilience.

OAAP Attorney Counselors Mike Long and Shari Gregory will share research-based strategies for increasing your capacity to manage stress, embrace adversity, bounce back from setbacks, and maintain well-being in this eight-week workshop. We will meet Mondays from noon to 1:00 p.m., January 25 – March 21, 2016, at the OAAP, 520 SW Yamhill, Suite 1050, Portland, Oregon 97204. We will not meet on February 15, President’s Day. The cost of the workshop is \$15 and includes a workbook.

The size of the workshop is limited and preregistration is required. For more information or to register, please contact Mike Long at 503-226-1057, or 1-800-321-6227, ext. 11, or at mikel@oaap.org.

- Autonomy support at work (0.46)
- Intrinsic values (0.30) – these may include personal growth, helping others, and so on, in contrast to such extrinsic values as power, affluence, and others

The factors that had the lowest correlations to lawyer participants' reported subjective well-being included:

- Income (0.19)
- School debt (0.19)
- Class rank in law school (0.12)
- Law review membership (0.00)<sup>2</sup>

Other findings:

The researchers categorized the study participants into four practice categories:

- Judges
- Lawyers in elite/highly prestigious positions (large firms, practicing in high-earning areas such as corporate, commercial transactions, securities, tax, or estate planning.)
- Lawyers in public service-oriented positions (prosecutors, public defenders, government, and non-profit lawyers, etc.)
- Lawyers in other typically non-high-earning law practices (general practice, family law, bankruptcy, private criminal defense, etc.)

Judges reported the greatest well-being on all measures: the highest satisfaction of all three psychological needs and internal motivation. The lawyers in the public service group reported greater well-being than the elite/prestige lawyers despite substantially lower earnings and greater well-being than the lawyers in the "other" law practice category.

Other findings:

- The external factors emphasized in law school and by many legal employers (grades, law school ranking, and law journal participation) were not related to lawyer subjective well-being to any significant degree.
- High income and prestige had quite limited relationship to lawyer subjective well-being.

*The OAAP offers*  
**Quiet Space**

*Monday – Friday*  
*3:00 – 4:00 p.m.*

*Do you need . . .*

*A time for silent meditation,  
reflection,  
& contemplation?*

*Come to the OAAP*  
*520 SW Yamhill St., Suite 1050*  
*Conference Room A*  
*Enter from 10th Floor Hallway*

- Regarding personal lifestyle choices, lawyers and judges who engaged in exercise regularly and took vacation days more regularly reported greater well-being. The correlation between exercising and taking vacation days and subjective well-being equaled or exceeded the correlation between increasing income, decreasing student debt, higher grades in law school, law review participation, or law school ranking and subjective well-being.

- The practice factor that had the strongest negative correlation/relationship to well-being was required billable hours. As required billable hours go up, income goes up and well-being goes down.

- Lawyers who were married or in a similar long-term, committed relationship reported the greatest well-being and the fewest depressive symptoms compared to those not dating or in a serious relationship.

This study confirmed that lawyers are not different from the general population regarding what they need to feel satisfied with their life and to maintain a feeling of well-being. To thrive, they need to have the same authenticity, autonomy, close relationships, and focus

on self-understanding and personal growth that promote thriving in non-lawyers.

The science of well-being, which studies the conditions and processes that promote thriving and optimal performance, is the purview of positive psychology. Martin Seligman, the father of positive psychology, articulates the latest conceptual model of well-being in his most recent book, *Flourish*. Based upon the research to date, Seligman states that there are five essential elements of well-being:

- Positive emotion: how happy you are at a specific point in time; positive feelings
- Engagement: an absorbing activity that one can become completely lost in; a state of flow
- Positive relations: social connection; the capacity to love and be loved
- Meaning: believing in, belonging to, or serving something greater than oneself
- Accomplishment: the pursuit of accomplishment/mastery for its own sake

The findings of Krieger and Sheldon's study of lawyer well-being are clearly in line with Seligman's model of well-being.

The OAAP is offering Resilience-Building Workshops to help lawyers expand their capacity to deal effectively with stress; thrive in the face of change, adversity, and set-backs; and develop practices that promote well-being. For more information about these workshops, please contact Attorney Counselor Mike Long at 503-226-1057, ext. 11, or at [mikel@oaap.org](mailto:mikel@oaap.org).

**MIKE LONG, JD, MSW, CEAP**  
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### References

<sup>1</sup>Lawrence S. Krieger and Kennon M. Sheldon, *What Makes Lawyers Happy?: A Data-Driven Prescription to Redefine Professional Success*, 83 *George Washington Law Review* 554, 2015

<sup>2</sup>*What Makes Lawyers Happy?* Wisconsin Lawyer, Volume 87, Number 7, July 2014

## Minority Lawyers Support Group:

### A group for racial and ethnic minority attorneys

Beginning in January 2016, the OAAP is holding a support group for racial and ethnic minority lawyers to have a safe and confidential environment to build support, camaraderie, and community. The group will be facilitated by OAAP Attorney Counselor Shari R. Gregory, LCSW, JD, and George Finch, JD, (visit [www.oaap.org](http://www.oaap.org) and click on CLEs/Workshops for a biography).

This free and confidential group will meet at the OAAP for eight sessions on Fridays from noon to 1 p.m. Participants will gain support for issues related to resiliency, empowerment, discrimination, authenticity, work-life balance, and developing professional resources.

To join this group, please set up a meeting with Shari R. Gregory at 503-226-1057, ext. 14, or at [sharig@oaap.org](mailto:sharig@oaap.org).

## 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 meet at the OAAP from noon to 1:15 p.m. on Tuesdays, beginning February 2, 2016. The workshop facilitator will be OAAP Attorney Counselor Douglas S. Querin, JD, LPC, CADC I. There is no fee, but advance registration is required as space is limited.

If you are interested in participating, please contact OAAP Program Assistant Jeanne Ulrich at [jeanneu@oaap.org](mailto:jeanneu@oaap.org).

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## **Finding Meaningful Work: A Job-Search Skill-Building, Networking, and Support Group**

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

## **Career Self-Assessment Workshops**

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

## **Lawyers in Transition Presentation Calendar**

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

<b>Jan. 7, 2016</b>	<b>Lynetta St. Clair</b>	<b>from private practice to OHSU attorney</b>
<b>Feb. 4, 2016</b>	<b>Diane Sykes</b>	<b>from public defender to Legal Aid to DOJ to private practice</b>
<b>March 3, 2016</b>	<b>Melissa Chureau</b>	<b>from Deputy District Attorney to communication coach to Assistant Attorney General</b>
<b>April 7, 2016</b>	<b>Heather Decker</b>	<b>from private practice to Director of Attorney Professional Development and Recruiting</b>

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