

THE OREGON ATTORNEY ASSISTANCE PROGRAM
PRESENTS

CARING FOR SELF WHILE CARING FOR OTHERS

A NEW SERIES examining four challenging areas
& effective ways of caring for yourself while taking
care of others.

WEEK ONE: CULTIVATING LAWYER WELLBEING

PRESENTED BY: DOUG QUERIN, JD, LPC, CADC I

JANUARY 28, 2019

Time: 12:00 PM – 1:00 PM

Fee: Free! (bring your own lunch)

World Trade Center, Mezzanine 5

25 SW Salmon Street

Portland, OR 97204

- January 28, 2019:** Cultivating Lawyer Well-Being
Presenter:
Doug Querin, JD, LPC, CADC I
- February 4, 2019:** Mindful Parenting
Presenter:
Kyra Hazilla, JD, LCSW
- February 11, 2019:** Unhealthy Behaviors and Substance Use
in the Family – panel discussion
Presenter:
Bryan Welch, JD, CADC I
- February 25, 2019:** Aging Parents and Family Members
Presenter:
Lynne Coon, LPC



**TO RSVP for one or more sessions:
Jeanne Ulrich at jeanneu@oaap.org.**

**For more information, please contact:
Karen A. Neri
(503) 226-1057 ext. 11 karenn@oaap.org**

Application for 1 Mental Health Substance Abuse MCLE credit pending

MCLE FORM 1: Recordkeeping Form (Do Not Return This Form to the Bar)

Instructions:

Pursuant to MCLE Rule 7.2, every active member shall maintain records of participation in **accredited** CLE activities. You may wish to use this form to record your CLE activities, attaching it to a copy of the program brochure or other information regarding the CLE activity.

Do not return this form to the Oregon State Bar. This is to be retained in your own MCLE file.

Name:		Bar Number:	
Sponsor of CLE Activity: Oregon Attorney Assistance Program			
Title of CLE Activity: Cultivating Lawyer Wellbeing		Program Number: 7202*4	
Date: 1/28/2019	Location: World Trade Center, Portland, OR		
<input checked="" type="checkbox"/> <i>Activity has been accredited by the Oregon State Bar for the following credit:</i> <input type="checkbox"/> General <input type="checkbox"/> Prof Resp-Ethics <input type="checkbox"/> Access to Justice <input type="checkbox"/> Abuse Reporting <input type="checkbox"/> Practical Skills <input type="checkbox"/> Pers. Mgmt/Bus. Dev.* 1 Mental Health and Substance Use	<input type="checkbox"/> Full Credit. <i>I attended the entire program and the total of authorized credits are:</i> <input type="checkbox"/> General <input type="checkbox"/> Prof Resp-Ethics <input type="checkbox"/> Access to Justice <input type="checkbox"/> Abuse Reporting <input type="checkbox"/> Practical Skills <input type="checkbox"/> Pers. Mgmt/Bus. Dev.*	<input type="checkbox"/> Partial Credit. <i>I attended _____ hours of the program and am entitled to the following credits*:</i> <input type="checkbox"/> General <input type="checkbox"/> Prof Resp-Ethics <input type="checkbox"/> Access to Justice <input type="checkbox"/> Abuse Reporting <input type="checkbox"/> Practical Skills <input type="checkbox"/> Pers. Mgmt/Bus. Dev.*	

***Credit Calculation:**

One (1) MCLE credit may be claimed for each sixty (60) minutes of actual participation. Do not include registration, introductions, business meetings and programs less than 30 minutes. MCLE credits may not be claimed for any activity that has not been accredited by the MCLE Administrator. If the program has not been accredited by the MCLE Administrator, you must submit a Group CLE Activity Accreditation application (See MCLE Form 2.)

Caveat:

If the actual program length is less than the credit hours approved, Bar members are responsible for making the appropriate adjustments in their compliance reports. Adjustments must also be made for late arrival, early departure or other periods of absence or non-participation.

*Personal Management Assistance/Business Development. See MCLE Rule 5.12 and Regulation 5.300 for additional information regarding Category III activities. Maximum credit that may be claimed for Category III activities is 6.0 in a three-year reporting period and 3.0 in a short reporting period.

Douglas S. Querin, JD, LPC, CADCI, works as an Attorney-Counselor with the Oregon Attorney Assistance Program (OAAP), where he provides resource referrals and confidential mental health and addiction counseling services to lawyers, judges, and law students throughout the state. Before starting with the OAAP in 2006, he worked as a trial lawyer for over 25 years with a firm specializing in state and federal civil litigation. After leaving his active law practice, he obtained his Master's Degree in Counseling and thereafter became licensed as a Professional Counselor. He also received his Certification as a Drug and Alcohol Counselor. Doug's experience includes working with stress, anxiety, depression, transition, and alcohol and drug issues as well as facilitating work-life balance and healthy habits workshops for the OAAP. Doug has also served as an Adjunct Professor at Portland State University and George Fox University. He frequently presents at law schools and law firms on a variety of wellness topics.

Caring for Self While Caring for Others

A Four-Part Series

Part One

Cultivating Lawyer Well-Being

January 28, 2019

Presentation By

**Douglas S. Querin, JD, LPC, CADC-I
Attorney Counselor**

- I. Introduction**
- II. Oregon Attorney Assistance Program (OAAP)**
- III. The Nature of Law Practice**
 - A. Positives: Intellectually stimulating, helping others, making a difference, emotionally rewarding, can be financially rewarding, etc.
 - B. Challenges: Emotionally stressful, competitive, zero-sum game, conflict-ridden, financially challenging, fee/hourly rate driven, etc.
 - C. The Lawyer Personality Conundrum
 - D. Satisfaction vs. Thriving
- IV. Recent Survey of U.S. Lawyers**
 - A. Prior Research: Lawyer Well-Being
 - B. ABA & Hazelden Betty Ford Foundation Collaboration
 - i. Purpose of Survey: Assess state of lawyer well-being
 - a) Prevalence of problematic substance (alcohol) use
 - b) Prevalence of depression, anxiety, and unhealthy stress
 - c) Identify treatment obstacles
 - C. Survey of 13,000 U.S. lawyers
 - D. Survey Demographics
 - E. Levels of *Problematic Drinking*:
 - i. The general U.S. adult population: Approximately 8-10%
 - ii. LAWYER STUDY FINDINGS – Rates of Problematic Drinking (alcohol use)
 - a) Overall Rate: Over 20%
 - b) Gender differences: Men (25.1%) vs. women (15.5%)
 - c) Work environment differentials
 - a. Private firms: 23%
 - b. In-house gov't, public, or non-profit: 19%
 - c. Solo practitioners: 19%
 - d. In-house corporate or for-profit institution: 18%

- d) Stages of legal career (correspond with ages) – the Good news/Bad news
 - a. <10 years: 28%
 - b. 11-20 years: 19%
 - c. 21-30 years: 15.6%
 - d. 31-40 years: 15%
 - e. 41+years: 13%
- e) Private firms: Rates decreased as firm seniority position increased (e.g., junior associate (31%), Senior partner (18.5%))
- iii. FINDINGS – Rates of *Depression, Anxiety, and Unhealthy Stress*:
 - a. Depression: 28%
 - b. Anxiety: 19%
 - c. Unhealthy Stress: 23%
 - d. All substantially higher than general U.S. adult population
 - e. Men – *Significantly* higher levels of depression than women
 - f. Women – Higher levels of anxiety/stress than men
 - g. Correlation: Between alcohol use and Depression, Anxiety, Stress
 - h. Practice environments: Solos reported highest levels of depression, anxiety, and stress, followed by private firm lawyers
- F. Obstacles to treatment
- G. A Clarion Call

V. Well-Being Challenges – Common Red Flags

- Continuation of problematic behaviors despite adverse consequences.
- Legal problems (e.g., DUIs) related to substance use.
- Social or interpersonal problems (e.g., domestic troubles).
- High-risk behavior (e.g., driving at high speeds; driving while intoxicated).
- Neglecting major responsibilities (work, school, home, etc.).
- Reports of concern expressed by family, friends, or clients.
- Difficulty in controlling use of substance.
- Persistent intentions or unsuccessful attempts to cut down or stop using.
- Failure to respond at work to colleagues/opposing counsel/judge/staff.
- Withdrawal and High tolerance - having to drink/use more to achieve desired effect).
- Signs of withdrawal in the absence of the substance (e.g., tremors, anxiety, nausea, lethargy).
- Isolation and/or reclusive behavior – especially if there is no family or social support system.
- Paralysis (by anxiety, fear, insecurity, etc.) in handling work/personal responsibilities.
- Having difficulty making contact.
- Unresponsiveness, unable to contact - No response to calls, emails, texts, etc.
- Telephone message box full.
- Mail not picked up or opened.

- Excessively passive behavior - especially when inaction may have significant consequences.
- Difficulty understanding and/or following instructions and seemingly.
- Confused thinking.
- Missed appointments; failure to follow through.
- Weak excuses for unavailability or inappropriate conduct.
- Extreme anxiety creating inability to handle typical work or life tasks.
- Apparent decline in personal hygiene or appearance.
- Decline in cognitive functioning.
- Significant memory problems.
- Difficulty understanding issues.
- Inappropriate/bizarre behavior.
- Paranoid, exaggerated suspicion or sense of persecution.
- Phone calls, emails, texts at odd hours (e.g., 2 a.m.).
- Stressful personal or family situations.
- Known/suspected financial difficulties or bankruptcy.
- Pending or potential domestic/relationship problems.
- Pending or potential criminal charges.
- Personal or family history of emotional or behavioral disorders.
- Significantly ill parent, spouse, child, close friend, etc.
- Excessive fear or paranoia; clearly delusional beliefs.
- Grossly exaggerated anger.
- Unusually low capacity tolerating frustration; highly emotionally reactive.
- Extreme highs and lows in mood.
- Difficulty responding to and bouncing back from adverse events.
- Talk or behavior suggesting; intent to harm self, loss of hope, or desire to no longer be alive.

Research-Based Well-Being Tools & Techniques ... that Really Work!!!

1.	<p>Breathing - all sorts of different ways to do this. The most important part is to breathe slowly and deeply. It is the fastest and best way to communicate with the non-verbal part of your brain.</p> <p>http://www.drweil.com/drw/u/ART00521/three-breathing-exercises.html http://cdn.marksdailyapple.com/wordpress/wp-content/uploads/2010/12/NPRDeepBreathing.mp3</p> <p>APPS- Breathe2Relax</p>
2.	<p>Meditation - It rewards your brain and changes your brain's wiring in positive ways that to tend toward contentment.</p> <p>http://braintalks.com/news/2013/04/this-is-your-brain-on-mindfulness/ http://palousemindfulness.com/selfguidedMBSR.html https://www.youtube.com/watch?v=iZlJdTHUsR0</p> <p>APPS - Insight Meditation Timer, Buddhify, Headspace, Zazn</p>
3.	<p>Avoid isolation; connect with family and friends - Social connectedness is vitally important. It helps to reduce the effects of stress on brain and body; Good hormones (e.g., oxytocin) are released.</p> <p>http://www.mayoclinic.org/healthy-living/stress-management/in-depth/social-support/art-20044445?pg=2</p>
4.	<p>Exercise – It's good for your body: it helps reduce stress, combats anxiety & depression and ... it actually improves cognitive functioning, improves memory, and enhances mood. Good hormones (endorphins) are released – aka “the runner’s high.” <i>Spark: Revolutionary New Science of Exercise and the Brain</i>, John Ratey (2013)</p> <p>http://www.mayoclinic.org/healthy-living/stress-management/in-depth/exercise-and-stress/art-20044469</p>
5.	<p>Take a fun class – Learn something new, exercise the creative side of your brain; have a scheduled time for your class, prepay for it; E.g., Guitar Lessons, Dog Agility Class, Knitting Class, Tai Chi, Toastmasters, Poetry Writing. Something that is new, different, and that you look forward to --- especially with a friend!</p> <p>http://articles.mercola.com/sites/articles/archive/2014/11/06/crafting-knitting.aspx http://www.scientificamerican.com/article/mental-downtime/</p>
6.	<p>Volunteer – It lowers stress, contributes to a sense of well-being, and improves physical health as well!</p> <p>http://www.health.harvard.edu/blog/volunteering-may-be-good-for-body-and-mind-201306266428</p>
7.	<p>Power song – Taking breaks is really important for your brain. You can use listening to a song as a meditation or to pump you up! (Choose “We Will Rock You” not “Who Let the Dogs Out.”) Join a choir. It does awesome things for you!</p> <p>http://www.cnn.com/2013/04/15/health/brain-music-research/ http://www.unr.edu/counseling/virtual-relaxation-room/releasing-stress-through-the-power-of-music http://www.telegraph.co.uk/news/health/news/10496056/Choir-singing-boosts-your-mental-health.html</p>
8.	<p>Humor-break – Breaks are vitally important and if you can combine that with some laughter, you have provided your body and your brain with some much needed feel-good time. Laughing stimulates many organs, activates your stress</p>

	<p>response and then relaxes your body systems. Laughing also strengthens your immune system.</p> <p>http://www.mayoclinic.org/healthy-living/stress-management/in-depth/stress-relief/art-200444566</p> <p>http://www.healthsystem.virginia.edu/pub/feap/work-life/newsletters/Humor%20and%20Stress.pdf</p>
9.	<p>Spirituality, religion, and connecting with nature - Spirituality, organized religion, or just communing with nature can help to foster a sense of meaning and purpose (and offer perspective when you are highly stressed). Being in nature or at least looking out a window at some nature is great for your brain. Light increases serotonin – one of our neurochemicals that helps mood and fights depression. Benefits of being outside: increased attention, focus, & memory; lower stress, and reduced brain fatigue.</p> <p>http://www.mayoclinic.org/healthy-living/stress-management/in-depth/stress-relief/art-20044464</p>
10.	<p>Pets – if you have pets, try to maximize your interactions with them; this increases our feel good hormones, lowers stress levels, and lowers blood pressure. If you don't have pets, you can volunteer to walk dogs at the Humane Society or go visit someplace with a fish tank!</p> <p>http://usatoday30.usatoday.com/news/education/story/2012-05-13/dogs-stress-relief-on-campus/54921444/1</p> <p>http://hyper.ahajournals.org/content/38/4/815.full</p>
11.	<p>Commitment & accountability – We are more likely to do pretty much everything if we have another person we feel accountable to. So, get a gym buddy, a walking or running partner, a meditation buddy, a movie break buddy. You get the point!</p> <p>APPS- https://www.stickk.com/</p>
12.	<p>Group/Social Activity – Same idea as above, but this can facilitate social connections. Double Advantage: great camaraderie in joining others for coffee, lunch, or dinner.</p> <p>http://news.wustl.edu/news/Pages/5642.aspx</p>
13.	<p>Intimacy – Healthy intimate relationships can be a huge source of support in high stress times; physical contact with other people (even something as simple as a hug or a pat) releases oxytocin in our brains (that's good) and reduces stress and anxiety (that's also good).</p> <p>http://www.lcsun-news.com/las_cruces-healthy_u/ci_25048767/power-touch-mdash-intimacy-has-health-benefits-all</p>
14.	<p>Gratitude – It's good for our well-being to make a practice of appreciation. It is also a state of being that increases our social connections.</p> <p>http://greatergood.berkeley.edu/pdfs/GratitudePDFs/2Wood-GratitudeWell-BeingReview.pdf</p> <p>http://greatergood.berkeley.edu/article/item/how_gratitude_can_help_you_through_hard_times</p>
15.	<p>Savoring practice – Our brain has a <i>negativity bias</i>. Bad experiences stick in our memories while positive experiences flow through like water through a sieve. You can shift your brain toward positivity by savoring a positive moment for just 10-30 seconds. This attention to the positive cements those moments in our memories just like the negative moments.</p> <p>http://greatergood.berkeley.edu/article/item/10_steps_to_savoring_the_good_things_in_life</p>
16.	<p>Diet – Quick Tips: 1) Hunger hurts Concentration → eat breakfast (oatmeal is a natural brain food); 2) Good Foods = Alertness → spinach, broccoli, & beans are</p>

	<p>great alertness foods; 3) Good Glucose = Good Memory → complex carbs (e.g., green veggies, whole grains, beans, lentils, peas & potatoes) provide steady source of glucose, avoiding sugar spikes. Comfort foods (chips, candy bars, pastries) work ok in the moment, but can cause blood-sugar fluctuations that can increase stress and mood swings.</p> <p>http://www.helpguide.org/articles/diet-weight-loss/emotional-eating.htm http://www.webmd.com/food-recipes/healthy-foods-eat-brain-power https://www.psychologytoday.com/blog/the-science-willpower/201111/stress-sugar-and-self-control</p>
17.	<p>Sleep – Sleep deprivation and elevated stress hormones tend to be related. Healthy Tips: Stick to a sleep schedule, develop a relaxing pre-bedtime ritual, exercise daily, avoid alcohol/drugs, tobacco, caffeine, and heavy meals before bedtime; have a bedroom that is cool, quiet, and dark. Sweet Dreams!</p> <p>http://sleepfoundation.org/ http://www.webmd.com/sleep-disorders/guide/tips-reduce-stress; http://consumer.healthday.com/encyclopedia/stress-management-37/stress-health-news-640/sleep-deprivation-and-stress-646063.html</p>
18.	<p>Self-Awareness – Our daily lives are filled with innumerable things, people, obligations, schedules, and responsibilities competing for our attention, many of which are among the normal stresses of a law office environment. Practicing self-awareness simply means stopping and taking time to inwardly reflect on ourselves and what is going on within us in the present moment. For example, are we angry, tired, anxious, fearful, or sad, etc.? When we practice self-awareness, in a compassionate, non-self-blaming way, we are more likely to avoid unwanted stress-induced behaviors and reactions, more likely to regulate our emotions in a healthy way, and more likely to develop an understanding of ourselves and our thoughts, feelings, and emotions. Meditation, mindfulness, yoga, journaling, and Tai-Chi are practices that people often use to increase their self-awareness.</p> <p>http://www.rebeccaanhalt.com/self-awareness-and-stress-relief/ http://www.turn-stress-into-bliss.com/self-awareness-exercises http://www.thepracticingmind.com/author/chelsea15</p>
19.	<p>Listen to your body -- Do a <i>self-care body scan</i>: check in with yourself. Are you experiencing any aches, pains, or other discomfort? If so, your body may be telling you something like: get some exercise, eat something, cut down on the caffeine, take a time-out, or call a friend? Listen to your body!</p> <p>http://www.mindful.org/the-body-scan-practice/</p>
20.	<p>Structure and schedules – Develop regular daily habits and routines for activities that are repetitive (e.g., going to bed, getting up in morning; work times, meal times, social times, self-care times, zoning out times, etc.). Perhaps even keep a simple log, journal, or calendar to record your success in maintaining your schedule and routine; for some, a visual track record of accomplishments tends to reinforce success.</p> <p>Having a regular daily schedule reduces the need to make minor or routine decisions and choices. This practice: (1) eliminates needless decision-making, preserving the brain’s energy for higher level tasks; (2) creates a sense of control & empowerment; (3) Encourages planning one’s day; (4) Encourages the creation of healthy self-care habits, like exercising and visiting with family and friends.</p> <p>http://www.rebeccaanhalt.com/schedule-more-and-stress-less/</p>

21.	<p>To-Do Lists can be Two-Edged Swords – For some To-Do Lists are helpful and stress-relieving, for others they are stress-producing. The longer the list, the less likely you are to get things done. If you make a To-Do List, keep it simple and relatively short (eliminate low-priority items), and don't jump from one task to another – try to complete one item at a time. If you really like lists, consider including a Done List at the end of the day to celebrate your accomplishments. All lists of things to do should include one or more healthy self-care activities. http://www.jillkonrath.com/sales-blog/quickly-reduce-your-to-do-list</p>
22.	<p>Avoid relationship drama – If you have personal relationships that are occasionally volatile, respectfully inform the other person that all your energies right now must be focused on your studies and self-care and you will not engage in any relationship drama – and stick to this rule. This is called <i>maintaining healthy boundaries!</i> http://www.huffingtonpost.com/jennifer-twardowski/6-steps-to-setting-boundaries-in-relationships_b_6142248.html</p>
23.	<p>Inspirational reading, dream, imagine, visualize success – Help your brain by doing things that encourage positive thinking. http://www.wisebrain.org/TakingintheGood.pdf</p>
24.	<p>Do something you love – If there is an activity that you enjoy doing right now, make sure you do not lose that as part of your proactive self-care study strategy. http://www.sparkpeople.com/resource/wellness_articles.asp?id=1657 http://greatergood.berkeley.edu/article/item/a_better_way_to_pursue_happiness</p>
25.	<p>Reach out for help: OAAP – If you have questions, concerns, or simply need to talk with someone, call or contact OAAP @ www.oaap.org; 503-226-1057.</p>

Well-Being – Self-Assessment

Check the activities/practices that you engage in regularly or *fairly* regularly:

Physical Self-Care:

- Eat regularly (e.g. breakfast & lunch)
- Eat healthfully
- Exercise, or go to the gym
- Lift weights
- Practice martial arts
- Get regular medical care for prevention
- Get medical care when needed
- Take time off when not feeling well
- Get massages or other body work
- Do physical activity that is fun for you
- Take time to be sexual
- Get enough sleep
- Wear clothes you like
- Take vacations
- Take day trips, or mini-vacations
- Get away from stressful technology such as pagers, faxes, telephones, e-mail
- Other:

Psychological Self-Care:

- Make time for self-reflection
- Go to see a psychotherapist or counselor for yourself
- Write in a journal
- Read literature unrelated to work
- Do something at which you are a beginner
- Take a step to decrease stress in your life
- Notice your inner experience - your dreams, thoughts, imagery, feelings
- Let others know different aspects of you; i.e., being transparent
- Engage your intelligence in a new area - go to an art museum, performance, sports event, exhibit, or other cultural event
- Practice receiving from others
- Be curious
- Say no to extra unnecessary responsibilities
- Spend time outdoors

Emotional Self-Care:

- Spend time with others whose company you enjoy
- Stay in contact with important people in your life
- Treat yourself kindly (supportive inner dialogue or self-talk)
- Feel proud of yourself
- Reread favorite books, review favorite movies
- Identify and seek out comforting activities, objects, people, relationships, places
- Allow yourself to cry
- Find things that make you laugh
- Care for a pet
- Play with children

Spiritual Self-Care:

- Make time for prayer, meditation, reflection
- Spend time in nature
- Participate in a spiritual gathering, community or group
- Am open to inspiration
- Cherish your optimism and hope
- Am aware of nontangible (nonmaterial) aspects of life
- Am open to mystery, to not knowing
- Identify what is meaningful to you and notice its place in your life
- Sing; play music
- Express gratitude
- Celebrate milestones with rituals that are meaningful to you
- Remember and memorialize loved ones who have died
- Nurture others
- Have awe-full experiences
- Contribute to or participate in causes you believe in
- Read inspirational literature
- Listen to inspiring music

Workplace/Professional Self-Care:

- Take time to eat lunch
- Take time to chat with co-workers
- Make time to complete tasks; i.e., plan ahead

- Engage in projects or tasks that are exciting, growth-promoting, &/or rewarding for you
- Healthy Boundaries: Set limits with clients, colleagues, bosses
- Balance your caseload so no one day is "too much!"
- Arrange your workspace so it is comfortable and comforting
- Get regular supervision or consultation
- Negotiate for your needs
- Have a peer support group

(Adapted from Saakvitne, Pearlman, and Traumatic Stress Institute Staff, Transforming the Pain: A Workbook on Vicarious Traumatization, 1996)

Appendix

Common Indicators of Depression & Anxiety:

- **Depression**
 - Prolonged and debilitating feelings of sadness, hopelessness, worthlessness, despair
 - Loss of interest in activities once enjoyable
 - Difficulty focusing, concentrating, tracking
 - Changes in :
 - Energy (agitation or lethargy)
 - Sleep Habits (insomnia or sleeping too much)
 - Eating (eating too much or too little; losing or gaining weight)
 - Paralyzed from taking action in their self-interest; procrastination
 - Can include recurrent thoughts of death or suicide

- **Anxiety:** Fight, flight, or freeze response is locked in the on-position
 - Prolonged debilitating anxiety or worry
 - Procrastination
 - Prolonged disruption of sleep (inability to fall asleep/ stay asleep)
 - Avoidance of situations
 - Distress in social situations
 - Obsessive or compulsive behavior
 - Difficulty focusing, concentrating, tracking
 - Difficulty self-regulating emotions (crying, irritability, anger, restlessness)
 - Paralyzed from taking action in their self interest
 - Panic attacks: The sudden onset of intense apprehension, fearfulness or terror. During these attacks, symptoms such as shortness of breath, heart palpitations, chest pains, choking or smothering sensations and/or fear of “going crazy” or losing control.

References:

- The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys, *Journal of Addiction Medicine*, Jan/Feb 2016, Patrick Krill, JD, LLM & Ryan Johnson, MA, & Linda Albert, MSSW, https://journals.lww.com/journaladdictionmedicine/fulltext/2016/02000/The_Prevalence_of_Substance_Use_and_Other_Mental.8.aspx
 - National Study on Lawyer Substance Use and Mental Health, *OAAP In Sight*, June 2016 - <https://489tr73am0tc1bumkelmnyh1-wpengine.netdna-ssl.com/wp-content/uploads/2018/06/National-Study-on-Lawyer-Substance-Use-and-Mental-Health.pdf>
 - Looking Forward: Improving our Health and Well-Being, *OAAP In Sight*, Dec 2016 - <https://489tr73am0tc1bumkelmnyh1-wpengine.netdna-ssl.com/wp-content/uploads/2018/06/Looking-Forward-Improving-Our-Health-and-Well-Being.pdf>
- National Task Force on Lawyer Well-Being, *OAAP In Sight* March 2018 - <https://oaap.org/national-task-force-report-on-lawyer-well-being/>



Things We Can Learn from a Dog

1. Never pass up the opportunity to go for a joy ride.
2. Allow the experience of fresh air in your face to be pure ecstasy.
3. When loved ones come home, always run to greet them.
4. When it's in your best interest, always practice obedience.
5. Let others know when they've invaded your territory.
6. Take naps and always stretch before rising.
7. Run, romp, and play daily.
8. Eat with gusto and enthusiasm.
9. Be loyal.
10. Never pretend to be something you're not.
11. If what you want lies buried, dig until you find it.
12. When someone is having a bad day, be silent, sit close, and nuzzle them gently.
13. Delight in the simple joy of a long walk.
14. Thrive on attention and enjoy human touch.
15. Avoid biting when a simple growl will do.
16. On hot days, drink lots of water and lie under a shady tree.
17. When you are happy, dance around and wag our entire body.
18. No matter how often you are scolded, don't buy into the guilt thing and pout ... run right back and make friends.